

The Profession of Agrology



WHAT'S AN AGROLOGIST?

Science-based professionals in
**agriculture, food & related
environment areas –**

who responsibly **teach, provide
advise & conduct research.**



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:

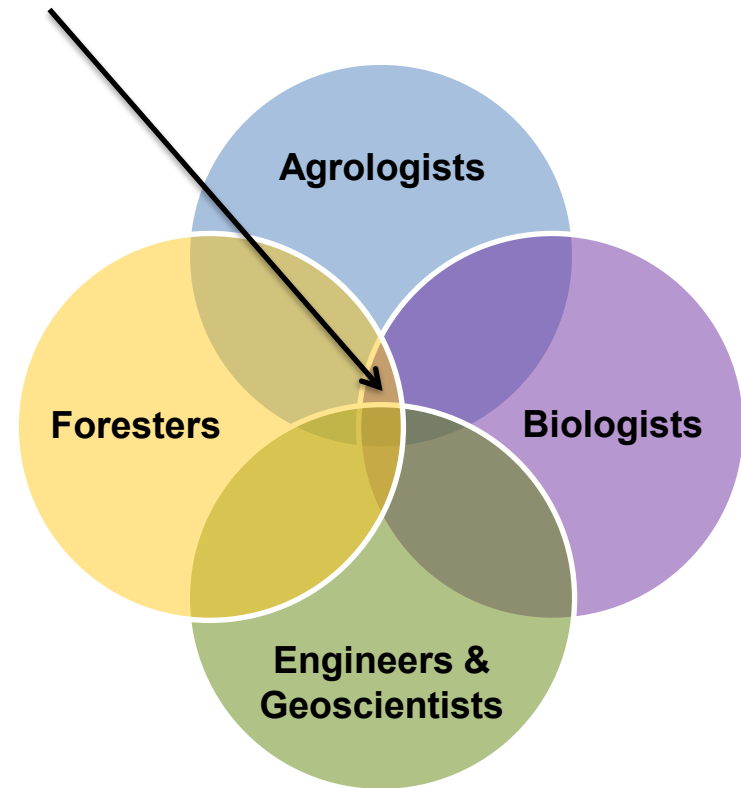
- Renewable Resources
- Agribusiness
- Livestock Management
- Watershed Management
- Policy Development
- Agronomy
- Food Science
- Biotechnology



Other Resource Professionals

Overlap of Four Groups

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



What does registration mean?

Agrologists have the “***right to title***” and the “***right to practice***” the same as accountants, doctors, engineers, lawyers who must have a licence in order to practice their profession.

Right to Title: Only a registered member can use the title agrologists, or related terms such as agronomist, horticulturalist, animal nutritionist, etc.

Right to Practice: Regardless of your position title, if you are qualified and practicing, you must be registered and hold a licence.



Primary Benefits of Registration

- **Pride** in being part of a profession that is **self-regulated** and demands ethical and competent practice
- **Recognition** by industry and society that you are a trained and qualified professional dedicated to protecting the public
- **Protection** from legal action because you are eligible to carry professional liability (E&O) insurance
- **Practice License** means the legislated right to practice agrology in Saskatchewan as a licensed professional
- **Leadership** as “*guardians of the food system*” and “*stewards of the environment*” in protecting our social licence

In addition to the **primary** benefits:

- Transferability of professional designation across Canada (labour mobility)
- Ability to use a SIA 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
 - a two-year diploma in agriculture, food or related environmental program approved by the Admissions and Registration committee



Path to Full Membership

- Applicants in either stream start in the **articling program** as either an:
 - Articling Agrologists (AAg), or
 - Articling Agricultural Technologist (ATechAg)
- After completing specified “articling milestones”, applicants request **full registration** as either:
 - Professional Agrologists (PAg)
 - Agricultural Technologist (Technical Agrologist)



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**

SIA'S MISSION

The Saskatchewan Institute of Agrologists is a regulated profession that protects the public interest by ensuring:

- ***All people practicing agrology in Saskatchewan are qualified and licensed***
- ***Members provide accurate, science-based knowledge and advice on agriculture, the sustainability of the food system, and protection and stewardship of our natural resources***
- ***Collaboration with all stakeholders***
- ***Transparency and accountability***



To Protect the Public

- *The Agrologists Act* 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 Technical Agrologists to the public
- Protect the public in all matters relating to agrology

As per the Agrologists Act, 1994



Objectives of Institute

As per the Agrologists Act



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

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
TechAg Rep	Elected by Membership
Farmer Rep	Elected by Membership
Public Reps (2)	Appointed by MoA
College of Agriculture & Bio Rep	Appointed by College



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, (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***
 - Requires Agrologists to be licensed



Agrologists Act & Bylaws

The Agrologists Act

Approved by the Legislature



Bylaws (Administrative & Regulatory)

Approved by Members



Policies & Procedures

Approved by Provincial Council



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



Membership Statistics Report 2011-2021

Designation	Dec 31 2011*	Dec 31 2012*	Dec 31 2013*	Dec 31 2014*	Dec 31 2015*	Dec 31 2016*	Dec 31 2017*	Dec 31 2018*	Dec 31 2019*	Dec 31 2020*	Dec 31 2021*
PAg	946	956	1,073	1,140	1,191	1,250	1,257	1,264	1,266	1304	1333
AAg	150	159	199	261	279	334	348	385	422	445	488
TechAg	16	24	33	55	63	68	73	80	86	94	106
ATechAg	19	33	36	40	44	49	51	67	71	80	94
Subtotal	1,131	1,172	1,341	1,496	1,577	1,701	1,729	1,796	1,845	1923	2,021
Annual Growth	-1.4%	3.6%	14.4%	11.6%	5.4%	7.8%	1.6%	3.9%	2.7%	4.2%	5.1%
Retired	28	27	78	95	95	105	92	101	104	123	145
Student Affiliates	45	70	118	198	225	196	129	153	64	58	64

***Note:** The December 31st registration renewal date indicates the number of practicing members as of January, of the preceding year. This number will increase each month during 2022 as there are new applications, transfers, duals, and reinstatements.

“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 agrologists must demonstrate competency by reporting 35 hours per year OR a minimum of 105 hours over the most recent 3-year period



2021 Top Employers Statistics

	Employer Name	Dec 31/21
1	Saskatchewan Ministry of Agriculture ¹	157
2	Federated Co-operatives Limited (includes Co-operative Retailing System) ²	110
3	Nutrien AgSolutions	105
4	University of Saskatchewan	96
5	Winfield United Canada ³	80
6	Richardson Pioneer	58
7	BASF	57
8	Bayer CropScience	51
9	Saskatchewan Assessment Management Agency	49
10	Farm Credit Canada	35
11	Matrix Solutions	30
12	Corteva Agrisciences	26
13	Cargill	25
14	The Rack	18
15	Farmers Edge	16
15	Ag Grow Consulting	16
15	SK Ministry of Environment	16
16	Agriculture & Agri-Food Canada	15
16	Syngenta	15
17	Parrish & Heimbecker	13
17	Golder Associates	13
17	Ducks Unlimited	13
18	FMC Corporation	12
18	CropPro Consulting	12

Part 3

Professionalism & Ethics



- **Meaning of Ethics**
- **Institute Code of Ethics**
- ***Agrologists Act***
- **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

Join Us on Social Media



@SKAgrologists



sia_agrologists



facebook.com/sia.sk.ca



**linkedin.com/company/saskatchewan-
institute-of-agrologists**



Professionals in Agriculture, Bioresources, Food & the Environment