

Act Change Project: Frequently Asked Questions (FAQ)

We are committed to transparency as we modernize our regulatory framework. Below are the most common questions from our practitioners about the Act Change Project broadly, followed by the most common questions on topics from the Act and React Engagement series.

General Project Overview

1. What is the final goal of the Act Change Project?

The goal is to modernize our legislative framework to ensure it reflects current engineering and geoscience practices. This update aims to enhance public safety, streamline regulatory processes, and ensure that Engineers Geoscientists Manitoba remains a progressive and effective regulator in a changing professional landscape.

2. Where can I access the wording of the most recent replacement Act proposal?

[Legislative objectives](#) approved by the Council are shared with members through our regular engagement sessions and updates on this website. The actual wording of the bill (proposed new law) will be developed in a later stage in consultation with the Government of Manitoba. The language in the bill becomes public after its introduction in the legislature.

3. What is the estimated timeline for implementation?

Once the government approves the changes, there is usually a coming into force period of 1 to 2 years after Royal Assent. This allows the Association and its registrants sufficient time to adjust to new administrative requirements. The provincial government has indicated that they plan to introduce the bill in Spring 2028. There are several steps the bill must go through in the Legislature. For more information, see [Fact Sheet No. 4 HOW LAWS ARE MADE](#).

4. How was the scope of this project determined?

The legislative objectives were developed through more than a year of comprehensive research, legal reviews, and engagement conducted by independent consultants. The consultants held focus groups and interviews with practitioners across all disciplines and career stages, students, employers, educators, and adjacent professional associations to identify where the current Act fell short of modern needs. The EngGeoMB Council was informed at all stages and was the final approver on behalf of the Membership, with the Government Relations Advisory Council (GRAC) also providing perspectives on materials prepared for Council.

5. Is there a plan to merge Engineers Geoscientists Manitoba with CTTAM?

At this time, no consideration is being given to merge EngGeoMB and CTTAM. However, both associations are currently advancing a joint objective to the Government of Manitoba to include reserved acts for technicians and technologists in the new EngGeoMB Act. This

collaboration will ensure that technicians and technologists have a clear and protected scope of practice.

6. Will more detailed specifics of the proposed Act changes be made accessible to members before the Act update is finalized and implemented?

More specifics will be provided once the Association has been advised if its Legislative Proposal has been accepted or not, and if so, after drafting instructions for the Bill have been developed and approved by Council. The next phase of engagement will inform registrants of Council decisions regarding these milestones. Once the drafting decisions have been provided to the Government of Manitoba, the Government will then take ownership of the process, making the decisions regarding the content of the Bill while informing the Association.

Act and React Activity 1: Artificial Intelligence (AI)

7. Will the Act Change include new policies on Artificial Intelligence (AI)?

The Government Relations Advisory Committee (GRAC) is currently establishing an advisory group to further explore how AI intersects with professional practice and to look at how best to address AI issues, including through policy. The changes to the Act are being designed to be technology neutral, meaning the high standards of professional responsibility apply regardless of whether a tool is traditional or AI-driven. The Act will provide the legislative authority for the Association to prohibit independent engineering or geoscience work by artificial intelligence without the professional oversight of a registrant.

8. How is the Association handling the "pros and cons" of AI if many members are still learning about it?

We recognize that the use of AI varies across our registrants. A review of the feedback from the Act and React survey will be conducted to guide further research on the policies and processes used by other organizations as well as best practices. This will contribute to the development of practical policies and procedures that members can follow, regardless of their current level of AI knowledge.

9. Why not just use existing tools to regulate AI and pull licenses for non-compliance?

While existing standards of professional responsibility always apply, AI presents unique challenges that require specific policy instruments beyond traditional enforcement alone. The goal is to develop a framework that supports innovation while ensuring that public safety and the professions' reputation for competent, ethical practice remain top priorities.

10. Will there be a revised policy specifically for AI use in the profession?

It is expected that a standard or policy will either be adopted or developed to guide the use of AI in engineering and geoscience.

Act and React Activity 2: Professional Practice Management Plans (PPMP)

11. What is a PPMP, and how does it affect me?

A Professional Practice Management Plan (PPMP) is a document held by a Certificate of Authorization (COA) holder that outlines the policies and procedures used to ensure professional standards are met. For most individual members, this means following the established protocols within their firm. It shifts the focus of regulation toward the organizational level to better guide individual practitioners in their practice. The proposed changes to the Act will enable the Association to establish PPMPs.

12. Is the PPMP redundant for sole practitioners?

PPMPs serve as a checklist to ensure consistent quality and risk management, especially in high-risk projects, for engineering and geoscientific practice. While no determinations of the PPMP format or policies have been made at this legislative stage, it is likely that any PPMP requirements for sole practitioners will be scaled to be simpler than those for large firms, as has been the case in other jurisdictions that have implemented PPMPs.

13. How is compliance with PPMPs monitored?

Compliance in other jurisdictions has typically been monitored through a proactive audit system.

14. Firms already need a certificate of authorisation to practise. Why isn't that enough? What would a PPMP add?

The certificate of authorisation confirms that a firm is allowed to practise, but it doesn't tell us how the firm manages its work day to day. A Professional Practice Management Plan (PPMP) goes a step further by requiring firms to document their internal processes for quality, ethics, and professional development, and to demonstrate that those processes are actually being followed.

Act and React Activity 3: Audits and Practice Reviews

15. What is the purpose of the Audits and Practice Review process?

The primary goal is to ensure public safety and maintain high professional standards by verifying that practitioners and firms follow the updated regulatory framework. These reviews are designed to identify areas for improvement and support continuous professional development.

16. How are individuals or firms selected for a review?

Selection is typically based on a combination of factors, including risk-based assessments, random selection, and the time passed since a previous review. The objective is to ensure a fair and comprehensive evaluation of the profession across all disciplines.

17. What is an Audit (Quality Management Review)?

An audit is a fair and impartial examination of whether a registrant, an individual or a firm, is complying with the Act, regulations, by-laws, the Code of Ethics, Continuing Professional Development (CPD), and practice standards. Unlike a practice review, which looks at potential shortcomings and how to address them, an audit focuses on compliance with established requirements.

18. What does a Practice Review entail?

A practice review is an assessment of a registrant's professional activities. It can include a review of project documentation, professional practice processes, and compliance with the Code of Ethics. Practice reviews are generally conducted as a collaborative and educational process, with the goal of helping practitioners understand any findings and make recommendations where needed.

19. What happens if deficiencies are identified during the audit?

If an audit identifies areas that require review, the practitioner or firm will receive a report with recommendations which allow the practitioner or firm to address the gaps within a defined time to ensure full compliance.

Act and React Activity 4: Registration

20. What is the technical assessment process for applicants?

The Association's technical assessment process has multiple components and can vary depending on the applicant. An applicant's education, professional practice experience, and experience with licensure are taken into consideration in determining the technical assessment pathway. For new registrants, a Competency-Based Assessment (CBA) is often required. Confirmatory exams are another assessment tool that can be required. The National Professional Practice Exam (NPPE) is required to be successfully completed by every applicant before being eligible for license to practice professional engineering or professional geoscience in Canada. More information can be found on the Association's Registration FAQ page, located [here](#).

Act and React Activity 5: CTTAM and EngGeoMB

21. What is the intended benefit, particularly to EngGeoMB members, of this change?

The intended benefit for both Associations is that the specific roles and responsibilities of professional engineers and geoscientists versus engineering technologists and technicians will be further defined and clarified. This is expected to reduce the overlap in roles that can occur, sometimes causing confusion and conflict.

22. How will these changes better clarify the roles of professional geoscientists and of professional engineers versus the roles of technicians and technologists for all involved and for the public's understanding?

In preparation for the new Act coming into force, EngGeoMB and CTTAM will need to collaborate closely to define the scope and boundaries of CTTAM's authorized practice areas and then communicate these to their respective registrants. As a further step, the scope and boundaries of CTTAM's authorized practice areas versus those of professional engineers and geoscientists will need to be communicated to the public, employers and adjacent professionals, for their understanding.

Act and React Activity 6: Diversity of Perspectives in Decision-Making Bodies

23. Why is Truth and Reconciliation and Equity, Diversity and Inclusion being considered for the Act Change Project?

In relation to the Act Change Project, these topics were raised as issues to be included by participants in the focus groups and dyadic interviews held during the project's Phase 1 consultations. These participants included registrants, Council, committee members, engineering students, educators, adjacent professional associations, and Indigenous community leaders.

Based on this, Council approved the policy priorities for the Act Change Project, which includes to, "*empower EngGeoMB to consider principles of truth and reconciliation (TR) and of equity, diversity, and inclusion (EDI) when forming its decision-making bodies and when drafting or amending its by-laws, guidelines, practice standards, code of ethics, professional development requirements, committees, investigations/discipline procedures, or penalty frameworks.*"

These principles will enable the Council and the Association to have the flexibility to explore leading inclusive practices through all its regulatory tools. Any exploration and implementation would be well researched and proposed through the Association's usual engagement and consultation processes and voted on in accordance with its governance structure. There are no immediate changes being adopted as part of the Act Change.

The Association already is committed to equity, diversity and inclusion and this work is overseen by the *Equity and Representation* Department. To find out more about their work, please visit the [Equity and Representation](#) pages on the Association website.