

The Profession of Agrology Overview



Part 1

Practice of Agrology

- **What is an Agrologist?**
- **Areas of Practice**
- **Other Professionals**
- **Registration Features**
- **Streams of Registration**



WHAT'S AN AGROLOGIST?

Science-based professionals in **agriculture, bioresources, food & the environment** – who responsibly teach, transfer knowledge & conduct research.



Professionals in Agriculture, Bioresources, Food & the Environment

Agrology - Application of Science

- Agrology is the application of natural life sciences to agriculture, bioresources, food and the environment.
- The application of **science** - is the central basis of agrologists work in aiding the public to make informed decisions.



AGROLOGISTS

Science-Based Professionals Working In:

- Renewable Resources
- Agribusiness
- Livestock Management
- Watershed Management
- Policy Development
- Agronomy
- Food Science
- Biotechnology



Saskatchewan Institute of Agrologists

Professionals in Agriculture, Bioresources, Food & the Environment

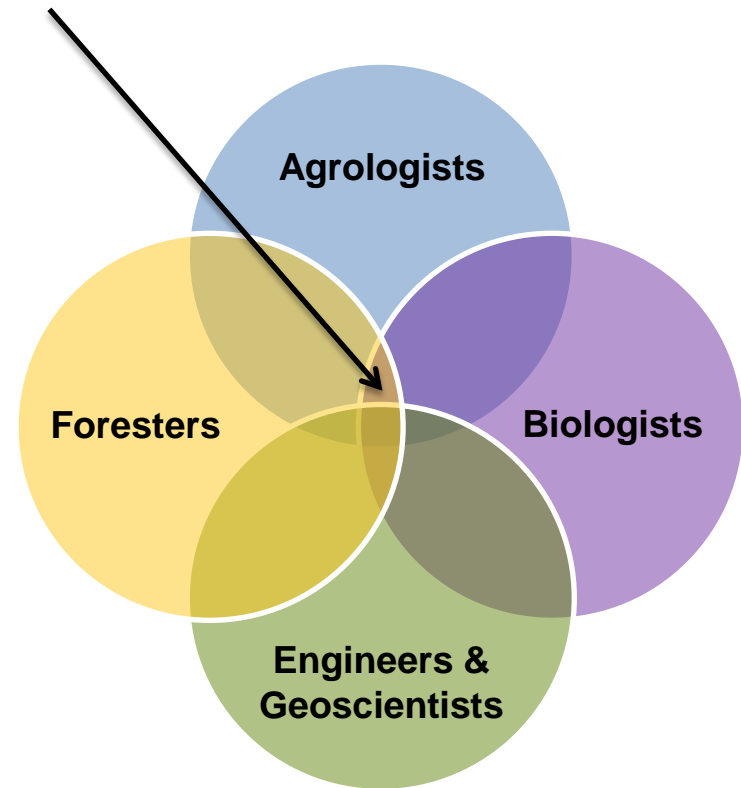
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Other Resource Professionals

Overlap of Four Groups

- **Overlapping Scopes of Practice of Resource Professionals**
- **Strength is in working in collaboration**



Registration Benefit

- Registration gives members the **legislated *right* to practice Agrology** in Saskatchewan



Registration Affiliate Advantages

- Indication of professionalism to the public
- Provides a professional designation
- Transferability of status across Canada
- PAgs have the ability to use a stamp or seal to indicate to the public the document has been produced under the supervision of a professional member of the Institute



Streams of Registration

Agrologist

- Basic Criteria
 - 4 Year agrology-related degree from the U of S or equivalent with credit in required courses.
 - Graduate degree approved by Registration & Admissions Committee.

Agricultural Technologist

- Basic Criteria
 - Agrology-related diploma from the U of S or equivalent with credit in required courses.



Path to Full Membership

- Applicants in either stream start as **articling members** as either:
 - Articling Agrologists (AAg)
 - Articling Agricultural Technologist (AAT)
- After completing specified “articling milestones”, applicants request **full membership** as either:
 - Professional Agrologists (PAg)
 - Agricultural Technologist (AT)



PURPOSE OF ARTICLING PROGRAM

To understand:

- The safe, competent & ethical practice of Agrology
- Role of the Institute
- Opportunities to develop relationships with other practicing members



Part 2

Introduction of the Institute



- **Objective of Institute**
- **Organizational Structure**
- **Professional Regulation**
- **Act & Bylaws**
- **Agrology Canada**
- **Good Standing Criteria**
- **Registration Statistics**



INSTITUTE'S MISSION

To protect the public, the Institute regulates the profession of Agrology in Saskatchewan, by ensuring its safe, competent and ethical practice.



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To Protect the Public

- *The Agrologists Act, 1994* exists “**to protect the public.**”
- The two key words are “protect” and “public”.
 - **Protect** means to reduce or manage the risk relating to economics (financial), environmental and health and safety.
 - **Public** refers to both producers and consumers.

Objectives of Institute

- Promote and increase the knowledge, skill and proficiency of its members in the practice of Agrology
- To do all things that may be necessary, incidental or conducive to the usefulness of Agrologists and Agricultural Technologists to the public
- Protect the public in all matters relating to Agrology

As per the Agrologists Act, 1994



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Objectives of Institute

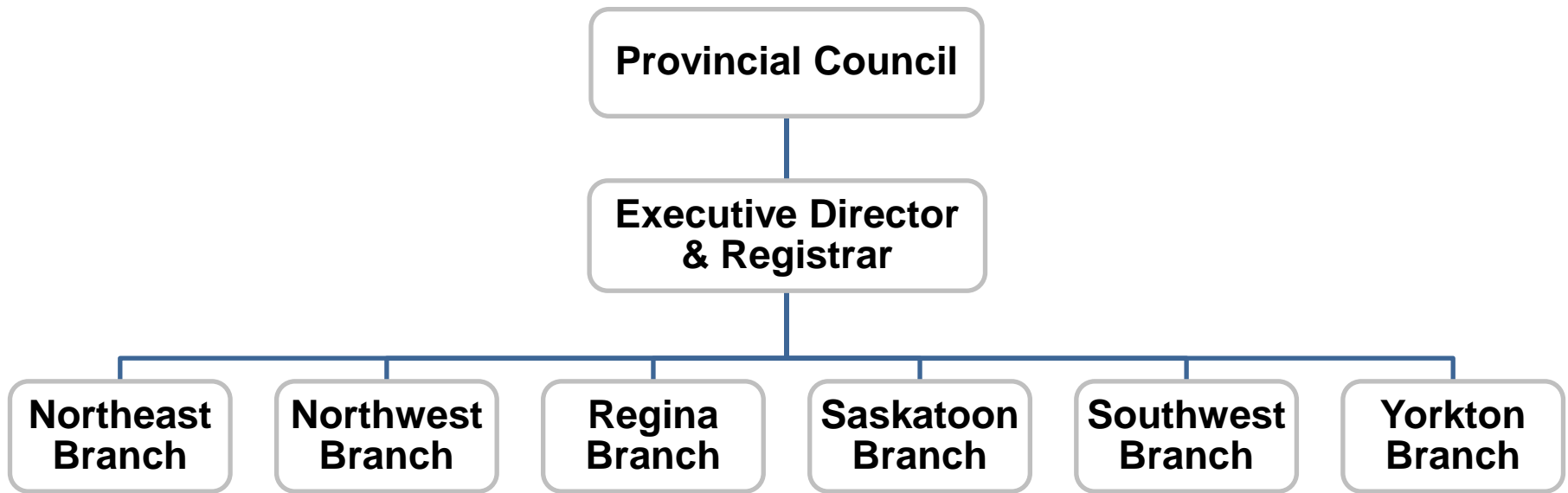
- Improve Agrology services and agrology education
- Increase public assurance of safety of food supply
- Promote the wise use of natural resources
- Monitor the environmental sensitivity of the agri-food industry

As per the Agrologists Act, 1994



Professionals in Agriculture, Bioresources, Food & the Environment

Organizational Structure



Each branch is led by a Branch Executive Committee.



Professionals in Agriculture, Bioresources, Food & the Environment

Provincial Council Structure

<i>Position</i>	<i>Appointed or Elected</i>
President	Elected by Membership
President Elect	Elected by Membership
Branch Reps (6)	Elected by Branches
AT Rep	Elected by Membership
Farmer Rep	Elected by Membership
Public Rep	Appointed by MoA
College of Agriculture & Bio Rep	Appointed by College
Ministry of Agriculture Rep	Appointed by MoA



Self-Regulation

- Self-regulation means that a profession has been granted the authority by legal statute to ensure the quality of professional competence and conduct of its members.
- Self-regulation is based on the overarching duty **to protect the public.**
- Regulation carried out in the public interest and the regulatory body is accountable **to the public.**

Canadian Regulation of Professions

- The regulation of the professions is provincial jurisdiction, coming within “property and civil rights in the Province” in section 92(13) of the *Constitution Act, 1867*
- Statutes state and the Supreme Court of Canada has determined that the **primary purpose of a self-governing professions is the protection of the public**



Aspects of Regulation

■ Registration

- Qualified persons are registered and licensed as members
- Members are subject to investigation and discipline for professional incompetence and professional misconduct

■ Prohibition *(Agrologists Act, 1994 (s.22))*

- Unqualified persons are prohibited from using title and/or from engaging in professional practice

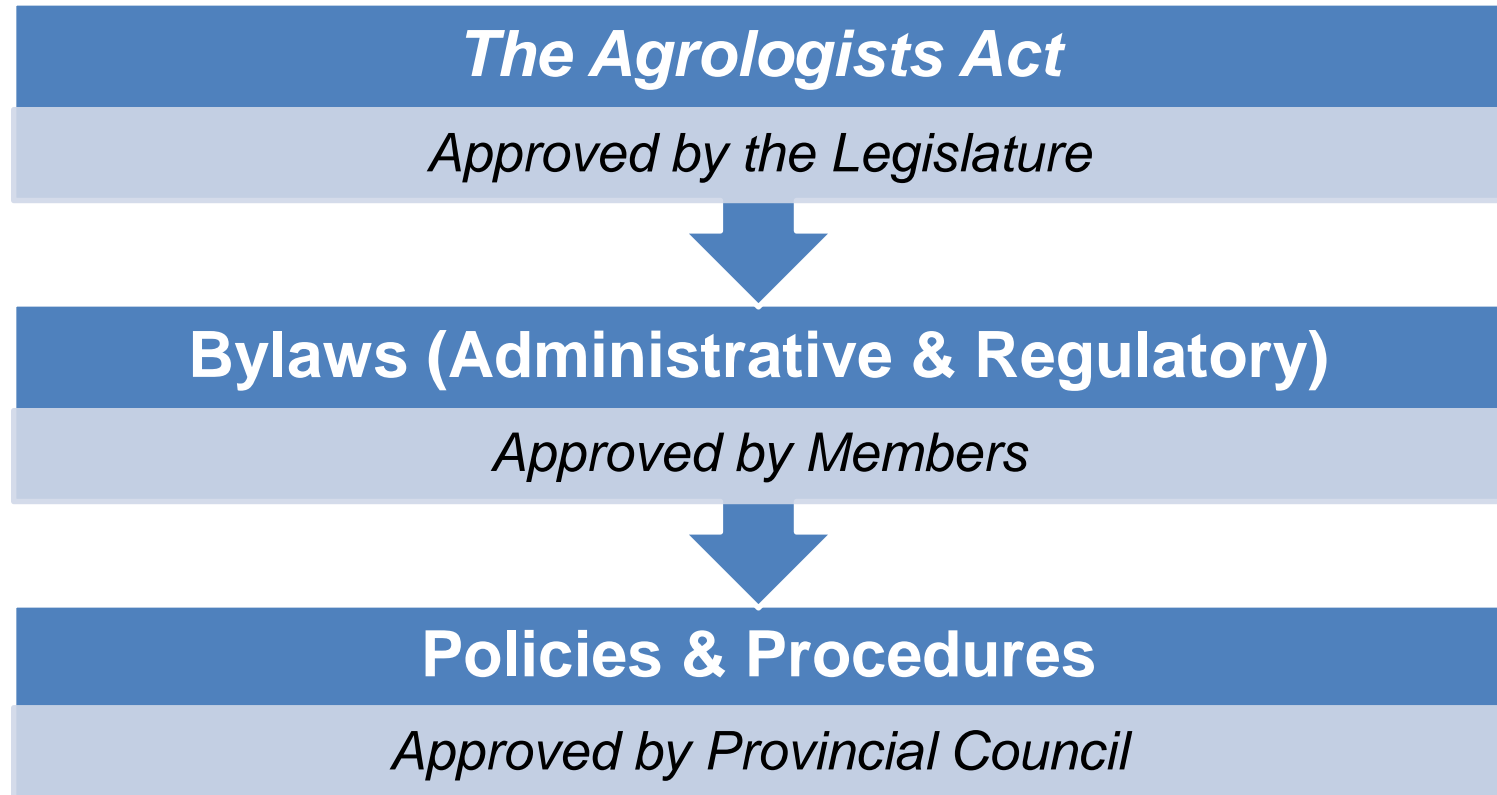


Professional Regulation in SK

- Over 40 statutes in SK regulating professions
- Agrologists are regulated by the *Agrologists Act*
- Some legislation is “**right to practice**” and some is “**right to title**”
 - ***The Engineering and Geoscience Professions Act***
 - Requires Engineers and Geoscientists to be licensed
 - ***The Interior Designers Act***
 - Only protects the title “Interior Designer” but no requirement for membership to engage in practice
 - ***The Agrologists Act, 1994***
 - Requires Agrologists to be licensed



Agrologists Act & Bylaws

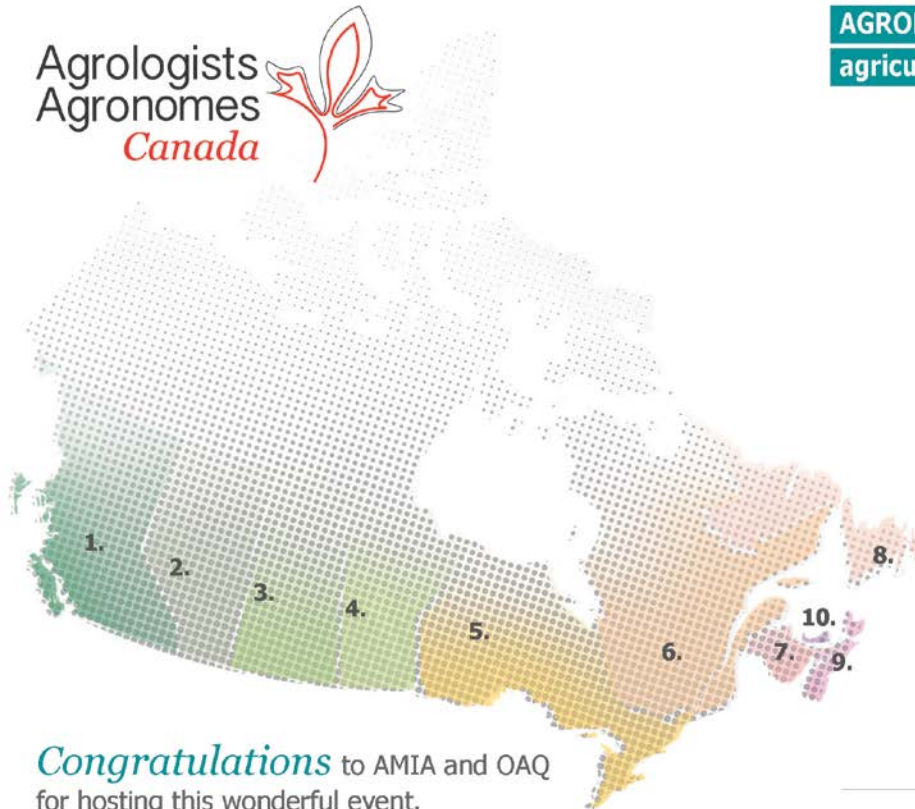


Regulation of Professionals

- Members are subject to the legislation of the *Agrologists Act* and Bylaws
- Regulatory Bylaws contain a “Code of Ethics” to be followed by all members
- Complaints can be made about the ***competence and conduct*** of registered members



Agrologists/Agronomes Canada



Congratulations to AMIA and OAQ
for hosting this wonderful event.

**AGROLOGY – Applying science to
agriculture and the environment**

AGROLOGISTS help
- Feed the World
- Boost the economy
- Protect the environment



Professionals in Agriculture, Bioresources, Food & the Environment

Agrologists/Agronomes Canada

Province	Members	%	
BC	1,200	12.7%	57%
Alberta	2,450	25.3%	
Saskatchewan	1,205	12.7%	
Manitoba	650	6.8%	
Ontario	350	3.8%	33.3%
Quebec	3,133	33.3%	
New Brunswick	210	2.2%	
Nova Scotia	245	2.6%	
PEI	50	0.5%	
Newfoundland & Labrador	30	0.3%	
TOTAL	9,550	100%	90%

*Almost 10,000
Professional &
Technical
Agrologists across
Canada*

** As of Summer 2012*



Professionals in Agriculture, Bioresources, Food & the Environment

“Good Standing” Criteria

- **To be classified as a member in good standing:**
 - Pay annual registration fees by *Dec. 31*
 - Submit report of annual CPD online *by Dec. 31*
- **Continuing Professional Development (CPD)**
 - All members must demonstrate competency by reporting a minimum of 150 hours over a 3-year period

Membership Statistics

	2012	2011	2010
PAg	956	946	942
AAg	159	150	170
AT	24	16	19
AAT	33	19	16
Subtotal	1,172	1,131	1,147
Retired	27	28	28
Life Members	84	50	50
TOTAL	1,283	1,209	1,225
Student Affiliates	70	45	65



2012 Top Employers Statistics

#	Employer	Agrologists Employed
1	Ministry of Agriculture	123
2	University of Saskatchewan	69
3	Viterra	52
4	Bayer CropScience	50
5	Farm Credit Canada	48
6	SK Assessment Management Agency	47
7	Grow Community of Independents	42
8	Matrix Solutions	33
9	Agriculture & Agri-Food Canada	24
10	Richardson Pioneer	18



Part 3

Professionalism & Ethics



- **Meaning of Ethics**
- **Institute Code of Ethics**
- ***Agrologists Act, 1994***
- **Due Diligence**
- **Professional Misconduct or Incompetence**
- **Disciplinary Process**

Meaning Of Ethics

- **Ethics Defined** *(Merriam Webster Dictionary)*
 - The discipline dealing with what is good & bad
- **Harmonized link between:**
 - Feelings
 - Thoughts
 - Actions
 - Communications

Ethical Positions

- Ethical **POSITIONS** must be identified for:
 - Your profession
 - Your organization
 - You personally
- If lack of harmony between these, there could be conflict that disrupts your service to the public

Ethical Components

- Four **COMPONENTS** to ethical positions:
 - Competency
 - Integrity
 - Objectivity
 - Honesty
- If your *organization, profession & you* are not known to be strongly linked to these components, it is impossible to practice at your full capability.

Code of Ethics

- The profession of Agrology demands integrity, competence and objectivity in the conduct of its members while fulfilling their professional responsibilities to the:
 1. Public
 2. Employer or client
 3. Profession
 4. Other Agrologists

1. Responsibility to the Public

- Practice only in those fields where the Agrologists' training, ability and experience make them professionally qualified
- Express a professional opinion only when:
 - Founded on adequate knowledge and experience
 - Where Agrologists' have an understanding of the situation and context against which this opinion is being offered

1. Responsibility to the Public

- Advocate and practice good stewardship of resources based on sound scientific principles.
- Extend public knowledge and to promote truthful and accurate statements on sustainable agricultural systems and environmental matters.
- Maintain proper regard for the safety of others in all work

2. Responsibility to the Client

- Act conscientiously and diligently in providing professional services
- Maintain the confidentiality of client/employer information, unless given the explicit consent – except if the law requires
- Obtain a clear understanding of the client or employer's objectives

2. Responsibility to the Client

- Inform the client or employer of any action planned or undertaken that Agrologists' believe is detrimental to good stewardship or in breach of known laws or regulations
- Refuse any assignment that creates a conflict of interest
- Not accept compensation from more than one employer or client for the same work, without consent.

3. Responsibility to the Profession

- Inspire confidence in Agrology by maintaining high standards in conduct and work
- Support activities for the advancement of the profession
- Where Agrologists' believe another individual may be guilty of misconduct or incompetence;
 - To raise the matter with that individual, and
 - If not resolved, to inform the Registrar in writing

3. Responsibility to the Profession

- State clearly on whose behalf professional statements or opinions are made
- Sign and seal only those plans, reports and other documents for which Agrologists are professionally responsible and which were prepared by them or under their direction.

4. Responsibility to Other Members

- Abstain from undignified or misleading public communication with or about Agrologists
- Give credit for professional work to whom credit is due
- Share knowledge and experience with other Agrologists

Professional vs Professionalism

- Anyone can conduct themselves in a professional manner (*although not required*)
- Professionals **MUST** always conduct themselves in a professional manner (*this is non-negotiable*)
- Your conduct affects other Professional Agrologists and the profession.

Due Diligence

- **Due Diligence Defined** *(Merriam Webster Dictionary)*
 - The care that a reasonable person exercises to avoid harm to other persons or their property.
- Investigate - understand the task to be completed
- Completing all the work necessary.
- Present findings to the client in a manner that will ensure understanding of the results.
- Due diligence ensures that a minimum level of service is provided.



Misconduct or Incompetence

- Concerned about the conduct or competency of a member or individual practicing Agrology?
 - Use the Institute's Complaint's Process
- The complaints process is part of the process by which the Institute protects the public from the unauthorized or unprofessional practice of Agrology.

Complaint's Process

- **Submit Complaint**
 - Written
 - Toll-Free Complaint's Line
- **Executive Director & Registrar Reviews Complaint**
 - If no merit – Complaint is Rejected
 - If merit – Passes to Professional Conduct Committee

Complaint's Process

- **Professional Conduct Committee Investigates Complaint**
 - If no merit – Complaint is Rejected
 - If merit – Passes to Discipline Committee
- **Discipline Committee Holds a Hearing**
 - If found not guilty – Complaint is Rejected
 - If found guilty – Disciplinary Action is Determined

Disciplinary Action

- Disciplinary action may involve:
 - Suspension
 - Loss of License
 - Probation
 - Fine
 - Cost of Hearing

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