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The Council is committed to the principles of good governance to support the College’s public interest mandate. In line with this commitment, the Council will ensure that all Council and Committee members meet necessary competencies and are appropriately oriented to their duties and roles prior to their seeking election to Council or appointment to a committee.

Accordingly,

Definitions	Competency assessment	Means a multiple-choice questionnaire that reviews competencies needed to be able to fulfill the responsibilities of a Council or Committee member.
	Qualifying Program	Means multifaceted orientation and review that includes the following components: <ul style="list-style-type: none"> • A presentation and discussion conducted by the CEO on key concepts including but not necessarily limited to the qualifications to seek election or appointment, mandate of the College, role of Council and staff, duties and responsibilities for Council and committee members, time commitments, compensation provided, training and evaluation requirements, on-going support from Council, Committees and staff and the processes for election/appointment. • A competency assessment. • Vetting by the Governance Committee of potential volunteers, including but not necessarily limited to reviewing attendance at the orientation session, competency assessment results, education and experience.
	Successful completion	Means receipt by the College and the Council or Committee member of each of the following: <ul style="list-style-type: none"> • A certificate of attendance for attending the presentation and discussion conducted by the CEO. • Correctly responding to 60% of the questions posed on the competency assessment. • Approval of the Governance Committee of their candidacy for election or appointment to a Committee at the discretion of the Council.
	1	All Registrants who are seeking nomination for election to the Council and volunteers seeking appointment to a Committee are required to successfully complete the Qualifying Program as defined herein and as developed and delivered by the CEO, on behalf of the Council and overseen by the Governance Committee of the Council.
	2	Notwithstanding paragraph 1, Council members seeking re-election and volunteers already appointed to Council or College Committees are exempt from this requirement.

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September 29, 2021	September 25, 2024

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3 The competency framework established to support the Qualifying Program is:

- An understanding of or willingness to learn about **Governance responsibilities**, including:
 - The role of the board and committees.
 - The role of the Chair of the board and management.
 - The role of individual Board and committee members.
 - The legal and ethical responsibilities when holding a position of trust.
 - The importance of being independent in thought.
- An understanding of and ability to provide leadership, including:
 - the importance of dialogue and the ability to interact with others to draw out thought and information.
 - the importance of working in collaboration with management.
 - the importance of Board and committee evaluation processes.
 - the importance of competency-based selection processes.
 - the importance of succession planning.
- An understanding of or willingness to learn about **financial and organizational oversight**, including:
 - The concept of risk management and risk mitigation.
 - The process for managing people, including recruiting and retaining people.
 - Assessing financial information and can read, interpret and question financial statements.
- An understanding of or willingness to learn about **governing effectively**, including:
 - The meaning and importance of conflict of interest
 - The importance of ethical decision-making.
 - How unconscious bias can negatively impact decision-making and ways to identify these biases.
 - how these issues can impact the reputation of the organization.
- An understanding of the public sector and health systems, including:
 - A broad commitment to the public and people of Ontario.
 - Knowledge of the public interest and can place the public's interest above the profession's interests.
 - Knowledge of the health care system broadly.
 - Knowledge of health regulation.

4 In addition to the competencies set out in paragraph 3, Committees may establish such additional competencies, skills or attributes needed in order for an individual to be appointed to their committees. Such additional requirements will be provided to the Governance Committee who will oversee the delivery of the Qualifying Program.

5 Failure of Registrants or members of the public wishing to volunteer on Committees to complete the qualifying programs will result in their ineligibility to run for election or to be appointed to a Council or College committee.

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- 6 No per diem as set out in GP 18 – Per diems and Expenses will be paid for individuals completing the qualifying program.

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