



College of Registered Psychiatric Nurses of Alberta

Council Matrix

The CRPNA and its Council embrace social and professional diversity as central to the Council Competency Matrix. With this, social diversity (gender, gender identity, human difference, race, ethnicity, age, religion, socioeconomic status, language etc.) and professional diversity (experience, background, expertise etc.) have been identified as a core value and strength that threads throughout all other competencies within the Matrix

Background

Alberta's Health Professions Act (HPA) gives the CRPNA the ability to govern and regulate Registered Psychiatric Nurses in Alberta. The role of the CRPNA is to carry out its activities and govern its regulated members in a manner that protects and serves the public. The CRPNA must provide direction to and regulate the practice of psychiatric nursing, and must establish, maintain, and enforce entry-level and continuing competence requirements, standards for registration, standards of practice, a code of ethics and address issues related to professional conduct.

Role of Council

The Council is the governing body of the CRPNA and is responsible for the governance of the CRPNA in a manner that protects and serves the public interest. The Council consists of Regulated Members of Council (appointed in accordance with the Bylaws) and Public Members of Council (appointed by the Lieutenant Governor in Council pursuant to the HPA). The Chair, elected by Council and the Vice Chair, elected by Council provide leadership to the Council.

Council and committees must function in a way that builds, honours, and maintains public trust. Individuals must understand and be committed to the public protection mandate; have the time and focus to engage deeply in this important work; balance public and professional perspectives; uphold and model values such as accountability, respect, and inclusiveness; are humble and self-aware; and reflect the culturally rich communities served by RPNs.

Council and committee members are not expected to possess every skill or trait listed in the composition matrices nor will some of the perspectives and experiences being sought be easily obtainable. However, Council and committee members are expected to demonstrate an earnest, legitimate and ongoing commitment to acquire the experience and knowledge necessary to make them as effective as possible in their roles.



College of Registered Psychiatric Nurses of Alberta

Competency Matrix

Council Competencies & Attributes

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 Council or committee.

MATRIX

Core competencies & attributes required for every Council Member: Ideally every council member would bring the following to the table.	Competencies & attributes that may be represented or developed: Decision-making is stronger when the following are collectively represented around the table.
Governance / Regulatory / Legal Possess an overall understanding of the Council's role in governance, fiduciary duties, and stewardship responsibilities • A clear understanding and appreciation of the college's public protection mandate and the role of health profession regulators. • Recognition that the public interest always overrides one's personal or professional interests. • Knowledge of when a declaration of conflict of interest is required. • Maintain confidentiality as required by the Council. • Commitment of being prepared for Council meetings, decisions, and discussions. • Dedicated to the interest of stakeholders and the organization. • Understands that once a decision is made the Council speaks with a unified voice. • Understands the role played by Council members, and of good governance principles, fiduciary duties, and the stewardship responsibilities of the Council. • Ability to calmly weigh evidence, think critically, consider options, and bring sound judgment to decision making. • Ability to make decisions based on solid evidence in order to best fulfil the College's public protection mandate.	
• Understands the difference between a Regulatory College (CRPNA) and an Association, and the different roles and mandates they have. • Has a clear understanding of the distinction between the role of the Council versus the role of the management. • Knowledge of the Health Professions Act, professional regulation, bylaws, policies, and principles of governance. • Knowledge and/or experience in legal principles such as administrative and procedural fairness, processes, and systems that may impact the organization. • Ability to provide interpretation and application of legislation and regulation in relation to CRPNA policies. • Understands and implements principles of transparency, objectivity, impartiality, and procedural fairness with respect to processes and decisions. • Experience and/or knowledge of the political system and government as it relates to the College. • Ability to recognize policy and strategic priorities of government and relating these to the work of the Council.	

• Understands the nursing professions, the various stakeholders and how decisions may impact the “nursing system”. • Openness to new ideas, new perspectives, and new ways of doing things. • Understands the impact of Council on governance of the profession.	• Ability to assess the impact of Council decisions on regulated members, the health systems and public. • Knowledge and experience as a Council member. • Experience in chairing Council and committee meetings and Council leadership. • Understands and appreciates 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, partners, and new ideas.
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Human Resources and Finance

• Understands fair and consistent work practice. • Reasonable understanding of financial and budgeting information; the confidence to ask questions to ensure financial stewardship of the college. • Understands principles of finance that are relative to Council oversight as well as factors that may be of potential risk and benefit.	• Knowledge or experience in human resource management specific to an organization, compensation and CEO performance management and evaluation. • Knowledge and/or experience in measuring performance. • Experienced with analyzing and interpreting financial statements, evaluating organizational risks. • Knowledge or experience in financial management. • Knowledge of effective succession planning and management. • Understands how to sustain an effective and meaningful risk management and risk oversight program that adapts to changing circumstances.
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Health Sector Knowledge and Nursing Practice

• A general knowledge of the stakeholders that affect health care in Alberta. • Experience and understanding of health professions and/or healthcare systems in Alberta and nationally. • Understands the role of a regulatory college within the broader health system. • Demonstrates compassion and is committed to safe ethical care. • Understands existing frameworks for practice and how they guide safe, competent, and ethical care. • Recognizes the complex system in which the College works, the stakeholders within that system, and the impact of college decisions on this greater community.	• Diverse practice experience, backgrounds, and specialties to foster dialogue that leads to practical decisions that meet intended objectives and effectively protect the public. • Ability to recognize trends, challenges, and opportunities relevant to the profession and the health system. • Regional diversity to reflect differing realities in health care practice and public expectation that exist throughout the province. – <i>Rural, remote, Urban</i>
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Adheres to the Code of Ethics, Standards of Practice, and Continuing Competence requirements.	
Collaboration, Leadership and Teamwork	
Able to collaborate as a member of the Council and as a Council whole within the healthcare system	
- Supports collaboration with open communication, mutual trust, shared decision-making and accountability, and respect and value of the knowledge and experience each person provides as part of the team. - Models ethics and honesty in all Council related activities. - Experience or knowledge related to effective communications. - Ability to clearly articulate a perspective and to engage in respectful, productive, and sometimes difficult discussions with the Council, staff, and stakeholders. - Supports diversity and inclusion in the Council and organization. - Demonstrates cultural competency through the promotion of a respectful and culturally safe environment. - Considers diverse perspectives and various cultural contexts, power dynamics and biases.	- Experience with facilitating meetings, including facilitating techniques and consensus building. - Experience in leading projects and/or programs. - Experience in change management. - Experience and understanding of both quality assurance and the science of quality improvement in health care. - Experience in developing teams and environments that foster new thinking, new products, and system disruption. - Knowledge of public engagement strategies, developing key messages, and crisis communications. - Experience in building networks and fostering trusting relationships with diverse communities and stakeholders, such as health care advocates and patient engagement groups.
Strategic & Critical Thinking	
- Ability to critically assess, understand, create focus, ask relative questions, and make informed judgements and decisions. - Ability to fully assess situations to generate novel or innovative solutions to challenges. - Ability to make unbiased decisions based on best evidence in the protection of the public. - Ability to reprioritize directions/plans in order to meet evolving needs and circumstances. - Ability to work within rapidly changing circumstances. - Ability to identify priorities and organizational outcomes. - Ability to identify and work within a clear vision and mission.	- Experience in short to long-range organizational planning. - Experience leading a team to articulate a vision, identify strategic priorities and appropriately oversee organization performance. - Experience in strategic communications and stakeholder relations in order that the public understand the College's mandate and witness its commitment to transparency and accountability. - Strategic decision-making and oversight to enable the Council to support the CEO/Registrar to articulate a vision, identify strategic priorities and appropriately oversee organizational performance.

Personal Attributes and Responsibilities

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| <ul style="list-style-type: none"> • Demonstrates professionalism, integrity, and accountability as an individual, a professional and as a Council member. • Ability to support strong decision-making in the public interest. • Actively seeks learning opportunities and challenges for personal learning, character building and growth. • Ability to work electronically and in virtual platforms. • Demonstrates self-awareness with a clear understanding of one's own strengths, areas of growth, and potential biases • Ability to work with others effectively; to appreciate and foster the robust exchange of differing perspectives and opinions. • Openness to new ideas, perspectives, and approaches. • Diplomacy, strong communication and interpersonal skills, enabling respectful, productive, and sometimes difficult discussions and a culture of trust. • Commits to put in the time and energy to properly execute the role and the fiduciary duty to the college. • Ensures that self-interest never interferes with decision making. • Recognizes and values the contributions of all Council members, staff, and stakeholders. • Willingness and ability to take full responsibility for decisions and to follow through on commitments. | <ul style="list-style-type: none"> • Social and professional diversity with a variety of perspectives and lived experiences supporting decisions that are balanced and relevant. • Social diversity (gender, gender identity, human difference, race, ethnicity, age, religion, socioeconomic status, language etc.) and professional diversity (experience, background, expertise etc.) are core values and strengths that thread throughout all other competencies. • A variety of cultural and historical backgrounds and experiences to reflect the various cultures and communities that the College serves and the cultural context within health care, including but not limited to First Nations and Indigenous populations. |
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