

Discipline Committee Report

The Discipline Committee had a relatively busy year in 2015: four formal complaints were received. At year-end, three of these files remained open, which will be carried over into 2016, and one particularly complex file is a carryover from 2014. The College received additional calls from members and the general public that did not materialize into formal complaints to the Discipline Committee. Most cases pertained to unprofessional conduct (e.g., violations of the **Code of Ethics** such as conflict of interest and not practicing with caution or due diligence), as opposed to conduct unbecoming a professional (e.g., a criminal charge). College members are reminded to adhere to, and be cognizant of their professional conduct, as both colleagues and the general public expect a high degree of integrity and adherence to scientific standards.

Additional Activities

The Discipline Committee collaborated with the Audit and Practice Review Committee and College staff in the development of a Practice Review Program. The Discipline Committee sought legal advice and subsequently provided recommendations to Council regarding the disclosure of details from a discipline file. The Council and the Committee explored options for increasing transparency to the public and members whilst adhering to confidentiality and privacy requirements. The Council decided that the **Discipline Digest** provides sufficient information for the public and members regarding the nature of complaints, lessons learned, and provide guidance to members. A review of the Discipline Committee Policy and Procedures ensued, resulting in amendments to Rule 15:

- > 15.9 Complaint deferral - The Discipline Committee may defer all or part of a complaint until other proceedings are completed;
- > 15.10 Member Opportunity to Comment - the Discipline Committee may grant extensions; and
- > 15.16 Deliberations of Committee - with the development of the Practice Review Program to be implemented in 2016, the Discipline Committee may refer a file for practice review.

Additional amendments to the Policy and Procedures document may be recommended to the Council upon completion of additional reviews and analyses. **CM**

Respectfully submitted,
Mel Kotyk, RPBio, Chair, Discipline Committee

Ethics Committee Report

The Ethics Committee has been very active over the past year and continues to meet monthly via conference call. The Committee has focused on completing the online ethics course and due diligence exam since the last AGM. The course is now in beta testing and we expect it will be ready for implementation by the end of April. The Ethics Committee recognizes that in-training members will be practicing applied biology prior to upgrading to registered status. It is important that these members conduct their practice in accordance with the **Code of Ethics** and with consideration of the **Principles of Stewardship**. As a result, the College Council has endorsed the Committee's recommendation that In Training applicants be required to complete the ethics course and exam prior to enrollment.

The Committee has finalized the "*Guidance for Members Employed in Formal Decision-Making Roles*" document. This will be distributed to College members and posted on the College webpage (see announcement on page 3 of this issue). The College requires that members abide by the *Code of Ethics* and uphold the *Principles of Stewardship* in their work. Some College members, or employers of College members, may be concerned that their role as a decision-maker is in conflict with their professional obligations. The College of Applied Biology assures its members, their employers, and the public that these roles are not in conflict.

The Committee has also commenced drafting a document on conflict of interest in response to a request from the

Discipline Committee to provide additional guidance to the membership on this issue.

I want to acknowledge the hard work and dedication of Committee members: Dr. Vanessa Craig, David Hughes, Derek Marcoux, Linda Michaluk, Geoff Wickstrom, and Wayne Wall. I am pleased to announce that Jocelyn White has agreed to take on the role of Chair of the Ethics Committee. It has been my pleasure to serve the College in this capacity during my term as Regional Councillor, but I will be re-focusing my volunteer efforts on mountain goat conservation and management. I wish Jocelyn success in her new role! **CM**

Respectfully submitted,
Steve Gordon, RPBio, Regional Councillor and Chair,
Ethics Committee 2014-16