



OSPG

Office of the Superintendent
of Professional Governance

*Professional
Governance Act*
**ANNUAL REPORT
2024-2025**



INDUCTION CEREMONY

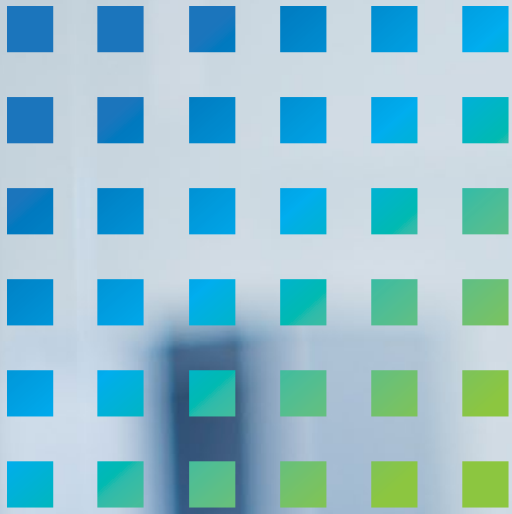
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Message from the Superintendent

This year saw a great deal of change and consolidation in the Office of the Superintendent of Professional Governance (OSPG). The *International Credentials Recognition Act (ICRA)* was brought into force on July 1, 2024, and implementation of the Act began. I was appointed as the Superintendent under the ICRA in addition to my existing responsibilities as Superintendent under the *Professional Governance Act (PGA)*. The first ICRA annual report will be published and available at [Professional credential recognition policies, reports and decisions - Province of British Columbia](#), a major milestone in achieving government's goals of ensuring internationally trained professionals have the opportunity to start working in the career they have been trained for more quickly than in the past.

Organizational alignments were completed, incorporating the OSPG team into a larger team responsible for administering the PGA, the ICRA, and the *Labour Mobility Act*. This organizational structure reflects the functional similarities under these Acts in terms of oversight of regulatory body functions.

While the scope of my mandate increased in 2024-25, the PGA remained a critically important focus. As this year closes, I reflect on the importance of relationships: between my office and regulatory bodies; amongst regulatory bodies; and between regulatory bodies and the public that they serve in undertaking their public interest mandate. These relationships serve everyone well when working through issues together, such as Applied Science Technicians and Technologists' collaborative work with Engineers and Geoscientists British Columbia on a potential reserved practice for applied science technicians and technologists.

This year, I had several opportunities to connect with boards of regulatory bodies, as well as to facilitate a very fruitful meeting of all PGA regulatory bodies to discuss areas of shared concern. I am grateful for the dedication and professionalism of the boards and staff of the PGA regulatory bodies.

I am looking forward to continued progress on the many PGA activities that are underway this year.

Sincerely,



Kate Haines
Superintendent of Professional Governance



Supporting Regulators and Registrants under the *Professional Governance Act*

LAY BOARD MEMBER APPOINTMENTS

The OSPG partners with the Crown Agencies and Board Resourcing Office (CABRO) in the Government of British Columbia and with regulatory bodies in the recruitment of lay members to serve on the regulatory bodies' boards. Lay board members are an important feature in regulatory body governance, providing public assurance that individuals who do not have a vested interest in the profession being regulated are participating in the governance of the profession. Lay board members also contribute diverse skill sets, experience and perspectives to regulatory body boards. Lay board member appointments and re-appointments are made after a merit-based recruitment process.

In 2024-25, five new appointments were made, and seven re-appointments were made to regulatory body boards.

BOARD MEETINGS

A significant portion of the day-to-day relationships between the OSPG and the regulatory bodies is at the staff level. With the initial implementation phase of the PGA largely complete, the OSPG has been able to schedule the Superintendent to periodically meet with regulatory body boards. Boards are a critical piece of the regulatory function, leading their organizations as they carry out their public interest regulatory mandates.

In 2024-25, the Superintendent or a senior staff delegate attended, by invitation, portions of five board meetings. Meetings with boards have provided board members with the opportunity to ask questions about government and OSPG priorities, to clarify any points of uncertainty about expectations of boards under the PGA and the ICRA, and to share information on boards' strategic priorities. Given the mutual benefit of these connection points, the Superintendent will continue to meet with boards on request.



SUPPORTING REGULATORY BODIES

PGA regulatory bodies were very active in the past year in advancing and deepening relationships with each other. While each regulatory body faces unique challenges, pressures and opportunities related to their particular professional contexts, they also have in common core regulatory responsibilities, such as effective investigation and discipline processes. There are also several areas where they have a shared interest in policy and operational improvements.

The OSPG was pleased to convene an in-person meeting in June 2024 to provide an avenue for discussing collaborative opportunities, and to discuss areas where the OSPG could usefully support regulatory bodies in achieving their public interest goals.

Examples of areas identified for potential follow-up included collaborative work on regulatory bodies' recruitment and retention of volunteers, including lay people, for committees and other regulatory activities; exploring options for jointly resourcing investigations and disciplinary work; and ensuring government is knowledgeable about the PGA and reserved practices of the PGA professions.



Improving Operation of the *Professional Governance Act*

BYLAWS

OSPG staff have continued developing expertise related to bylaw compliance since the implementation of the PGA. In turn, regulatory bodies have established more consistent bylaws over time, which is reflected in the reduced number of proposed amendments presented to the OSPG each year since the PGA came into force.

Four sets of bylaw amendments were filed with the Minister in the 2024-25 fiscal year which are presented in chronological order below.

REGULATORY BODY	IN FORCE DATE
EGBC	2024-04-30
AIBC	2024-12-04
FPBC	2024-12-11
EGBC	2025-01-13



APPLIED SCIENCE TECHNOLOGISTS AND TECHNICIANS BC'S RESERVED PRACTICE PROGRESS

The OSPG continues to support Applied Science Technologists and Technicians BC (ASTTBC) and Engineers and Geoscientists BC (EGBC)'s collaborative work to inform a proposal for a reserved practice area for registrants of ASTTBC. This year, efforts focused on gaining alignment on how the four policy objectives below can be represented in a specific proposal.

- EGBC registrants can choose to supervise either an ASTTBC registrant or any non-registrant to perform work in the reserved practice of EGBC.
- EGBC's reserved practice remains the same and is not impacted.
- EGBC registrants can continue to practice in the new reserved practice of ASTTBC.
- Either an ASTTBC registrant or an EGBC registrant could supervise a non-registrant conducting work in the new reserved practice of ASTTBC.

The creation of a reserved practice for ASTTBC registrants would serve the public interest by ensuring that work undertaken by engineers, technologists and technicians is held to the standardized accountability requirements under the PGA. Currently, five out of the six regulatory bodies under the PGA have a reserved practice defined in a regulation.

FAMILIARIZATION REVIEW OF THE ARCHITECTURAL INSTITUTE OF BC

The OSPG conducts familiarization reviews of new regulatory bodies under the PGA before initiating performance reviews or audits. These reviews assess policies and procedures against OSPG's *Standards of Good Regulation* to ensure compliance and identify areas for improvement.

The profession of architecture was designated under the PGA on February 10, 2023, with the Architectural Institute of BC (AIBC) continuing as its regulatory body. In 2023 and 2024, OSPG conducted a familiarization review of AIBC, evaluating its adherence to 20 standards grouped into thematic subsets. AIBC provided written responses outlining how each standard is met (or planned to be met), supported by relevant documentation and data.

The findings of the review will be published next fiscal year.



DUTY TO REPORT WORKING GROUP: SECTION 58(4) & 58(5), DUTY TO REPORT FOR EMPLOYERS, PARTNERS AND ASSOCIATES

Section 58 of the PGA requires registrants to report the practice of an identified registrant when there are reasonable and probable grounds to believe that the identified registrant's practice may pose a risk of significant harm to the environment or to the health and safety of the public. This reporting duty extends to an employer or partner of an identified registrant when employment or partnerships are impacted because of the risk of harm from the identified registrant's practice. The ethical obligation for professionals to raise concerns about another professional's conduct or practice is well established across codes of ethics and is an important role that professionals play to protect the public interest.

In 2024, the Duty to Report working group, which is comprised of representatives from the regulatory bodies and the OSPG determined there was a need for materials associated with sections 58(4) and 58(5) of the PGA to support employers, partners, and associates of registrants in understanding their reporting obligations under the PGA. The supporting materials for section 58(4) and 58(5) include:

- ❶ A frequently asked questions document titled "[Duty to Report: Sections 58\(4\) & 58\(5\) Frequently Asked Questions](#)" which includes information on how to determine if you must make a report about an identified registrant under section 58 duty to report and how to make a report.
- ❷ A power point slide titled "[Duty to Report: Sections 58\(4\) & 58\(5\), Employers, Partners & Associates Question Framework](#)". This slide includes a framework of questions that employers, partners, and associates can use to help determine if their reporting obligation under section 58 has been triggered.

THE OFFICE OF THE SUPERINTENDENT OF PROFESSIONAL GOVERNANCE'S WEBSITE REFRESH

With the PGA fully in force for four years, the OSPG's website was updated in March 2025 to make it easier to navigate, and to reflect that many transitional aspects of the PGA coming into force are now resolved.

PRESENTATIONS TO MINISTRIES ON PROFESSIONAL GOVERNANCE TOPICS

The OSPG provided four informational presentations to natural resources ministries in Fall 2024 about how the PGA is intended to support the professional reliance system. Topics covered included how to work effectively with PGA regulatory bodies, and with registered professionals that provide information and advice as part of government decision making processes, such as permit applications. OSPG will schedule additional presentations upon ministries' request in 2025-26.



Scope of the Professional Governance Act

POLICY UPDATES

The PGA was designed to allow for adding new professions to the Act – referred to as “designating” a new profession. The PGA allows interested organizations to apply to the Superintendent for a designation assessment, which is a detailed study of a profession’s suitability for coming under the Act.

With the benefit of several years of operational experience under the PGA, the OSPG updated the public information and policy guidance to prospective applicants to (1) reflect the amendments to the PGA passed in Fall 2023; (2) clarify the difference between applications for a designation assessment and the actual designation assessment process and (3) provide more qualitative information about self-regulation under the PGA to help prospective applicants evaluate whether pursuing an application is right for their organization.

No substantive policy changes were made as part of the August 2024 updates, other than to reduce the amount of detailed information about an organization’s governance and business operations requested during an application process. Updated policies on the designation process and application guidelines are available on [OSPG’s website](#).

BC SOCIETY OF LANDSCAPE ARCHITECTS

The Superintendent completed a designation assessment of the profession of landscape architecture in 2022 and recommended to the Minister responsible for the PGA that the profession be brought under the Act.

Through 2024-25, the OSPG continued to work closely with the BC Society of Landscape Architects (BCSLA) to develop a transition plan for bringing the profession of landscape architecture under the Act. There are significant legal, organizational and practical implications related to changing legislative frameworks and coming into alignment with the PGA. As such, both the OSPG and the BCSLA benefit from collaboration and shared planning timelines for moving forward.



Communicating Key Information on Regulatory Body Functions

REGISTRATION

Except where indicated otherwise, data reflects each regulatory body's most recent annual reporting period.

NUMBER OF REGISTRANTS						
YEAR	AIBC	ASTTBC	BCIA	CAB	EGBC	FPBC
2020	4,707	9,000	1,727	2,665	36,954	5,516
2021	4,928	7,711*	1,807	2,952	38,062	5,499
2022	5,110	6,669*	1,883	3,195	39,764	5,367
2023	5,267	5,541*	1,999	3,385	40,699	5,184
2024	5,401	5,574*	2,226	3,574	43,007	4,952

*It is important to note that student registrants are not included in the data for ASTTBC from 2021 to 2024.

COMPETENCE AND CONTINUING EDUCATION

A total of over 2,500 continuing education opportunities were offered through regulatory body headquarters, branches, and third-party providers.

NUMBER OF CONTINUING EDUCATION OFFERINGS						
OFFERED BY:	AIBC	ASTTBC	BCIA	CAB	EGBC	FPBC
Reg Body Headquarters	45	34	85	4	136	31
Reg Body Branch	N/A	N/A	58	N/A	41	N/A
Third Party	Note 1	127	121	378	Note 2	178
Total	1,261*	161	264	382	177	209

See Notes (1 and 2) on next page.



Note 1: Recognized Educational Provider (REP) Program: Through the REP program, the AIBC collaborates with external professional organizations, educational institutions, architectural firms, commercial enterprises, and individual professionals to offer a wide variety of professional development opportunities. The total attendance records received in 2024 from REPs for events attended by AIBC registrants was 1,216, indicating that a large number of AIBC architects participated in REP continuing education events.

Note 2: EGBC does not provide continuing education opportunities through third-party providers. While registrants can obtain and claim credit for third-party provided education activities, these are not coordinated or facilitated by EGBC.

COMPLAINTS AND DISCIPLINE

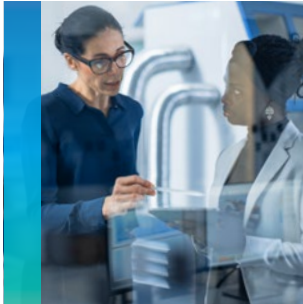
Regulatory bodies provided the following information about the number of complaints received during their annual reporting period, and the number of matters that proceeded to consideration by the investigation committee:

TOPIC	AIBC	ASTTBC	BCIA	CAB	EGBC	FPBC
Complaints Received	46	7	3	21	99	15
Matters referred to the Investigation Committee	46	25*	3	17	70	12
Citations Issued	1	1	0	0	15	0
Consent Orders Issued	13	12	0	2	10	2
Discipline Orders Issued	1	0	0	1	1	2
Alternative Complaint Resolutions	0	0	0	0	0	0
Extraordinary action orders issued	0	0	0	0	1	0

*This includes 14 own motion investigations and four complaints received in 2023.



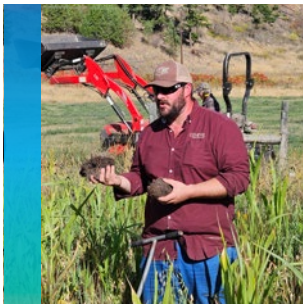
Regulatory Body Highlights



ASTTBC TECHNOLOGY PROFESSIONALS

In 2024, ASTTBC continued its commitment to advancing professional governance through collaboration and regulatory improvements. Working closely with the OSPG and EGBC, ASTTBC issued a joint statement committing to developing a proposal for reserved practice for applied science technologists and technicians. This initiative strengthened partnerships and reinforced ASTTBC's role in shaping a more effective regulatory framework.

Although no new standards of practice were introduced in 2024, ASTTBC remained proactive in supporting registrants by issuing eight Professional Practice Bulletins across multiple disciplines, including Building, Fire Protection, Mechanical, and Geomatics.



BCIA BC INSTITUTE OF AGROLOGISTS Cultivating Natural Resource Professionals

In 2024, the BC Institute of Agrologists (BCIA) focused on strengthening its organizational framework and strategic direction. A key achievement was the appointment of a new Chief Executive Officer and Registrar, alongside the development of a new strategic plan designed to enhance the Institute's role as a modern regulator.

BCIA also continued to offer professional development opportunities, providing continuing education through its headquarters, branches, and third-party providers. A number of these programs specifically aimed at supporting Indigenous reconciliation efforts, aligning with the Institute's broader commitment to fostering inclusivity and professional growth.

As part of its regulatory mandate, BCIA received three complaints in 2024, all of which were referred to the Investigation Committee for further review. These investigations are ongoing, and no formal disciplinary actions or resolutions have been issued to date.



**ARCHITECTURAL INSTITUTE OF BRITISH COLUMBIA**

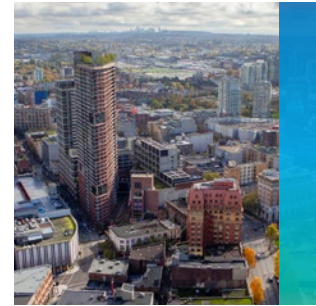
In 2024, the Architectural Institute of British Columbia (AIBC) continued to strengthen its role in professional regulation and international collaboration. AIBC successfully negotiated a Mutual Recognition Agreement (MRA) with the Architects Registration Board in the United Kingdom, supported by funding from the Government of British Columbia. This agreement streamlines cross-border registration by recognizing UK and Canadian qualifications, with applications opening on May 14, 2025.

AIBC also developed and published its five-year strategic plan (2024–2028), completed Familiarization Reviews for the OSPG, and continued to deliver core regulatory programs and services, including practice advice.

Regulatory advancements in 2024 included the introduction of a new Professional Standard, PS 5.14, requiring registrants to communicate adequately and in a timely manner with authorities having jurisdiction. Several bylaw amendments were enacted, introducing new definitions and a schedule related to firm registrant continuing education. Additionally, AIBC published a new Practice Guideline: Use of the Architect's Seal, and updated the Continuing Education System Practice Guideline.

AIBC continued its commitment to professional development by offering continuing education opportunities through in-house programs and third-party providers. As part of its regulatory framework, registrants must complete Indigenous Peoples Learning as part of their continuing education requirements.

Maintaining its public protection mandate, AIBC continued to investigate and resolve complaints against registrants. The organization also experienced growth in its registrant base, reflecting the continued strength of the profession.





**COLLEGE OF
APPLIED BIOLOGISTS**
Professional Accountability

Throughout 2024, the College of Applied Biologists (CAB) continued to grow and advance its mission, culminating in the development of a five-year strategic plan that aims to establish it as “a respected leader in professional accountability.”

CAB remained committed to professional development by offering continuing education opportunities at its headquarters and through third-party providers. As part of its dedication to reconciliation, the College required all registrants to complete an Indigenous Awareness training course. Additionally, the College’s Audit Program mandates Continuing Professional Development points specifically related to Indigenous topics over a three-year cycle. Board members, including both registrants and lay members, also participated in training with the Ktunaxa Nation and land acknowledgment sessions.

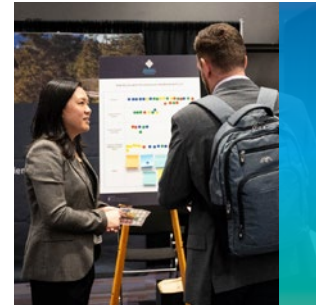




EGBC continued to prioritize public safety and environmental protection through the advancement of its strategic goals. A key area of focus was its ongoing collaboration with the ASTTBC to support the implementation of reserved practice for applied science professionals. This collaboration included a joint initiative to gather feedback from industry stakeholders and registrants.

Further demonstrating its commitment to regulatory efficiency and public safety, EGBC signed Engineers Canada's National Statement of Collaboration. The organization also strengthened its professional framework by developing and publishing 10 new professional practice guidelines and advisories.

EGBC remained dedicated to providing valuable educational opportunities for registrants. In addition to offering a wide range of continuing education sessions, the organization emphasized reconciliation through the continued offering of the 'Four Seasons of Reconciliation' self-paced course.





Forest Professionals BC (FPBC) continued its commitment to upholding public trust and maintaining professional standards in forestry throughout 2024. The number of practicing registrants grew from 3,562 to 3,624, with 25% self-identifying as female, marking a decade of progress in both overall growth and gender diversity. Applications surged by 40%, reflecting a rise in aspiring professionals seeking to enter the field. In addition, FPBC introduced the Affiliated Forest Professionals designation, creating new pathways into the profession.

As part of its ongoing commitment to professional development, FPBC offered 31 continuing education opportunities at its headquarters and an additional 178 through third-party providers. This included training focused on forestry-specific reconciliation, reflecting the organization's dedication to advancing education and awareness in this crucial area.

In 2024, FPBC also published five new practice and conduct guidance documents, including *Foundations of Professional Forestry: Protecting the Public Interest through Professional Competence, Conduct, Independence, and Accountability*, which outlines expectations of professional integrity under the *Professional Governance Act*. Regulatory oversight remained strong, with 159 Competence and Professional Conduct Audits conducted, 363 Requests for Practice Advice responded to, and 100% compliance in annual competency declarations. FPBC supported 625 trainees, with nearly 150 advancing to independent practice, reflecting streamlined registration processes and increased accessibility into the profession.







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