



BIONews

Vol. 15, No. 1 – February 2005

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Association of
Professional
Biologists of B.C.

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Association President's Report

The road shows are now over and done. They were universally well attended and received, generating great discussion about the Association - what it is, what it should be and where it should be going. I am pleased and encouraged that the attending members had no trouble accepting the value of having an Association as a separate entity from the College of Applied Biology.

Here are some of the issues (in no particular order) that members brought up:

Advocacy: the role of the APB in working with government to address the implications of proposed legislation and regulations on the profession of biology. How far do we want to go with it? How far can we go with it?

Training: Government is forming a roster of Licensed/Qualified Environmental Professionals as part of the move to the professional reliance model of governance. Is there a formal designation? Where is it defined? What role can the APB play in assisting biologists to attain the appropriate training and accreditation?

What can the Association do that the College can't? Will we focus on issues where there is a disparity between the public interest and the interests of biologists and the science of biology?

Member assistance – the discussion here covered a whole range of things:

- Continuing Professional Development – should the APB put on courses? Provide info about courses elsewhere? Provide a tracking/documentation service?
- Disciplinary actions – should the ABP provide some sort of non-binding advisory service (a coach, if you will) for members who are implicated in disciplinary actions. Further on this vein, members expressed an interest in a reissue of the Code of Ethics with explanatory notes.

This is a joint publication of the Association of Professional Biologists of BC and the College of Applied Biology.

Editor: Katherine Enns, RPBio
Staff: Patricia McLellan

College materials starts on page 9.

continued from page 1...

Association President's Report

- Performance Audits – how would they work?
How would an audit for a government member tease out the responsibilities of the RPBio vs. those of the office in which they function? How would that all differ from an audit of an RPBio in private practice? Would it be more than a paper trail investigation? How far would the paper trail go – would it compare field notes and resulting report content? Would the APB provide guidance on record keeping and documentation?
- Provision of information to the members about the implications of the move to professional reliance – especially with regards to an RPBio's exposure to liability.

There was also discussion around the issues of cost – what will it cost to run two organizations and is the value added worth the extra cost. Observations made included

that some professions (i.e. agrologists and foresters) have one organization while others (physicians and surgeons, and teachers) have two; that many biologists are members of multiple organizations (and the fees are piling up) and that the fees of other organizations are higher than the current College fees.

We, the Board of Directors, need more discussion around these the issues, and any others that you may have, so as to create an Association that provides what you need to function professionally in today's society. The end goal is to create a situation in which all of us, as professionals, can carry on the practice of biology to the highest standards, knowing that we are doing so in a manner that is scientifically and ethically sound and can be demonstrated to be exactly that.

The upcoming AGM, in Prince George, would be a good place to continue this discussion. See you there.

**Eric White, RPBio
President**



Summary of Board of Directors Meeting

Held on Thursday, November 18th, 2004 at APB/College Offices, Victoria, BC

Present: Eric White, President, Joyce Boon, Brian Churchill, Rick Crozier (phone), Katherine Enns (phone), Mel Kotyk, Gerry Leering,

Staff: Linda Michaluk, Linda Stordeur, Kelly McLaughlin, Pat McLellan

Apologies for Absence: John Holder, Lindsay Jones, Carol Lamont, Paul McElligott

The Executive Director reported that the APB is continuing to participate as a member of the Professional Reliance Task Force.

A Summary of Board activities are as follows;

- The Board reviewed, amended and ratified the referendum to the members regarding the need to amend or delete several sections of the APB Constitution and Bylaws.
- The Board finalized the expense policy.
- The Board finalized a position statement setting out the role of the APB.
- The Board finalized the APB/College funding agreement. The funding request from the APB

to the College will be amended as recommended and will await ratification at the January meeting.

- Staff will continue to work towards completing the verbage for the display Board while **Eric White** and **Rick Crozier** will choose appropriate photographs from submissions from members.
- Road Show presentations were made by **Lindsay Jones** in Campbell River and Nanaimo and by **Joyce Boon** in Kelowna .
- The Board began planning the agenda for the AGM to be held in Prince George next May.
- **Paul McElligott** reported that 1 nomination has been received for the Bill Young award.

Road Show Report

This year the Road Show presentations were made at Nanaimo, Campbell River, Victoria, Vancouver, Nelson, Kelowna, Kamloops, Smithers, Prince George and Fort St. John. It was well attended (11 % of membership) at all locations despite poor weather on many of the nights. Key points raised at the Road Show included discussions on the advocacy role for the

APB, professional reliance, information of new legislation such as RAR and FRPA, professional development, code of ethics, the incorporation of technicians and technologists into the College and the development of standards of practice. From the feedback received, the sessions were well received by those who attended. *See also APB President's message.*



Summary of Board of Directors Meeting

Held Thursday, January 20th, 2005 at the APB/College Offices, Victoria, BC

Present: Eric White, President, Joyce Boon, Brian Churchill, Rick Crozier, Katherine Enns, John Holder, Lindsay Jones, Mel Kotyk, Carol Lamont (phone until 2:00pm), Gerry Leering, Paul McElligott

Staff: Linda Stordeur, Kelly McLaughlin, Pat McLellan

Apologies for Absence: Linda Michaluk

The Acting Executive Director reported that the APB will participate in the Professional Reliance Task Force workshop at the end of January.

A Summary of Board activities are as follows;

- The Board named the Registrar, **Linda Stordeur**, as Chair of the Nominating Committee.
- The Board accepted the financial statement and recommended that the 2005 APB funding request go the College for approval.
- The Board began the development of a policy for its role on advocacy.
- The Board finalized the Rule and Guidelines for the Continuing Professional Development program and forwarded their recommendations to Council.
- The Board re-affirmed the policy regarding articles submitted for publication in BioLine.
- The Board confirmed that letters of support would be sent to FMIBC (Forestry Management Institute of BC), and the proposed Ian McTaggart-Cowan Professorship program at the University of Victoria.
- **Paul McElligott** reported that 2 nominations have been received for the Bill Young award.

BioNotice / BioServe

All members in good standing are automatically subscribed to the APBBC listserv, **BioNotice**. This listserv has been developed to send out announcements relating to the business of the APBBC and the College of Applied Biology. It is a closed system and not available to anyone outside the Association and the College. Members will not be able to send out notices using BioNotice.

BioServe is there for members to use to respond to any issues they wish to draw to the membership's attention. It serves the same purpose as a "chat room".

If you are not on either of these listserves and wish to be, contact Pat at the office either by email patmac@apbbc.bc.ca or by phone 250-383-3306.

SCIENCE FAIRS ACROSS THE PROVINCE

During the next few months, Science Fairs will be held in various school districts across the province to choose entrants to the finals of the **2005 CANADA WIDE SCIENCE FAIR** which, this year, will be held in Vancouver May 15 – 22. The Association presents a \$100 prize to the top biological entry from BC.

Judges are always needed for the local and regional competitions, so please contact a school near you and enquire about judging needs.

The competition is run by Science World and information is available on their web site at www.sciencefairs.bc.ca



Association of Professional
Biologists of British Columbia

CALL FOR BOARD NOMINATIONS 2005–2007

There are 3 “Director at Large” seats *and* 2 “Regional Director” seats available on the Board of Directors of the Association of Professional Biologists.

Nominations must be received no later March 3, 2005 and must

- be in writing, clearly indicating the position nominated for
- be supported by the name, address, phone number and signatures of at least 2 APB members in good standing
- bear the signature of the nominee.

Nomination forms are also available from the APB office and web site at www.apbbc.bc.ca

Linda Stordeur, RPBio
Chair, Nomination Committee
Association of Professional Biologists
#205-733 Johnson Street,
Victoria, BC, V8W 3C7
250-383-2400 (fax)
Email: registrar@apbbc.bc.ca

**PLEASE GIVE THIS IMPORTANT MATTER
YOUR IMMEDIATE ATTENTION**

ANNUAL GENERAL MEETING 2005

The Association’s Annual General Meeting will be held in concert with the College of Applied Biology on **THURSDAY, MAY 5th, 2005** in Prince George. Further details will be available soon on the web site and in the next edition of this newsletter.



205-733 Johnson Street, Victoria, BC, V8W 3C7
 250-383-3306 250-383-2400(fax)
 email: registrar@apbbc.bc.ca
 www.apbbc.bc.ca

NOMINATION FOR ELECTION TO BOARD OF DIRECTORS

MUST BE RECEIVED BY MARCH 3, 2005

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

Hereby nominate (please print) _____

MEMBER NUMBER: _____

to stand for election as a Director at Large____ *OR* Regional Director____ to the Board of Directors of the Association of Professional Biologists for the term 2005-2007

I accept the nomination to stand for election to the above noted office

NAME (please print) _____

MEMBER NUMBER: _____

SIGNATURE: _____ Date: _____



SIGN POST

The purpose of this new section in BioNews is to offer members information and direction. The intent of the column is to answer questions that have been brought to the attention of the office. If you have any questions that you would like addressed please send you questions to the office at apbbc@apbbc.bc.ca

Accountability, Responsibility and Liability – Synonyms? No!

Accountability, responsibility and liability are often used as though they were interchangeable. In fact, in the College context, although they are related they mean different things. In short, to be accountable is to be legally answerable; to be responsible is to be morally, and sometimes legally obligated; and, to be liable is to owe a debt.

• Accountability

All members of the College are answerable to the College for their conduct and practice. The mechanism by which this occurs presently is the discipline process and in future could include audits and practice reviews. Under the APB, only members could be held to account, whereas under the College both members and former members can be held accountable. Therefore, accountability is increased under the College Act. Note that whether the practitioner is in an advisory or decision making role, the level of accountability (in the College context) is the same. Accountability is the relationship between the practitioner with the moral or legal obligation to perform, i.e. the one with the responsibility, and the authority charged with oversight of the practitioner.

• Responsibility

Responsibility is a very broad and generalized concept. It has various meanings, including to be in control, or to be the cause or explanation of or for something. The greater the input a person has into decision making or decision making authority, the greater the degree of responsibility; accordingly, the greater the degree of responsibility, the greater the potential liability.

• Liability

Liability is basically the onus to pay what is due. While there are several kinds of liability and ways of becoming liable, they all come down to owing a debt of some kind to some one. Generally, the greater the degree of responsibility, the greater the degree of exposure and with this comes an increased risk of liability.

Why should you care?

Under the old style command and control legislation, private sector professionals were charged with making recommendations to those in the public sector who held a “review and approve” role. As can be seen from the explanation above, this meant that although the private sector professional was accountable to the governance body, in this case the College, they had limited responsibility and were often shielded from liability. With the shift to legislation based in professional reliance however, ministry staffs are removed from the “review and approve” role and the private sector professionals are charged with making the decisions often with little input from public sector staff. Consequently, although the accountability of the professionals remains the same (i.e., the practice standards used by the College to adjudicate professional conduct and practice have not changed), the responsibility of the private sector professional increases, in many cases, significantly. With the increase in responsibility, comes the potential increase in liability.

Sign Post continued on page 7



continued from page 6...

Sign Post

How do you limit your liability exposure?

Clearly, the first and best thing to do is to ensure that you are working to professional standards. Know and abide by the Code of Ethics, and take opportunities to discuss practice issues with your peers. Another important step is to make sure you have the right insurance – in terms of both the amount, and the kind. Just as you have to be knowledgeable about your area of practice, you must be knowledgeable about your insurance. Know what you are buying, the exclusions, the limitations, and what the small print says. Insurance is becoming a requirement of government contracts and can often involve some time and effort on the part of the practitioner and your insurance broker to ensure that you have the correct policy so make sure you plan accordingly.

What is the APB doing about this?

On the practice standard side, the APB's Conduct Standards Committee provides ethics advice to members on a confidential request basis. In addition, the APB is embarking on determining Skill Set Assessments for particular areas of practice, and will be looking for members to participate in this initiative. Finally, the APB continues to work with Morris and MacKenzie Insurance Brokers to ensure that RPBios receive Professional Liability Insurance and General Liability Insurance at a preferred rate. For more information on these insurance policies, please contact Carol Kuzyk or Ken Keller at Morris and MacKenzie Insurance, (www.morrismackenzie.ca) or by phone at 250-604-669-5848.

Linda Michaluk, RPBio.
Executive Director

CALL FOR RESOLUTIONS

Association of Professional Biologists of British Columbia

In accordance with Sec. 28 of the APB Constitution and Bylaws, resolutions are being solicited for discussion and action at the 2005 Annual General Meeting of the Association of Professional Biologists of British Columbia to be held in Prince George, B.C.

Submissions should be outlined in the following form:

- A. **In that** (outline issue or problem)
- B. **Be it resolved that** (state the resolution)
- C. **Discussion** (present points concerning the need, logic or benefit of the resolution).

Resolutions must be received by no later than
APRIL 7th 2005 by mail, fax or email to:

Eric White, R.P.Bio.,
Association of Professional Biologists of BC
#205 – 733 Johnson Street,
Victoria, B.C. V8W 3C7
Email: apbbc@apbbc.bc.ca
Fax: (250) 383-2400



O B I T U A R I E S

We sadly report the recent deaths of two members:

THOMAS M. GAINES, RPBio. #831

Tom Gaines joined the Association in 1996 and worked out of Winlaw, BC. His speciality was wildlife ecology. His sister Betsy who informed us of his death says that Tom was very proud to be a Professional Biologist and the preservation of the environment he so loved was his foremost occupation.

Tom died on July 16, 2004 after a five-year battle with cancer.

NORMAN E. ALEXANDER, RPBio. #269

Norm Alexander, long time member of the Association of Professional Biologists, passed away on Dec 17, 2004. Norm started his career working as a west coast logger, then as a ranger for the Federal Insect and Disease Survey group based in Victoria. His extensive province wide exposure to forest health issues served him well in the job that was to occupy the majority of his working career – forestry education.

Norm had a lifelong affinity for, and appreciation of, the great outdoors. This interest found expression in his contributions to the scouting movement on Vancouver Island, with which he served as District Commissioner, and his keen pursuit of outdoor photography. His generosity with the considerable slide collection he amassed benefited hundreds of individuals.

Hired on as an instructor in the Renewable Resources Department at the newly opened BCIT, Norm provided a unique combination of wit, humour (often

by way of the bountiful supply of his own cartoons), a dedication to social justice, and a wealth of forestry experience to the benefit of nearly 30 consecutive years of Forestry Diploma students. His own cultural heritage provided the foundation that allowed him to relate to, and provide empathy with, the cross section of students that came through his classroom, especially those of a visible minority. As one who was quick to embrace new technology, Norm became the first person in the department to purchase a PC, and shortly after, the first instructor in the department to take on the delivery of the new computer course. As an executive member in the formative years of the BCIT Staff Society in the seventies, Norm was one of the core group of people who pushed for, and got, a BCIT Act - meaning the Institute could finally be administered by its own Board of Governors. The Staff Society then certified as a labour union in 1974 and obtained formal collective bargaining rights under the Labour Code. The fight for the right to bargain collectively, and to gain an autonomous Board for BCIT was a long and arduous one, but one that was never backed away from by a small, dedicated group of people, and Norm Alexander was a driving force in that group.

Norm took up trials bike riding later in life than most in the sport, with the purchase of a brand new (state of the art at that time) Montesa. He quickly became seriously involved, helping the local club promote and run competitions. Officially, his justification was that the motorcycle was a valuable transportation tool for his consulting work, but those of us who knew him well appreciated it was yet another case of Norm embracing the latest that technology had to offer.



One of many 'self portraits' produced by Norm Alexander. In Norm's own words: *"A soft answer turneth away wrath." according to some ancient. And it's true. Cartoons are not as silly as they appear on the surface – Norm Alexander.*

Editor's Note: Thanks to Peter Yanciw, RPBio., a long time friend and colleague of Norm's, for contributing this appreciation.





College President's Message

Abelated Happy New Year to you, and I sincerely hope you find this to be a year of success and inspiration. As January is over, and the majority of New Years resolutions have gone the way of the Christmas turkey and are long forgotten, it is time to take hold of the changes that are truly important to shape this organization and seize the responsibility granted to us through the College of Applied Biology Act. To that end, one of the initiatives staff are working on is to identify the necessary skill sets to undertake various kinds of roles and activities associated with the practice of applied biology. In addition, representatives from your Council and staff are in regular discussion with the Association of Forestry Professionals, the BC Institute of Agrology and the Association of Professional Engineers and Geoscientists in resolving issues of overlap and ensuring that the right professional is engaged at the right time. It is in the public interest, and our members interest, that a fully accountable Registered Professional Biologist is the person who is undertaking those tasks associated with applied biology and these activities will help solidify that.

To be granted the opportunity to undertake the task of applied biology also involves taking on the responsibility for R.P.Bio.s to demonstrate that they are current in their field of practice. This accountability is no different than that which is required of all professionals whether they be accountants, physicians, dentists, engineers or foresters. As a result Council has been putting together a package on Continuing Professional Development for your perusal at the next AGM in Prince George. Your feedback to this information will guide us in the development of a Rule on CPD. It is of the utmost importance that you review this material and provide feedback to Council. It is important that we can demonstrate to the public that our members are not only fully accountable and adhere to a Code of Ethics, but also that they are current in field of practice and therefore are worthy of the level of trust placed in those who call themselves an R.P.Bio.

Again, this will be a year in which we put in place the necessary building blocks to build a strong foundation and a highly respected organization. Much has been gained over the past few years, and now is the time to become stronger and take on the leadership role given to us. I sincerely hope this will be a year of success and inspiration for you all.

Mel Kotyk, RPBio
President



Summary of Council Meeting

Held Friday, November 19th, 2004 at the College/APB Offices, Victoria, BC

Present: Mel Kotyk, President. Councillors: Joyce Boon, Brian Churchill, Rick Crozier (phone), Derek Ellis, Katherine Enns (phone), Maureen Ketcheson (phone), Douglas Steventon, Rob Thomson

Staff: Kelly McLaughlin, Pat McLellan, Linda Michaluk, Linda Stordeur

APB Observer: Eric White

Apologies for Absence: Paul McElligott

The President initiated a discussion on developing goals for the College. He suggested that the College should consider developing objectives within a strategic plan similar to what the APB has done. Some objectives suggested were: the completion of a senior staff appraisal policy and procedure, and appraisal of Executive Director within the 2005 calendar year; setting a time line for the inclusion of other disciplines – physical geographers, technicians, technologists, and; the promotion of the College's profile within government and private sector.

The Executive Director reported that the College was still working with government and other professional associations with regard to Contaminated Site issues, and Professional Reliance. **Linda Michaluk** reported that two public appointees to the Council may be named in January 2005. Discussions were held with the ASTTBC to get their input in the development of criteria for membership into the College of technicians and technologists.

A summary of Council activities is as follows;

- Council adopted the expense policy as recommended by the APB.
- Council finalized a position statement setting out the role of the College.

- Council has sent to committee the employee appraisal forms for comments.
- Council directed **Linda Michaluk** to discuss with the BCIA the conditions around sharing office resources.
- **Doug Steventon** presented his review of the Credentials Committee's recommendations on updating entrance requirements and Council accepted the document as amended.
- Council accepted the financial statement and the amended draft 2005 budget. The Council agreed that the College should give a core funding grant to APB with unused funds returned to College at year end.
- Council amended the policy on members returning from temporary withdrawal to active practice. The Registrar reported that the number of membership renewals are ahead at this point to that of previous years. Total membership was 1474 with 1235 RPBio's, 173 BIT's, 33 Retired members, 9 Students and 24 who have taken Temporary Withdrawal. **Rick Crozier**, Chair of the Discipline Committee reported that there were 2 files in progress.



Summary of Council Meeting

Held Friday, January 21st, 2005 at the College/APB Offices, Victoria, BC

Present: Mel Kotyk, President. Councillors: Joyce Boon, Brian Churchill, Rick Crozier, Derek Ellis, Katherine Enns (to 10.15 am), Maureen Ketcheson, Paul McElligott, Douglas Steventon (phone), Rob Thomson

Staff: Kelly McLaughlin, Pat McLellan, Linda Stordeur

Apologies for Absence: Linda Michaluk

The President noted that the interaction between the College and other agencies has increased sharply since the Act was brought forward.

The Acting Executive Director reported that FRPA training sessions organized by the government will be conducted in March throughout the province and a notice will be sent out to members as soon as the dates are finalized. A workshop on Professional Reliance is being held later in the month. The Minister of Forests named **Teresa Murphy** and **Charles Bois** as public appointees to the College Council. Both will be invited to the next Council meeting. The College will extend an invitation to the ASTTBC to meetings concerning business relevant

to both organizations, invite them to the AGMs, and to meet at the Executive level on an ad hoc basis. The BCIA has begun its move into the office space.

A summary of Council activities is as follows;

- Council finalized wording for Continuing Professional Development Rules and Guidelines.
- Council accepted the financial statement and the 2005 budget including a grant to the APB.
- Council approved 3 members' request for retired status.
- Council appointed **Brian Fuhr** as Chair of the Nominations Committee
- Council adopted the new Travel/Expense Policy put forward.



MEMBERSHIP DUES

1. Dues were payable by December 31, 2004
2. A late fee of 10% of dues is payable after December 31, 2004
3. You cease to be a member in good standing if dues are not paid by February 28, 2005
4. If dues and all fees owing are not paid by June 30, 2005 your name is removed from the register.

If you have any questions, please contact the office.

Note – loss of “member in good standing” status means the loss of the privilege to use the title RPBio, the loss of the privilege to use the professional stamp, the loss of voting privileges, etc.



COLLEGE of
APPLIED BIOLOGY
BRITISH COLUMBIA

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250-383-3306 • 250-383-2400(fax)
email: cab@cab-bc.org
www.collegeofappliedbiology.bc.ca

NOMINATION FOR ELECTION TO COUNCIL

MUST BE RECEIVED BY MARCH 3, 2005

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

I (please print) _____

SIGNATURE: _____ MEMBER NUMBER: _____

Hereby nominate (please print) _____

MEMBER NUMBER: _____

to stand for election to the Council of the College of Applied Biology 2005-2007 term for the position of
(check one only):

Vice President
(two year term)

Regional Councillor
(two year term)

Councillor at Large
(two year term)

I accept the nomination to stand for election to the above noted office

NAME (please print) _____

MEMBER NUMBER: _____

SIGNATURE: _____ Date: _____

CALL FOR RESOLUTIONS

College of Applied Biology

In accordance with Rule 3.18, resolutions are being solicited for discussion and action at the 2005 Annual General Meeting of the College of Applied Biology to be held in Prince George, B.C.

Submissions should be outlined in the following form:

- A. **In that** (outline issue or problem)
- B. **Be it resolved that** (state the resolution)
- C. **Discussion** (present points concerning the need, logic or benefit of the resolution).

**Resolutions must be received by no later than
APRIL 7th 2005 by mail, fax or email to:**

Linda Stordeur, R.P.Bio., Registrar
College of Applied Biology
#205 – 733 Johnson Street,
Victoria, B.C. V8W 3C7
Email: registrar@cab-bc.org
Fax: (250) 383-2400



**COLLEGE of
APPLIED BIOLOGY**
BRITISH COLUMBIA

Membership Update

The College wishes to welcome and congratulate the following new members

NEWLY REGISTERED PROFESSIONAL BIOLOGISTS			
Brent Persello	1691	Pierre Stecko	1709
Ly-Shu Ramos	1693	Nathaniel K. Newlands	1710
Ryan Stinson	1694	Chris Lee	1711
Wayne Wall	1695	Karen A. Munro	1712
Gideon Minkoff	1696	Julie A. Dahl	1713
Paula Bartemucci	1697	Norman Jacob	1714
Norma Powell	1698	Melissa Todd	1716
Stephen Goodwin	1699		
Joseph Truscott	1700	NEW BIOLOGISTS IN TRAINING	
Sean Mitchell	1701	Michael Waters	236B
David Brisco	1702	Geoffrey P. White	237B
Blake Phillips	1703	Nicole Koshure	238B
Kehong Wu	1704	Cheryl Bullock	239B
Robyn L. Irvine	1705	Byron Kirkham	240B
Jodie Krakowski	1706	Nicole Tennant	241B
Peter McNamee	1707		
Judy Millar	1708	NEW STUDENT BIOLOGISTS	
		Jason Hoof	17S

Discipline Digest

Discipline Case 2004-01

Ray Carrier, RPBio 1527

Type: Conditional Admission

Discipline Committee:

Rick Crozier, RPBio (Chair), Dr. Iain Taylor, RPBio,
Ron Thomas, RPBio, Marlene Russo, LLB, and
Bob Gerath, PGeo.

Facts:

A complaint was received alleging that Mr. Carrier (subject member) had engaged in conduct unbecoming a practicing member, and in professional misconduct while in the employ of his now former employer. During the investigation phase of the complaint, after comments were received from the subject member and complainant, the subject member chose to present a Conditional Admission attesting to the following:

1. on the matter of conduct unbecoming a practicing member – that the subject member realised that his actions had placed him in a perceived conflict of interest position that he could have addressed earlier, and
2. on the matter of unprofessional conduct – that the subject member realised he should have taken more care to not injure the reputation of another professional biologist.

Disposition:

The Discipline Committee accepted the Conditional Admission and directed that a letter of reprimand be

placed on the subject member's College file for a period of 3 years.

The Committee also made comments in the following areas:

- conflict of interest: there is nothing inherently unethical in finding oneself in a position of real or perceived conflict of interest; what is required is to recognize the fact and deal with it accordingly. It is necessary to realise that because perceived conflicts may undermine trust, they can be as damaging as an actual conflict. Therefore, the Committee wishes to advise that a "perceived conflict of interest" is indeed a serious matter.
- practicing within the Code of Ethics: it is important that a professional is responsible to ensure that their actions do not bring disrepute to the members of the profession, or to the profession itself. Regular review of the Code of Ethics and the associated Explanatory Notes is one way for members to be reminded of the standard of conduct that is expected of a member of the College. In the event (members) have issues or questions associated with the Code of Ethics to discuss, (members) may wish to contact the Association of Professional Biologists Conduct Standards Committee to see if that body can assist in this regard.

Rick Crozier, RPBio
Chair,
College of Applied Biology
Discipline Committee



Senior Biologist

Next Environmental Inc. is a growing environmental consulting firm that, for the past 6 years, has specialized in contaminated site investigation and remediation and is now expanding its expertise to include Biological and Ecological services.

We are looking for a dynamic senior biologist with 5 to 10 (or more) years related experience to lead the team in

- Environmental Impact Assessments;
- Fisheries inventory and watercourse classification;
- Habitat Restoration and enhancement; and
- Stream setbacks and riparian area work.

The successful candidate will be a member in good standing with the College of Applied Biologists BC and a Registered Professional Biologist with APBBC and thrive on a demanding, fast-paced progressive work environment. You will enjoy an excellent salary and full medical/dental benefits.

E-mail resume with cover letter and references to sresendes@next.bc.ca, attention Ms. Sandy Resendes, Administrator

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