

Council Commitment and Governing Approach

Policy Section: Governance Process	Policy Number: GP-1	Approved By: Council
Regular Council Policy Review Frequency: 3 years	Date Approved: June 1, 2002	Date Reviewed/Revised: September 13, 2019

Commitment and Beliefs:

The Council must carry out its mandate, duties and powers and govern its registrants in a manner that serves and protects the public interest.

The Council is accountable to public to ensure that all action it takes is consistent with *The Regulated Health Professions Act* and Council's policies to support quality nursing care consistent with its established standards

The Council is responsible to ensure that the College of Registered Nurses of Manitoba (the College) achieves the results described in its Public Benefit Policy and operates within the governance of risk parameters described in its Executive Expectations Policies. The Council ensures that all business of the College is conducted in a transparent, legal, and ethical manner.

To fulfil this responsibility, the Council is committed to rigorous, continual improvement of its capacity to govern effectively through policy by defining its concerns in terms of its values and vision in the Public Benefit Policy.

Governing Approach:

Governance by Council is visionary, strategic, and focused on accountability. Through example, Council will set a standard of excellence and integrity for the organization. The Council is committed to functioning in a manner that will retain and enhance the confidence and trust of the public.

Council's governance model will:

- Emphasize Strategic Outcomes
- Encourage diverse perspectives
- Focus on strategic leadership not administration
- Clearly distinguish between governance (Council) and management roles (CEO/Registrar)
- Demonstrate forward thinking, and strategic leadership
- Practice collaborative, collective decision-making
- Be proactive rather than reactive
- Demonstrate a commitment to engagement with the public.

Accordingly:

1. The Council will cultivate a sense of group responsibility. The Council will work in partnership with the CEO/Registrar, staff, registrants and the community. The Council, not the CEO/Registrar or staff, will be



responsible for excellence in governing. The Council will use the expertise of individual Council members to enhance the ability of the Council as a body, but will not substitute individual judgments for the Council's collective values and decisions.

2. The Council will hold itself accountable for excellence in governance. This self-discipline will apply to attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuity of governance capability.
3. The Council will direct, control, and inspire the College through the careful establishment of written policies reflecting the Council's values and perspectives. The Council's major policy focus will be on the intended long-term impacts (Strategic Outcomes) for the public, not on the administrative or programmatic means of achieving them.
4. Continuous Council development will include orientation of new Council members in the Council's governance approach and process. Periodic Council discussion and evaluation of process will occur to ensure continued improvement.
5. The Council will not allow any officer, individual, or committee of the Council to be an impediment to fulfilling its commitments.
6. The Council, by majority vote, may revise or amend its policies at any time.
7. The Council will be an initiator of policy, not merely a reactor to staff initiatives. The Council is committed to due diligence through monitoring policy implementation to support the work of the organization. Public interest is foremost, and is achieved when College registrants' needs with regard to ensuring competent, ethical practice are met.

Governing Approach:

The Council will enforce upon itself the discipline needed to govern with excellence. The Council will ensure that it maintains a structure and process that will enhance its effectiveness. The Council is committed to evaluating performance, at least annually, in fulfilling its mandate and goals. The Council's committee structure and membership will be reviewed on a regular basis. The Council will speak with one voice once Council decisions have been made.