

Purpose and Scope

The purpose of this policy is to establish a framework for Council succession planning and the selection of new Council members.

This policy applies to appointments to Council made by Council in accordance with subsections 13(3) and 13(5) of the Regulated Health Professions Act (RHPA). It does not apply to appointments to Council made by the minister under subsections 13(2) and 13(4) of the RHPA.

Policy

The Council of the College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM) has a duty to govern members in a manner that serves and protects the public interest. The Council is committed to providing effective, accountable governance for the organization to carry out its mandate. Council will ensure that:

- Members of Council have an appropriate mix of skills, abilities, and expertise to enable Council to effectively carry out its mandate.
- Turnover is managed to create stability, an appropriate balance of experience, new ideas, and energy.
- Council actively engages in succession planning towards these goals.
- Council and individual Council members engage in active recruitment to ensure qualified candidates seek to fill Council vacancies.
- The process for selecting members is fair, transparent, and effective.

Council Member Selection & Criteria

Council is committed to a selection process that is open and transparent. This includes ensuring a public call for applications and screening applicants against a pre-determined set of skills-based criteria.

Council has established criteria for selecting members to serve on Council. These criteria may assist people wishing to serve on Council to better understand the qualification and expectations of Council members.

Essential competencies

Applicants must meet the following essential criteria to be considered for appointment to Council.

- Understand the role and responsibilities of the College and belief in the value of health profession regulation.
- Intend to participate regularly and devote the required time and energy to Council activities.
- Agree to put the public interest above all other considerations, even when they may appear to conflict with professional interests.

- Think critically with an open mind about issues, considering the information provided in materials and during discussion at Council meetings.
- Commit to making decisions based on open and thorough consideration of all information and points and view.
- Communicate clearly on issues.

Desired professional skills and competencies

Desired qualifications are considered an asset. Applicants who do not meet these criteria are still eligible for appointment to Council. Council may give preference to candidates who possess expertise in areas that are not sufficiently represented among existing Council members.

- Board governance
- Policy development
- Regulatory functions
- Business
- Finance
- Law & regulations
- Risk management
- Quality improvement
- IT/databases/cybersecurity
- Research/academics
- Strategic view/strategic planning
- Writing/editing
- Human resources

Attributes

Council recognizes the importance of building a Council that is reflective of the public whose interest the College is mandated to protect. This includes actively seeking Council members with diverse backgrounds, cultures, and perspectives. An applicant's ability to contribute to a diverse Council composition will be a priority factor in the selection process.

Criteria for Appointment of Public Representatives

All candidates for appointment as public representatives to Council or Committees shall meet the following criteria:

1. Are not and have never been registered under the RHPA.
2. Are not members of a health profession regulated by an act of the legislature for which the Minister of Health has statutory responsibility.
3. Have an interest in health regulation and are informed on health regulatory matters generally.
4. Have time to devote to the role.