



2021–2024 Strategic Plan

Year 1



Regulatory philosophies

The work of the College rests on these three regulatory philosophies:

1. Right-touch regulation
2. Just culture
3. Risk-based regulation

Values



Transparent

- Regulatory processes and policies are clear, accessible and applied consistently
- Information about the mandate and work of the College is readily available and easy to understand
- Relevant information about registrants and accredited facilities is accessible to the public
- Public is involved in regulatory proceedings and policy development

Objective

- Regulatory decisions are evidence-based and rationale is clearly explained and defensible
- Board and committee membership is diverse, reflective of the public, and inclusive of a broad range of opinion, perspective, qualification and experience

Impartial

- Regulatory processes and decisions are unprejudiced and free of bias
- Board and committee members identify and address perceived or real conflict of interest in advance of proceedings

Fair

- Regulatory processes and proceedings are conducted according to established rules of order and the law
- All individuals are treated equally with dignity, courtesy and respect, and without discrimination

Mission statement



Serving the public by regulating physicians and surgeons



Continuous quality improvement

Goal:

The College assesses and continues to improve its regulatory and governance processes with clear, measurable outcomes.

Actions:

1. Deliver a suite of educational sessions to all board and committees to address unconscious bias, cultural safety and humility, trauma informed care, administrative fairness and best practices in governance.
2. Review and revise all governance policies to ensure College committees and their chairs are effectively fulfilling their regulatory mandate.



Cultural safety and humility

Goal:

The College addresses Indigenous-specific systemic racism by embedding cultural safety and humility into its regulatory processes, daily operations, governance structures and standards expected of registrants.

Actions:

1. Develop and implement a practice standard for registrants for Cultural Safety and Humility at point-of-care.
2. Identify opportunities to make the complaints process safer and more accessible to Indigenous people.
3. Create a new identity for the College, including a new graphic emblem (logo) to replace the crest, which reflects our current-day values of accessibility and inclusivity.



Regulatory innovation

Goal:

The College is agile and able to change as necessary in response to external forces and future context. The College uses data to make informed strategic decisions about change in order to enhance its regulatory impact.

Actions:

1. Continue toward establishing a provincial prescription monitoring program.
2. Examine the role that the Prescription Review Program plays in the field of antibiotic stewardship.
3. Work with the Ministry of Health to improve data sharing agreements.



Stakeholder engagement

Goal:

The College shares information and consults widely with the public, health partners and registrants on matters of mutual interest and importance.

Actions:

1. Engage with the registrants, health partners, Ministry of Health and members of the public to ensure practice standards and guidelines are relevant, current and easy to operationalize.
2. Continue to take a lead role in supporting the BC Public Advisory Network to ensure this forum for obtaining public feedback on regulatory topics remains valuable and sustainable.
3. Transition the College's existing in-person educational workshops to online modules to broaden reach to registrants across the province and provide enduring flexibility in course format and content.