

COMPOSITION MATRIX

Prescription Review Program 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

<p>The attributes that make a strong committee member:</p> <p>Ideally every committee member would bring the following to the table.</p>		<p>The attributes that make a strong committee:</p> <p>Decision-making is stronger if one or more committee members bring the following to the table.</p>	
<p>Values and attributes that every committee member must bring to the table to support strong decision-making in the public interest.</p>	<p>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.</p>	<p>Diverse experience, backgrounds and perspectives that will support strong decision-making in the public interest.</p>	<p>Specific professional experience, knowledge and skills that will support strong decision-making in the public interest.</p>

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<p>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.</p>	<p>Cultural safety and humility: Ongoing learning, appreciation and respect for unique perspectives, cultural contexts, power imbalances, and biases in deliberation and decision making; recognition of the role CPSBC plays in fostering culturally safe, humble, respectful and quality health care through its cultural safety and humility commitments. Recognize that licensees who come before the committee are embedded in a range of different practice environments and a range of cultural contexts.</p>	<p>Culture: A variety of cultural and historical backgrounds and experiences to reflect the community that CPSBC serves and the cultural context within health care.</p>	<p>Change leadership: Change management and transformation experience that supports CPSBC’s ability to adapt, evolve and lead systemic change. Safe prescribing practices and their regulation are a rapidly evolving field.</p>
<p>Adaptability: Recognition that plans occasionally need to change in order to meet evolving needs and circumstances.</p>	<p>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. Differences of opinion will arise on disposition of files, a commitment to respectful dialogue at meetings is essential. A commitment to work within and reinforce a culture of trust.</p>	<p>Education: A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.</p>	<p>Governance expertise: Deep knowledge and experience as a committee member; the ability to calmly weigh evidence, think critically, consider options and bring sound judgment to decision making. The ability to keep discussion about files to a reasonable amount and stick to the agreed upon agenda.</p>

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<p>Collaboration: Recognition that meaningful engagement and dialogue lead to stronger results than the isolated efforts of individuals working within a complex system.</p>	<p>Governance: Understanding of the role played by committee members, and of good governance principles, fiduciary duties and the stewardship responsibilities of the committee.</p>	<p>Indigenous: Indigenous and First Nations voices embedded within the CPSBC 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 CPSBC's collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.</p>	<p>Information technology and information management: Understanding of IT/IM systems, security and sector change, particularly PharmaNet and related systems.</p>
<p>Compassion: A deeply felt concern for the well-being of BC residents and a commitment to safe, ethical care.</p>	<p>Health professions regulation: Understanding of the role of health profession regulators, the public protection mandate of CPSBC, and the core work of CPSBC.</p>	<p>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.</p>	<p>Innovation: Experience developing teams and environments that foster new thinking, new systems for handling novel issues.</p>
<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>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>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>Legal expertise: Understanding of BC <i>Pharmacy Operations and Drug Scheduling Act</i>, <i>Health Canada Food and Drugs Act</i> and <i>Regulations</i>, and privacy legislation.</p>
<p>Inclusivity: Ability to create a working culture that is welcoming of diverse perspectives, new partners, and new ideas.</p>	<p>Subject matter literacy: Reasonable understanding of a range of topics including addiction medicine, pain medicine, psychiatry, pharmacology, and other related fields.</p>	<p>Sexual orientation/gender identity: A variety of perspectives to support decisions that are balanced and relevant.</p>	<p>Committee leadership: Experience in facilitating board and committee meetings, developing board culture and fostering board effectiveness.</p>

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<p>Objectivity: Ability to take a step back and make decisions based on solid evidence and good information, in order to best fulfil CPSBC 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>Quality improvement: Experience and understanding of both quality assurance and the science of quality improvement in health care.</p>
<p>Public service: A clear understanding and appreciation of, and a commitment to, the CPSBC 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>			<p>Risk management: Thoughtfulness and understanding about balancing risks and fair adjudication of files. Striking a balance between professional autonomy and public safety. Managing risk to the integrity of the organization that attaches to decisions on individual files.</p>
<p>Respect: Ability to work with others effectively; to appreciate and foster the robust exchange of differing perspectives and opinions.</p>			<p>Partner relations: Deep understanding of the various agencies (e.g. BCCSU, Ministry of Health Pharmaceutical Services Division) that have an impact on the committee and its operating environment.</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>			