

# Principles of Good Governance

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We are guided by the following principles of good governance as we fulfill our mandate to serve the public by regulating physicians and surgeons.

## Integrity

- Our processes and decision-making are consistently in accord with our commitment to be transparent, objective, impartial and fair.
- We participate actively and honestly in respectful dialogue with our colleagues and others with whom we are engaged.
- We listen to a range of voices and perspectives in developing a shared understanding from which to make a decision.
- Both systemic and individual conflicts of interests are acknowledged and managed.
- We take responsibility for improving our performance in areas where we may have fallen short.

## Leadership

- Our actions are guided by a long-term strategy that reflects the needs and expectations of the public.
- We are innovative and creative in our work.
- We are knowledgeable about societal needs and issues and challenge ourselves to make a positive impact by focusing our work thoughtfully and effectively.
- We are practical and strategic in planning for realistic, measurable outcomes.
- We identify and proactively manage risk.

## Competence

- We identify the skills, experience and knowledge required to do our tasks effectively.
- We continually build upon our collective ability to make informed, consistent decisions.
- As individuals and working groups, we actively engage in ongoing improvement through purposeful and regular review and focused development.

## Inclusion

- Our diversity of skills, knowledge and experience reflect the public we serve and the individuals we regulate.
- We embrace opportunities for meaningful and authentic collaboration.
- We work within a strong framework of patients, governments, health professionals, educators and health administrators to maximize our impact on the common good.
- We learn from issues that emerge in other organizations and communities in order to improve our own communication and decision-making.

## Accountability

- We acknowledge our ultimate accountability to the public and commit to continuously earning and maintaining the public trust.
- We seek to ensure all participants in our governance framework are clear on their roles and responsibilities.

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- We understand that the College is created by legislation and that our effectiveness in fulfilling our legislated mandate is subject to oversight.
- We make our information easily understandable and readily accessible to others to best serve the public interest.
- We commit to ongoing improvement by soliciting high-quality, objective feedback and enacting change where warranted.