

Special Issue 2

In its last issue, *Blaze* published the personal views on restructuring of the AOLS of members of the Special Committee of Council, which is studying the prospect. Three of the articles referred to a paper on the subject by Ralph A. Smith and Colin D. Hadfield. Entitled *A Draft Proposal for Restructuring and Re-organizing the Survey Profession in Ontario*, it has become better known as the Smith-Hadfield Report. *Blaze* publishes the report in its entirety in this issue with the "understanding that the proposals presented are not necessarily the views of the Association," to quote from the resolution approved at Council's October 20 and 21 meeting which sanctioned the report's distribution "to members and other interested persons".

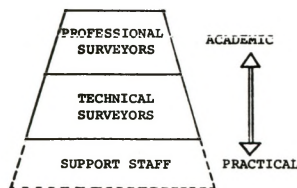
A Proposal—The Survey Profession in Ontario

The Smith-Hadfield Report

Name. The total industry is composed of those involved in the measurement and display of the physical environment in Ontario, being a part of Canada.

The term Surveyor is recognized by the public to cover this group.

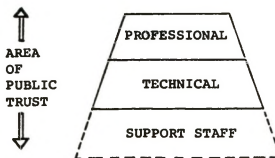
Composition. The industry is composed of personnel operating at various levels. These levels are characterized by a combination of academic and practical skills.



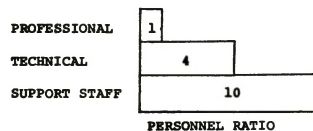
The changing ratio of academic to practical skills is reflected in the person's position in the industrial pyramid.

Profession. The exercise of value judgements affecting the public at large requires the formation of professional associations to oversee its

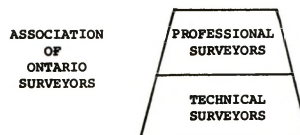
members to serve and protect that public need.



In a complex technical society coordination of the process leading to decision making necessitates an integrated professional and technical structure.

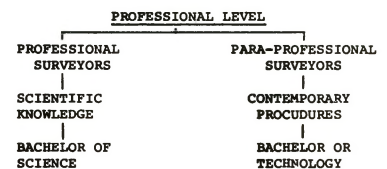


Professional Association. An integrated professional association is composed of those at both the professional and technical levels who carry a public trust.



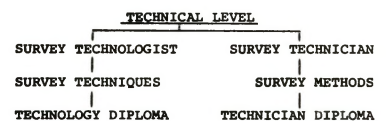
Professional Level. The academic skills of those at the highest profes-

sional level are designed to allow them to manage the industry and apply emerging knowledge.

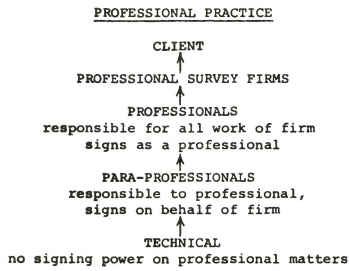


Those operating at the para-professional level cope with current professional problems using contemporary procedures.

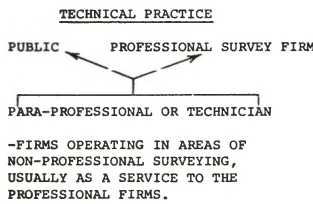
Their academic emphasis is characterized by Bachelor of Science, Bachelor of Technology.



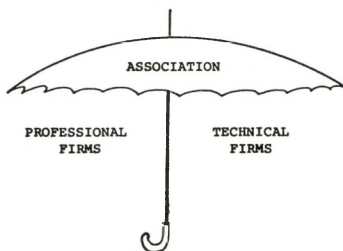
Professional Practice. The application of survey science in industry involves leadership, quality control and innovation. These together with public protection are assured by having the supervisory and administrative control of survey firms held by the professionals who must bear the eventual responsibility to the public.



Technical Practice. Within the broad range of survey activities are work functions which can be controlled and administered by non-professional staff. Within the area will be found firms owned and operated by para-professionals and technicians.



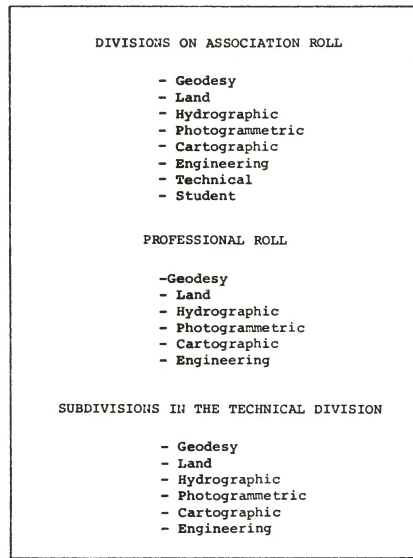
Association. To allow the appropriate mix of skills and range of services, to satisfy a variety of public needs, it is necessary that the Industry be controlled by a composite and integrated association.



Survey Divisions. The Association's range of survey activities divides into 8 survey divisions. Each of these is characterized by a particular body of knowledge and its application.

—A professional would operate under a general licence with his area of specialized knowledge shown on a professional roll which may be one or more of the first 6 divisions within the association.

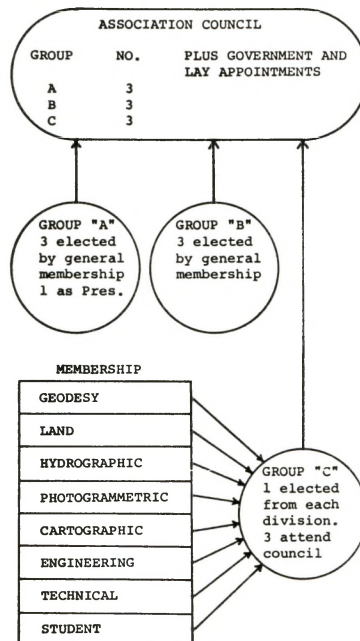
—The seventh association division would be the technical division and technical members would be entered in this category. The technical division would be further subdivided into categories complementary to the professional role.



—The eighth division would be for student-surveyors who intend qualifying as professional surveyors. **Association Structure.** The functions of the Association are divided into three basic work groups:

- A—Administration
- B—Membership
- C—Surveying

The general membership would elect representatives to each group and each group would be represented by three of its members at the association council meetings.



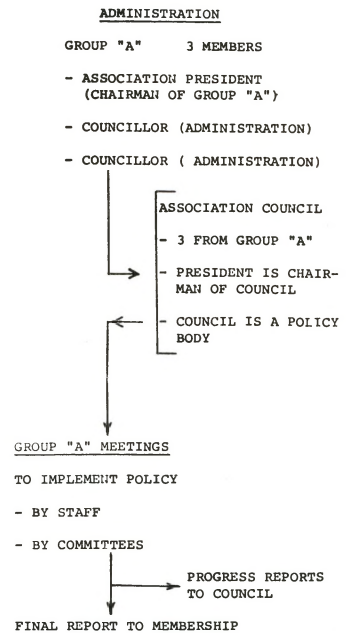
—The administration group would manage the general association affairs.

—The membership group would control the education, discipline, etc., of the membership.

—The surveying group would be concerned with methodology, and survey developments.

Election to groups "A" and "B" would be from the membership at large. Election to group "C" would be by association divisions.

Group "A". The administration group would organize and manage the general administration of the association including general, council and special meetings, secretariat, finance, public relations, publications and social matters.



The chairman of this group is elected by the general membership and would be known as the president of the Association. He would chair the meetings mentioned above.

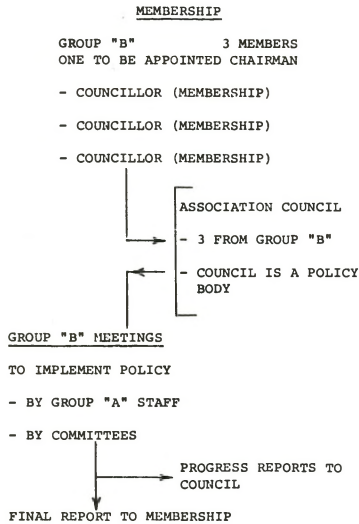
The group would meet with the total council to establish policy.

They would meet separately to implement policy matters in their area and would appoint staff members and committees as required.

The administration group would make progress reports to council and a final report to the annual meeting.

Group "B". The membership group would be responsible for all matters related to the recruitment, education, professional practice, complaints, discipline, biography and salary studies of the membership.

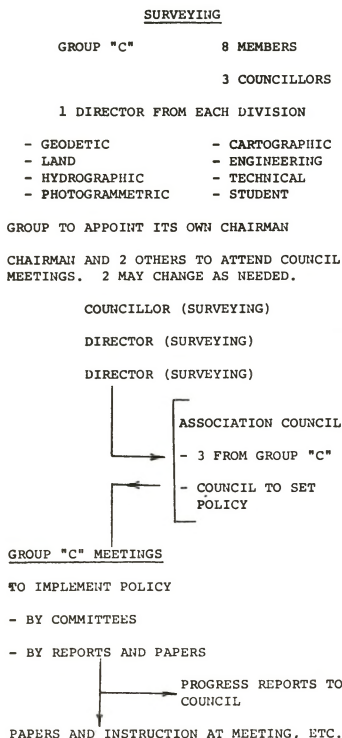
The chairman of this group would be appointed by the three members from their own membership.



The membership group would meet with the total council to establish policy and would meet separately to implement policy matters in its area of responsibility. It would use association staff as supplied by Group "A" and appoint committees as required.

This group would also make progress reports to council and a final report to the annual meeting.

Group "C". The surveying group would be responsible for keeping the membership informed on all matters



relating to the techniques, methods and new developments in the discipline of surveying, including the exchange of information and records.

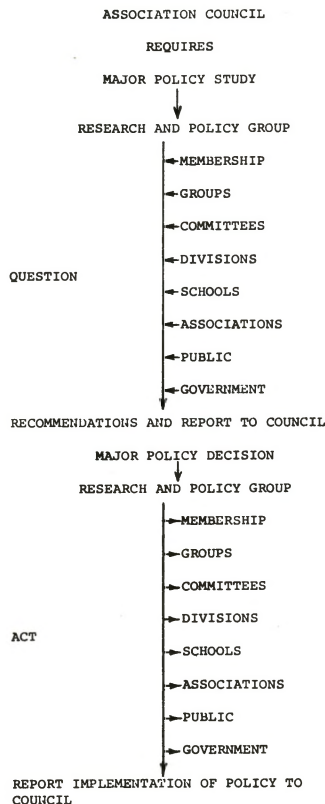
One director would be elected by each division by the membership in that division.

The directors would appoint from their members a chairman who would also serve on the council. Two other directors would attend council meetings. The two may change according to the matters under consideration.

The survey group would be responsible for all technical papers and each division would report to the annual meeting and in "The Ontario Surveyor".

Research and Policy Group. The council would appoint from among its members or from the membership at large a research and policy group.

This committee would carry out special studies and implement specific policy changes as directed by council.



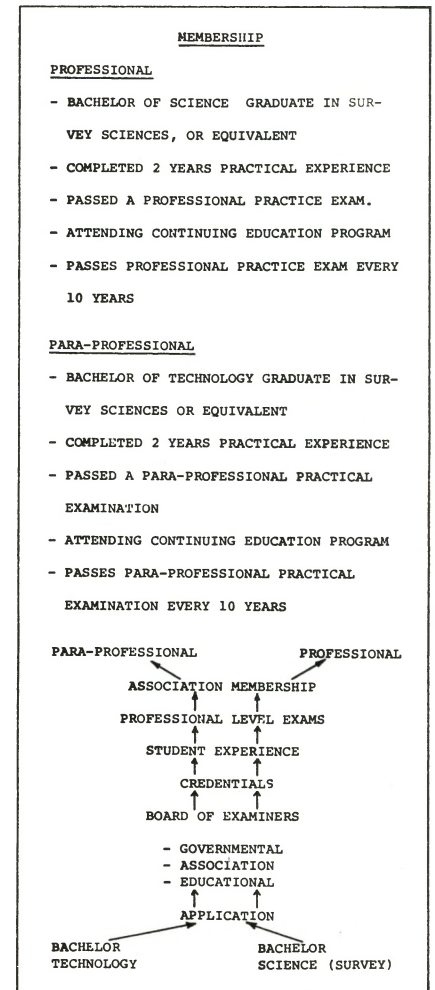
This group would report directly to council.

Groups A, B and C and their staff and committees would assist this research and policy group to implement major policy changes as directed by council.

Membership. As noted previously, the mix of academic and practical skills is the easiest and most direct method of determining membership levels.

Professional surveyors obtain a full survey education and must have a system of continuing education.

Para-professionals do not receive as intense an education in basic mathematics and physics as a professional and their degree of theoretical knowledge is somewhat lower, but they have a wide range of expertise with which to serve the public under supervisory control. A continuing education program is also required for this level.

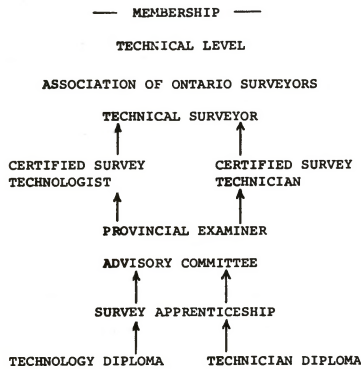


Membership Routes. Professional level examinations will be conducted by a Board of Examiners composed of Government appointees (professional and lay), Association appointees and Educationalists.

Applicants will present their credentials and be examined as required.

Technical Level. Those in the Technical Level of the Association carry out duties and responsibilities that require courses of study in surveying and apprenticeship training in prescribed areas, similar to the procedures in the Apprenticeship and Tradesman's Qualification Act.

The Province would appoint an advisory committee composed equally of representatives of the professional level and the technical level.



In addition, the Province would appoint an examiner or examiners as required to examine applicants for certification as either survey technicians or technologists.

Upon certification, membership in the Association would be assured.

Company Membership. The Association would authorize association of persons, corporations, partnerships or individual professional surveyors to practise professional surveying in Ontario.

The principal or customary function of the firms would be to practise surveying, and the work would be done under the responsibility and supervision of a professional surveyor.

SURVEY FIRMS

- AUTHORIZED TO PRACTISE
- CERTIFICATE OF AUTHORIZATION
- PRINCIPAL FUNCTION SURVEYING
- RESPONSIBILITY WITH PROFESSIONAL SURVEYOR
- SUBJECT TO CERTIFICATION BEING SUSPENDED OR REVOKED
- REGISTER EACH YEAR WITH ASSOCIATION
- ADVISE ASSOCIATION OF ALL CHANGES IN THE OFFICERS
- ADVISE ASSOCIATION OF ALL ASSOCIATION MEMBERS ON STAFF

The firms would be shown on a Register containing the names, etc.,

of the officers of the firm and the association members employed by the firm.

The firms would hold a certificate or authorization to practise which could be suspended or revoked.

Technical Companies. As previously noted, technical companies would also practise in Ontario in areas not requiring professional control.

TECHNICAL FIRMS

- AUTHORIZED TO PRACTISE TECHNICAL SURVEYING
- CERTIFICATE OF AUTHORIZATION
- SUBJECT TO CERTIFICATION BEING SUSPENDED OR REVOKED
- REGISTER EACH YEAR WITH ASSOCIATION
- ADVISE ASSOCIATION OF ALL CHANGES IN THE OFFICERS
- ADVISE ASSOCIATION OF ALL ASSOCIATION MEMBERS ON STAFF

These companies would be issued a certificate of authorization to practise as a technical survey firm.

These firms would be registered similar to the professional.

Discipline. To protect the public trust, it is necessary to have procedures whereby members or firms who are guilty of professional misconduct or obtaining rights by misrepresentation may be reprimanded, disciplined, suspended or have their rights re-

voked. The Membership Committee would lay charges for the Association.

Disciplinary procedures would be effective at all levels of membership within the Association and be conducted by a Provincial Disciplinary Board.

The first operative level of discipline would be reprimand; ensuing procedures would range from re-examination, suspension, lowering membership status to ultimately revoking membership.

This proposal is not intended to be viewed as a final product or as detailing all of the implications or ramifications of a re-organized Profession of Surveyors in Ontario.

It is hoped that it will provide a point of departure and a direction which will lead through investigation, discussion and personal creativity to a revitalized survey community capable of meeting the present and future needs of the survey industry in Ontario.

Ralph Smith
Colin D. Hadfield

Make a Note!

Ralph Smith and Colin Hadfield are presenting their proposal on the afternoon of Tuesday, February 6, at the AOLS Annual Meeting. Jot your notes on your copy of their report here!

PUBLIC TRUST

MEMBERSHIP COMMITTEE

- (PROFESSIONAL PRACTICE)
- CODE OF ETHICS
- HIGH STANDARDS OF COMPETENCE AND ETHICAL CONDUCT
- PROFESSIONAL MISCONDUCT

PROVINCIAL DISCIPLINE BOARD

- NOTICE OF HEARING
- SERVICE OF NOTICE
- RIGHT TO COUNSEL
- PUBLIC HEARING ON REQUEST
- RIGHT OF APPEAL

SANCTIONS

- REPRIMAND
- RE-EXAMINATION TO ENSURE MAINTENANCE OF PROPER STANDARDS
- SUSPENSION FOR A LIMITED TIME
- LOWERING OF MEMBERSHIP LEVEL TO RESTRICT RIGHTS TO PRACTISE
- REVOKING OF MEMBERSHIP IN THE ASSOCIATION