THE ASSOCIATION OF PROFESSIONAL ENGINEERS OF TRINIDAD AND TOBAGO

CONSTITUTION

Amended March 20, 2010

ARTICLE I - NAME AND OBJECTIVE

1. The name of the Association shall be "THE ASSOCIATION OF PROFESSIONAL ENGINEERS OF TRINIDAD AND TOBAGO", hereinafter called "The Association".

2. The objects of the Association shall be:-

(a) to safeguard the life, health and welfare of the public by restricting the practice of engineering to properly qualified persons;

(b) to advance the status of the engineering profession by the establishment and observance of high ethical standards of conduct, the Code of Ethics and Guide to Practice under the Code of Ethics in force forming part of this Constitution as Appendix "A";

(c) to promote the proficiency, knowledge and skills of Professional Engineers and to increase their usefulness to the public;

(d) to protect and advance the interests of Professional Engineers;

(e) to collaborate and enter into mutually beneficial agreement(s) with engineering societies and related institutions whose objectives are similar to those of the Association.

ARTICLE II - MEMBERSHIP

1. Application for admission to the Association or for transfer from one grade to another shall be made on the form prescribed by the Executive Council. The Executive Council shall, from time to time, consider all applications for admission to the Association or for transfer from one grade to another and shall either accept or reject them.

2. The membership of the Association shall consist of Fellows, Senior Members, Members, Associate Members, Student Members, Affiliate Members and Honorary Members. The grade Fellow shall be the highest in the Association.

(a) FELLOW

There shall be no direct admission to the Association in this grade. Admission shall be only by transfer from the grade of Member or Senior Member and its process may be initiated either by invitation from the Executive Council or by application thereto.

To be eligible for transfer to the grade of Fellow, a member shall, at the time of his/her invitation/application, be not less than 40 years of age, have had responsible charge for not less than ten years in the grade of Member, and/or Senior Member and made outstanding contribution to either important engineering works and be qualified to direct, conceive, plan or design engineering works or important industrial, business, construction, educational, editorial, research, management or Association activity, requiring the knowledge and background gained from engineering training and experience.

The number of Fellows on the Register of the Association shall bear no relationship to the total active membership at any time.

A Fellow shall be eligible to vote on all matters of the Association.
(b) SENIOR MEMBER

To be eligible for admission or transfer to this grade, a candidate shall, at the time of his/her application:

(i) have had responsible charge for not less than five (5) years in the grade of Member in APETT and/or any other recognised Professional Engineering Organisation; and

(ii) have not less than fifteen (15) years experience in Engineering acceptable to the Association subsequent to obtaining the status of a Member of APETT and/or any other Professional Engineering Organisation; and

(iii) have made significant contribution to either important engineering works and be qualified to direct, conceive, plan or design engineering works or important industrial, business, construction, educational, editorial, research, management or Association activity, requiring the knowledge and background from engineering training and experience.

A Senior Member shall be eligible to vote on all matters of the Association.

(c) MEMBER

To be eligible for admission to this grade, a candidate shall, at the time of his/her application:

(i) be actually engaged in the practice of Professional Engineering and he/she

must have satisfied the Association of his/her role as an Engineer in the Society; and

(ii) either possess an accredited Bachelor’s degree from a University or School of Engineering recognised by the Association as meeting the minimum educational requirements of a professional engineer or possess some equivalent qualification, which is acceptable to the Association and may include post graduation academic training; and

(iii) have not less than four (4) years’ experience in engineering acceptable to the Association subsequent to obtaining the qualification under (ii) above and he/she may be required to pass a professional interview set by the Association.

Alternatively, certain candidates may be admitted to the grade of Member by the mature candidate route. This is open to candidates over the age of 40 years who do not possess the normal qualifications required for membership but who have attained a level of competence comparable to that of the grade of ‘Member’ and have had experience in post(s) of increasing professional responsibility over a period of at least fifteen (15) years.

Each candidate’s level of competence shall be determined by extended interview(s) and written evidence by way of project reports and/or written examinations.
A Member shall be eligible to vote on all matters of the Association.

(d) ASSOCIATE MEMBER

To be eligible for admission to this grade, a candidate shall, at the time of his/her application:

Possess an accredited Bachelor’s degree from a University or School of Engineering recognised by the Association as meeting the minimum educational requirements on the route to becoming a professional engineer or possess some equivalent qualification recognised by the Association.

An Associate Member shall be eligible for transfer to the grade of Member as soon as he/she has satisfied the criteria thereof.

(e) STUDENT

To be eligible for admission to this grade, a candidate shall, at the time of his/her application, be actively pursuing a course of study leading to an academic qualification in engineering, which is acceptable to the Association.

No person shall remain in the grade of Student for more than ten (10) years.

(f) AFFILIATE

An Affiliate shall be a person who, by scientific acquirements and/or practical experience, has attained a position in his/her special pursuit qualifying him/her to collaborate with Professional Engineers in the advancement of professional knowledge and practice. In order to be eligible for admission to this grade a candidate shall, at the time of his/her application be actually engaged in collaborating with Professional Engineers, and shall either:

(i) possess a degree from a University recognised by the Association or some equivalent qualification, which is acceptable to the Association, and have been in the active practice of his pursuit for not less than four (4) years subsequent to obtaining the qualification under (i) above; or

(ii) have been in the active practice of his/her special pursuit for not less than twelve (12) years, of which at least three (3) years shall be in the capacity as principal or assistant.

(g) HONORARY MEMBER

An Honorary Member shall be a person who has attained acknowledged eminence in any sphere and has been engaged in the advancement of the engineering profession.

Honorary Members shall be elected only at General Meetings of the Association on the recommendation of the Executive Council and shall be entitled to the privileges of the Association without the payment of entrance fee and annual subscriptions.

The Annual General Meeting shall be provided with relevant background information in respect of any recommendation it receives.

3. RESIGNATION

(a) A Member wishing to resign from the Association shall give three (3) months notice of resignation in writing addressed to the Secretary. Before the Council considers such resignation any arrears etc., owing
by such Member shall be paid to the Treasurer.

(b) The resignation shall take effect upon confirmation in writing by the Secretary.

ARTICLE III - EXECUTIVE COUNCIL

1. (a) The Executive Council (hereinafter called "the Council") shall be the governing body of the Association and shall be responsible for its governance, policy, organisation, administration and discipline.

(b) It shall have power to establish standing and other Committees and to make or enforce rules, regulations, bye-laws and standing orders to enable it to carry out its various duties, responsibilities and functions.

(c) It shall have power generally to do all things as are necessary for the enforcement of the Constitution and the achievement of the aims and objects, principles, policy and programmes of the Association.

2. The Executive Council shall comprise:

(a) The Officers of the Association, that is to say, the President, President-elect, two Vice Presidents, Treasurer, Assistant Treasurer, Public Relations Officer, Secretary and two Assistant Secretaries.

(b) The Immediate Past President; and

(c) One (1) representative from each Division. (Article IV)

All Council Members shall be Fellows, Senior Members or Members of the Association.

All except the Division Representatives shall be elected on nominations put forward at the Annual General Meeting of the Association by majority vote using the secret ballot, each post being voted for individually. The election of the Division Representatives shall be conducted separately as set out in Article IV.

3. The duties of the Officers shall be as follows:

(a) The President shall be responsible for the general supervision of the Association's affairs. He/she shall preside at meetings of the Association and shall be exoffico, a member of all committees.

(b) The President-elect shall assist the President in the general supervision of the Association's affairs and shall act for him/her in his/her absence. He/She shall be assigned specific responsibilities for administering the affairs of the Association.

(c) The Vice Presidents shall be responsible, among other things, for coordinating Technical and Standing Committees. In the absence of the President and President-elect, the Vice Presidents shall assume the responsibility for the general supervision of the Association's affairs and one of them shall act as President by simple majority vote at a Council Meeting. In the absence of the President, President-Elect and Vice Presidents any other officer shall Council Meetings by simple majority vote.

(d) The Treasurer shall be responsible for managing the financial affairs of the Association, maintaining proper up-to-date accounts, liaising with the Association's Auditors when necessary and ensuring that the Association's accounts are properly audited annually in time for the Annual General Meeting.

(e) The Assistant Treasurer shall assist and work under the direction of
the Treasurer in managing the financial affairs of the Association.

(f) The Public Relations Officer shall be responsible for projecting a favourable image of the Association and inter alia, for disseminating information within and outside the Association and ensuring that the Association’s activities are publicised.

(g) The Secretary shall be responsible for maintaining the proceedings of the Association and up-to-date register of its members and for managing correspondence.

(h) The Assistant Secretaries shall work under the direction of the Secretary in generally maintaining the proceedings of the Association, and shall pay particular attention to their assigned areas of responsibility.

(i) The Division Representatives shall provide inputs to Council on the various branches of engineering.

4. (a) All officers shall retire annually but shall continue to hold office until the conclusion of the Annual General Meeting at which they retire.

(b) The Vice Presidents shall not be eligible for more than one (1) re-election to the post from which they immediately retire.

(c) The President-elect shall automatically become the President at the expiration of the President’s term of office.

5. (a) The Council shall meet at least once every month.

(b) The quorum shall be seven (7), at least five (5) of whom shall be officers.

6. A Member of Council shall automatically cease to hold office if he/she ceases to be a Fellow, Senior Member or Member of the Association or he/she is absent from three (3) consecutive Council meetings without an excuse acceptable to the Council, or he/she resigns his/her office. The Council may, in its discretion, fill any vacancy, which occurs, for the remainder of the current year.

7. The Council may, in its discretion, declare a seat vacant if, in its view, an elected Member is found to be inactive.

8. The Association may, in its discretion, elect an Honorary President at the Annual General Meeting. The Honorary President if elected:

(a) shall be a distinguished personage preferably associated with the engineering profession;

(b) shall be entitled to all the privileges of the Association; and

(c) shall retire annually.

ARTICLE IV - ENGINEERING DIVISIONS

1. The Association shall have Divisions representing appropriate branches of Engineering as determined by the Council. All of these Divisions shall comprise members of the Association.

2. A member shall be registered in one (1) of the Divisions, for the purpose of clause (4) below. Members of one Division may however participate in the programmes of the other Divisions.

3. Each Division shall be responsible for promoting relevant Engineering activity with the Association.

4. Each Division shall have a Division Council consisting of Chairman, Secretary and Treasurer, and three (3) other Members who shall be elected at a Divisional General Meeting to be held within one (1) month of the Annual General Meeting of the Association. The Division Chairman shall be a Fellow, a Senior Member or Member of the Association.
5. Each Division shall have a Representative on the Executive Council, who shall be a Division Chairman or his named designate who shall be a Fellow, Senior Member or Member of the Association.

6. The Division Council shall be the coordinating body for the Division and shall be responsible for its organisation and administration.

7. The Division Councils shall be responsible to the Executive Council.

8. (a) All Division Council Members shall retire annually but shall continue to hold office until the conclusion of the Division General Meeting at which they retire. Division Council Members are eligible for re-election.

9. (a) The Division Council should meet at least once every month.

   (b) Its quorum shall be half the Members of the Division Council.

   The Division Council may, in its discretion, declare a seat vacant if, in its view, an elected Member is found to be inactive.

ARTICLE V - FINANCIAL

1. (a) The fee payable on application for membership to the Association shall be determined by Council.

   (b) There shall be no transfer fee payable on changing from one grade of membership to another.

2. (a) The annual subscriptions payable by the various grades of membership shall be quantified by the Executive Council at any of its duly convened meetings and the membership notified of such proposal at least sixty (60) calendar days prior to the commencement of the calendar year to which such schedule will become applicable.

   (b) Annual subscriptions shall become payable on the first day of January of each calendar year to the Treasurer. Persons admitted to the Association after June thirtieth shall pay one-half of the annual subscription applicable to their grade of membership.

   (c) Persons transferred from one (1) grade of membership to another shall pay the annual subscription applicable to the new grade from the ensuing calendar year.

   (d) Persons proceeding outside the territory of Trinidad and Tobago for a period of not less than one (1) calendar year, may, upon written notification to the Secretary in advance, be eligible to pay a reduced annual subscription in accordance with the schedule quantified by the Executive Council.

   (e) Council shall, either on its own or upon receipt of an application, exempt a person from the payment of further annual subscription who:

      (i) has retired from active practice;

      (ii) has attained the age of sixty (60) years; and

      (iii) has been a Member of the Association in good standing for at least twenty (20) years.

   Persons so exempted shall retain all the obligations, duties and privileges of membership, and shall be designated Life Fellow, Life Member, Life Senior Member or Life Affiliate as the case may be.

   (f) Any member of any grade whose annual subscription remains unpaid after the thirtieth day of June shall not be entitled, before he/she has paid his/her
subscription in full, to exercise or benefit from any of the rights or privileges of Membership.

Any Member who is in arrears of subscriptions for two (2) years may be removed from the membership of the Association. He/She shall be so notified in writing, by the Secretary.

(g) Such persons wishing to be re-admitted to the Membership of the Association shall reapply in writing to the Secretary. They shall be entitled to re-admittance to the Association upon payment of two (2) years annual subscriptions applicable to the grade of membership to which they are to be re-admitted but shall lose continuity of membership unless all arrears are paid in order to maintain continuity of membership.

(h) Financial proceedings of the Association shall be audited by Professional Auditors appointed at the Annual General Meeting.

(i) Each Division shall provide the Executive Council with a programme, including a budget within one (1) month of the Division General Meeting.

ARTICLE VI - HONOURS AND AWARDS

There shall be an Honours and Awards Committee which shall be chosen by the Annual General Meeting. Nominations for the membership of this Committee shall be notified to the Secretary of the Association in accordance with Article VII (i) of the present Constitution.

The Honours and Awards Committee shall be chaired by the President-elect and shall comprise the President-elect and ten (10) other members of the Association in good financial standing at least five (5) of whom shall be Fellows and/or Past Presidents.

The Association may, at its Annual General Meeting and on the recommendation of the Executive Council, confer honours and/or awards to any of its Members in recognition of exceptional and/or outstanding contributions made to the engineering profession.

ARTICLE VII - GENERAL MEETINGS

(a) An Annual General Meeting of the Association shall be held by 31st March of each year. The business of an Annual General Meeting shall be to receive the Report of the Council and the Treasurer’s Statement of Accounts for the past year duly audited, to elect the Officers and Auditors for the ensuing year and to consider matters of which due notice has been given.

(b) An Extraordinary General Meeting of the Association may be convened by the Council whenever it thinks fit and shall be convened by the Secretary within five (5) weeks after receipt by him/her of a requisition in writing to that effect signed by at least fifteen (15) financial Members of the Association. Every such requisition shall specify the business to be transacted at such meetings. All business transacted at an Extraordinary General Meeting shall be deemed special business.

(c) Ordinary Meetings of the Association for receiving technical and other reports shall be held at such place and at such time as the Council may decide.

(d) At a General Meeting, thirty (30) of the Financial Members of the Association shall form a quorum. If at any General Meeting a quorum is not present half an hour after the time appointed for the meeting, such meeting shall be adjourned to the same time and day of the following week. If a quorum is not present at the adjourned Meeting after the expiration of half an hour, those present shall form a quorum.

(e) All business except amendments to the Constitution shall be decided by a simple majority properly recorded at such Meetings but all business of an Extraordinary Meeting, being special shall
be decided by a two-thirds majority of the votes properly recorded at such a Meeting. The simple majority shall be indicated by a show of hands, prior to such a vote being taken or immediately thereafter, a ballot is (i) directed by the Chairman or (ii) requested by not less than five (5) persons present.

(f) Where a decision by a simple majority only is required and there is an equality of votes, there shall be a second count and if upon the second count, there be again an equality of votes and the Chairman shall have a casting vote.

(g) Officers of the Council and Auditors shall be elected at the Annual General Meeting by Secret Ballot.

(h) A notice of every General Meeting shall be sent to each member of the Association twenty-eight (28) days at least prior to the date fixed for such Meetings. Such notice shall specify the date, time and place of such Meetings and the nature of the business to be transacted and in the case of an Annual General Meeting, may if available, be accompanied by copies of the Council’s Report and a Statement of Accounts for the past year. The non-receipt of such a notice by a person entitled thereto shall not invalidate the proceedings at any General Meeting.

(i) A member wishing to have a matter included at the Annual General Meeting for discussion shall notify the Secretary of such matter at least fourteen (14) days before the date of the Meeting.

(j) All meetings of the Association shall be conducted in accordance with Parliamentary procedures.

ARTICLE VIII - DISCIPLINE

(a) A member may be expelled or subjected to other disciplinary action for causes such as violation of any of the provisions of the Constitution, Rules, Bye-Laws or Code of Ethics of the Association or for conduct which in the opinion of Council, is improper and prejudicial to the best interests of the Association.

(b) Before arriving at any decision involving disciplinary action, the Council shall cause a notice to be forwarded to such member or members for an opportunity of being heard. At any such hearing, the member or members concerned may subject to the approval of the Council submit a statement in writing or be represented by Counsel.

(c) If the charges against a member or members are sustained or proven to the satisfaction of not less than a two-thirds majority of the Council present at a hearing, such member or members shall be expelled from the Association, or subjected to other disciplinary action, and be so notified in writing and be removed from the register where necessary.

(d) Any person or party aggrieved by the decision of the Council shall have the right to appeal against such a decision to a General Meeting of the Association. Such appeal shall be lodged in writing with the Secretary at least thirty (30) days before the date of the Meeting at which the appeal will be considered. Any expenses incurred with any such appeal shall be paid as the General Meeting may decide. The decision of the General Meeting shall be final and binding.

ARTICLE IX - MISCELLANEOUS

1. Amendments to this Constitution may be considered at any General Meeting of the Association convened in accordance with the provisions of Article VII. In the case of an Annual General Meeting, proposals containing Amendments shall be forwarded to reach the Secretary not less than fourteen (14) days before the date of the Meeting. Such proposals shall take effect if accepted by not less than a two-thirds majority of the financial Members present and voting.

2. Dissolution of the Association may be decided at any General Meeting convened in accordance with the provisions of Article
VII. The assets and liabilities shall be disposed of as decided at the Meeting.

APPENDIX - A

CODE OF ETHICS

A Professional Engineer

1. owes certain duties to the public, to his/her employers, to other Members of his/her profession and to himself/herself and shall act at all times with:

   (a) fidelity to public needs;

   (b) fairness and loyalty to his/her associates, employers, clients, subordinates and employees; and

   (c) devotion to high ideals of personal honour and professional integrity.

2. shall express opinions on engineering matters only on the basis of adequate knowledge and honest conviction.

3. shall have proper regard for the safety, health and welfare of the public in the performance of his/her professional duties.

4. shall endeavour to extend public understanding of engineering and its place in society.

5. shall not be associated with enterprises contrary to the public interest or sponsored by persons of questionable integrity, or which does not conform to the basic principles of the Code.

6. shall sign and/or seal only those plans specifications and reports actually prepared by him/her under his/her direct professional supervision.

7. shall act for his/her client or employer as a faithful agent or trustee.

8. shall not disclose confidential information pertaining to the interests of his/her client or employers without their consent.

9. shall present clearly to his/her client or employers the consequences to be expected if his/her professional judgment is overruled by non-technical authority in matters pertaining to work for which he/she is professional responsible.

10. shall not undertake any assignment, which may create a conflict of interest with his/her clients or employers without the full knowledge of his/her client or employers.

11. shall not accept remuneration for services rendered other than from his/her client or employer.

12. shall conduct himself/herself towards other Professional Engineers with courtesy, fairness and good faith.

13. shall not compete unfairly with another engineer by attempting to obtain employment, advancement or professional engagements by competitive bidding, by taking advantage of a salaried position or by criticizing other engineers.

14. shall undertake only such work as he/she is competent to perform by virtue of his/her training and experience.

15. shall not advertise his/her work or merit in a self-laudatory manner, and shall avoid all conduct or practice likely to discredit or unfavourable reflect upon the dignity or honour of the profession.

16. shall advise his/her Association or Institution or the Council of any practice by another Professional Engineer, which he/she believes to be contrary to the Code of Ethics.

GUIDE TO PRACTICE UNDER THE CODE OF ETHICS

GENERAL

ARTICLE 1. a Professional Engineer owes certain duties to the public, to his/her employers, to other Members of his/her profession and to himself/herself and shall act at all time with:
(a) fidelity to public needs;
(b) fairness and loyalty to his/her associates, lawyers, clients, subordinates and employees; and
(c) devotion to high ideals of personal honour and professional integrity.

DUTIES OF THE PROFESSIONAL ENGINEER TO THE PUBLIC

A Professional Engineer

ARTICLE 2. shall express opinions on engineering matters only on the basis of adequate knowledge and honest conviction.

(a) he/she shall ensure, to the best of his/her ability, the statements on engineering matters attributed to him/her are not misleading and properly reflect his/her professional opinion;

(b) he/she shall not express publicly or while he/she is serving as a witness before a Court, Commission or other tribunal opinions on Professional Engineering matters that are not founded on adequate knowledge and honest conviction.

ARTICLE 3. shall have proper regard for the safety, health and welfare of the public in the performance of his/her professional duties.

(a) he/she shall notify the proper authorities of any situation, which he/she considers, on the basis of his/her professional knowledge, to be a danger to public safety and health.

(b) shall complete, sign, or seal only those plans and/or specifications which reflect proper regard for the safety and health of the public.

ARTICLE 4. shall endeavour to extend public understanding of engineering and its policy in society.

(a) he/she shall endeavour at all times to enhance the public regard for, and its understanding of, his/her profession by extending the public knowledge thereof and discouraging untrue, unfair and exaggerated statements with respect to Professional Engineering.

(b) he/she shall not give opinions or make statements on Professional Engineering projects connected with public policy if such statements are inspired or paid for by private interest unless he/she clearly discloses on whose behalf he/she is giving the opinions or making the statement.

ARTICLE 5. shall not be associated with enterprises contrary to the public interest or sponsored by persons of questionable integrity or persons whose behaviour does not conform to the basic principles of the Code.

(a) he/she shall conform with registration laws in his/her practice of engineering.
(b) he/she shall not sanction the publication or other disclosure of his/her reports in part or in whole in a manner calculated to mislead and if it comes to his/her knowledge that they are so published, he/she shall take immediate steps to correct any false impressions given by such publication or disclosure.

ARTICLE 6. shall sign and/or seal only those plans, specifications and reports actually prepared by him/her or under his/her direct professional supervision.

DUTIES OF THE PROFESSIONAL ENGINEERS TO HIS CLIENT OR EMPLOYER

A Professional Engineer

ARTICLE 7. shall act for his/her client or employer as a faithful agent or trustee.

(a) he/she shall be realistic and honest in all estimates, reports, statements and testimony.

(b) he/she shall admit and accept his/her own errors when proven obviously wrong and refrain from distorting or altering the facts in an attempt to justify his/her decision.

(c) he/she shall advise his client or employer when he/she believes a project will not be successful.

(d) he/she shall not accept outside employment to the detriment of his/her regular work or interest, or without the consent of his/her employer.

(e) he/she shall not attempt to attract an engineer from another employer by unfair methods.

(f) he/she shall engage, or advise engaging experts and specialists when such services are in his/her clients or employers best interest.

ARTICLE 8. shall not disclose confidential information pertaining to the interest of his clients or employers without their consent.

(a) he/she shall not use information coming to him/her confidentially in the course of his/her assignment for personal gain except with the knowledge and consent of his/her client or employer.

(b) he/she shall not divulge, without official consent, any confidential findings resulting from studies or actions of any Commissions or Boards of which he/she is a Member or for which he/she is acting.

ARTICLE 9. shall present clearly to his/her clients or employers the consequences to be expected if his/her professional judgments is over-ruled by non-technical authority in matters pertaining to work for which he/she is professionally responsible.

ARTICLE 10. shall not undertake any assignment, which may create a conflict of interest with his/her clients or employers without the
full knowledge of his/her clients or employers.

(a) he/she shall inform his/her client or employer of any business connections interests or circumstances which may be deemed as influencing his/her judgment or the quality of his/her services to his/her client or employer.

(b) when in public service as a member, advisor or employee of a governmental body or department, he/she shall not participate in considerations or actions with respect to services provided by his/her organisation in private engineering practice.

(c) he/she shall not solicit or accept an engineering contract from a governmental body on which a principal or officer of his/her organisation serves as a Member.

ARTICLE 11. shall not accept remuneration for services rendered other than from his/her client or employer.

(a) he/she shall not accept compensation from more than one interested party for the same service or for services pertaining to the same work, under circumstances that may involve a conflict of interest, without the consent of all interested parties.

(b) he/she shall not accept any royalty or commission on any articles or process used on the work for which he/her is responsible without the consent of his/her client or employer.

DUTIES OF THE PROFESSIONAL ENGINEERS TO THE PROFESSION

A Professional Engineer

ARTICLE 12. shall conduct himself/herself towards other Professional Engineers with courtesy, fairness and good faith.

(a) he/she shall not accept any engagement to review the work of another Professional Engineer for the same employer or client except with the knowledge of such engineer unless such engineer's engagement on the work has been terminated.

(b) he/she shall not maliciously injure the reputation or business of another Professional Engineer.

ARTICLE 13. shall not compete unfairly with another engineer by attempting to obtain employment, taking advantage of a salaried position or by criticizing other engineers.

(a) he/she shall not attempt to supplant another engineer in a particular employment after becoming aware that definite steps have been taken towards the other employment.

(b) he/she not offers to pay, either directly or indirectly any commission, political contribution, or a gift or other consideration in
order to secure Professional Engineering Work.

(c) he/she shall not use equipment, supplies, laboratory, or office facilities of his employer to carry on outside private practice without consent.

ARTICLE 14. shall undertake only such work as he/she is competent to perform by virtue of his/her training and experience.

(a) he/she shall not misrepresent his qualifications.

ARTICLE 15. shall not advertise his/her work or merit in a self-laudatory manner, and shall avoid all conduct or practice likely to discredit or unfavourably reflect upon the dignity or honour of his/her profession.

(a) circumspect advertising may be properly employed by the engineers to announce his/her practice and availability. Only those media shall be used as are necessary to reach directly an interested and potential client or employer, and such media shall in themselves be dignified, reputable and characteristically free of any factor or circumstance that would bring disrepute to the profession or to the professional using them. The substance of such advertising shall be limited to fact and shall contain no statement or offer intended to discredit or displace another engineer, either specifically or by implication.

ARTICLE 16. shall advise his/her Association or Institution or the Council of any practice by another Professional Engineer that he/she believes to be contrary to the Code of Ethics.