

Draft for Consultation

Your input is requested on the following Framework Element. Engineers Canada is seeking expert feedback and validation regarding practice reviews. Key questions for consideration:

- What is the appropriate purpose of practice reviews?
- How should a regulator select members who should be subject to a practice review?
- What should be the possible outcomes of a practice review?
- When should a referral to discipline be the appropriate outcome?

If you have any questions, or would like to submit your feedback please contact:

Kathryn Sutherland
Vice-President, Regulatory Affairs
Engineers Canada
Kathryn.sutherland@engineerscanada.ca

We welcome your feedback!

Practice review

under revision – July 2016

Purpose and policy direction

Practice review programs protect the public by ensuring that registrants maintain their competencies in the areas in which they practice and follow standards of practice. A risk-based program of practice review allows a regulator to proactively engage with registrants to assist them in meeting their professional obligations.

Key considerations

1. Practice review forms part of the regulator's program for ensuring continuing competence of registrants. Practice review is complementary and supplementary to continuing professional development, in that continuing professional development addresses continued competence via the acquisition of knowledge and skill, whereas practice review assesses competence in practice.
2. The practice review program is intended to be remedial and educational in nature, rather than punitive.
3. The practice review program is applicable to all registrants, and the regulator uses a risk-based assessment to identify candidates for review. Factors may include:
 - a. area of practice
 - b. size of organization
 - c. change of status of the registrant
 - d. results of a previous practice review
 - e. receipt of complaints

4. Practice reviews are conducted by trained assessors and follow a standardized process.
5. Practice reviews may examine the process by which engineering work is produced, the application of knowledge in the field of practice and the end product of the registrant's work. The evaluation criteria are the minimum standards of practice.
6. Results of practice reviews are considered by the regulator and may lead to outcomes including:
 - a. recommendations for improvements to practices
 - b. requirement to undergo additional training/development
 - c. referral to disciplinary process if professional misconduct is discovered
7. Practice reviews are conducted on a periodic basis. Registrants should be subject to a risk based assessment at least once every 5 years.
8. Results of practice reviews may be disclosed in the event that the matter is referred to discipline but are otherwise confidential.

Definitions

Practice review: A formal review of the practice of a registrant, examining the elements of the process by which the engineering work is produced, the application of knowledge in the area of practice and the end products of the registrant's work.¹

Related

Element: Continuing professional development

Engineers Canada Qualifications Board Guideline on Continuing Professional Development and Continuing Competence for Professional Engineers

¹ Adapted from Canadian Engineering Qualifications Board Guideline on Continuing Professional Development and Continuing Competence for Professional Engineers