

COMPOSITION MATRIX

Blood-borne Communicable Diseases Committee

Preamble

It is not the expectation that any one person would bring all of these to the table, but that this would be the ideal composition of the full board or committee.

Matrix

The attributes that make a strong committee member:		The attributes that make a strong committee:	
Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
Values and attributes that every committee member must bring to the table to support strong decision-making in the public interest.	Skills, practices and knowledge that every committee member must bring to the table, or be willing to learn , to support strong decision-making in the public interest.	Diverse experience, backgrounds and perspectives that will support strong decision-making in the public interest.	Specific professional experience, knowledge and skills that will support strong decision-making in the public interest.
Accountability, honesty and integrity: Willingness and ability to take full responsibility for decisions and to follow through on commitments. Demonstrated commitment to integrity and truth-telling.	Best practices: Solid understanding of clinical best practices, and national and international guidelines on transmission of blood-borne viruses in health-care settings.	Culture: A variety of cultural and historical backgrounds and experiences to reflect the community that CPSBC serves and the cultural context within health care.	Change leadership: Change management and transformation experience that supports CPSBC's ability to adapt, evolve and lead systemic change. The management of licensees with blood-borne infections is rapidly evolving and changing and committee members must keep pace.

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Adaptability: Recognition that plans occasionally need to change in order to meet evolving needs and circumstances.	Diplomacy: Strong interpersonal communication skills. Ability to clearly articulate a perspective and to engage in respectful, productive and sometimes difficult discussions with the board, staff and key health partners. A commitment to work within and reinforce a culture of trust.	Education: A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.	Committee leadership: Experience in facilitating committee meetings, stimulating a strong committee culture of effectiveness.
Collaboration: Recognition that meaningful engagement and dialogue lead to stronger results than the isolated efforts of individuals working within a complex system.	Health professions regulation: Understanding of the role of health profession regulators, the public protection mandate of CPSBC, and the core work of CPSBC.	Indigenous: Indigenous and First Nations voices embedded within CPSBC’s governance structure to ensure that deliberations are informed, that decisions include and respect Indigenous and First Nations perspectives, that biases are identified and questioned, and that the CPSBC’s collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.	Government relations: Deep understanding of how government works and how to impact change within all levels of government. The committee must maintain positive relations with the Ministry of Health and the Office of the Provincial Health Officer.
Compassion: A deeply felt concern for the well-being of BC residents and a commitment to safe, ethical care.	In-depth understanding of blood-borne infections: Reasonable understanding the nature of blood-borne illness; the pathogens, their transmission, testing and monitoring them, and their health implications.	Region: Regional diversity to reflect differing realities in health-care practice and public expectation that exist throughout the province; specifically, the Lower Mainland, Island, North, and Interior.	Innovation: Experience developing teams and environments that foster new thinking, new products and system disruption. The field of managing health-care workers with blood-borne infections is evolving, and so too is the regulation of these care providers.

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<p>Humility: Openness to new ideas, new perspectives and new ways of doing things; the willingness to bring a learning mindset to decision-making.</p>	<p>Neutral and unbiased toward affected licensees: Stigma still attaches to infection with hepatitis B, C, and HIV. Committee members must not have biases or prejudices about these illnesses.</p>	<p>Licensee practice: Diverse practice experiences, backgrounds and specialties to foster dialogue that leads to practical decisions that meet intended objectives and effectively protect the public.</p>	<p>Quality improvement: Experience and understanding of both quality assurance and the science of quality improvement in health care.</p>
<p>Inclusivity: Ability to create a working culture that is welcoming of diverse perspectives, new partners, and new ideas.</p>	<p>Organizational decision-making: Understanding of and appreciation for the development of policy and decision making in a large, complex system and how to ensure that decisions are based on objective principles and informed by evidence and best practice.</p>	<p>Sexual orientation/gender identity: A variety of perspectives to support decisions that are balanced and relevant.</p>	<p>Risk assessment: Understanding of how to sustain an effective and meaningful risk management and risk oversight program that adapts to changing circumstances. Risk assessment and risk management are essential to balancing the public interest with the interests of licensees and the health-care system.</p>
<p>Objectivity: Ability to take a step back and make decisions based on solid evidence and good information, in order to best fulfil CPSBC’s public protection mandate.</p>	<p>Systems awareness: Recognition of the complex system in which CPSBC works, the key health partners within that system, and the impact of CPSBC decisions on this greater community.</p>		
<p>Public service: A clear understanding and appreciation of, and a commitment to, CPSBC’s public protection mandate and the time required to execute the role diligently. Recognition that the public interest always overrides one’s personal or professional interests.</p>			

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<p>Respect: Ability to work with others effectively; to appreciate and foster the robust exchange of differing perspectives and opinions.</p>			
<p>Self-awareness: Clear understanding of one’s own strengths, areas that would benefit from development, and potential biases. Openness to reflection and feedback and dedication to continuous growth and improvement.</p>			