

## BRIEFING NOTE

Board Meeting 14 June 2019 Agenda Item 8.
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<b>PURPOSE:</b>	<b>Board to repeal the Awards Policy in alignment with Cayton Report and Action Plan submission to Minister Dix</b>
<b>DATE:</b>	3 June 2019
<b>PREPARED FOR:</b>	CDSBC Board
<b>PREPARED BY:</b>	Dr. Chris Hacker, Registrar and CEO Joyce Johner, General Counsel Anita Wilks, Director of Communications
<b>TOPIC:</b>	Action Plan – Action Item 1

### SITUATION

The College's awards policy for volunteers is not aligned with the Action Plan submission to Minister Dix or with the guiding principles the Board has committed to uphold.

### BACKGROUND

Following the release of the Cayton Report, Minister of Health Adrian Dix directed the College to develop an Action Plan to meet the 21 recommendations and 11 unmet standards of good regulation identified in the report. On May 13, 2019, the College submitted its Action Plan in response to the Minister's Directive and began work on the plan.

Harry Cayton identifies the problems with volunteerism and the awards program twice in his report:

“The idea of membership is reinforced in the requirement under the HPA for Annual General Meetings and for annual elections to the Board of the College. This level of accountability to and control by the members creates the persistent perception that the College exists for the benefit of dentists that it is a club rather than a regulator and that volunteerism lies at its heart. I ...noted the time and energy and enthusiasm that goes into the annual awards event for selected volunteers. Much stress is put on the idea of voluntary service to the College despite the fact that the majority of dentists who volunteer legitimately receive some payment. The idea that the College is a



voluntary organization rather than a professional regulator also affects the relationship between the members of the Board and staff.” (para 3.2)

“If Colleges do not have members, then there is no need for an Annual General Meeting nor indeed any of the other trappings of a club such as award ceremonies and gifts to volunteers.” (para 9.18)

## **ASSESSMENT**

### Alignment with Action Plan

In the implementation plan for Action Item 1, the Board resolves to identify and cease activities that reinforce the concept of “membership” and volunteerism at the June board meeting. This includes reviewing the remuneration policy, removing volunteer from formal communications and discontinuing the annual volunteer recognition/awards policy.

The purpose of the awards policy states: “To recognize and show appreciation for individuals and groups who as volunteers have made significant contributions to support and enhance the regulation of dentistry in BC. This may include volunteers who have served with the College of Dental Surgeons of BC or with other organizations supporting the College’s mandate to serve and protect the public.”

The College currently relies on volunteers to contribute to the Board and committees. While it is explained that the College regulates in the public interest, there continues to be misconceptions about the volunteer role. By having volunteers, there is also a perception that the College is a voluntary organization with membership rather than a professional regulator.

The Cayton Report recommends that both professional and public board and committee members be adequately paid for the time they give and the expertise they provide. It was also noted that CDSBC volunteers currently receive some compensation for their contributions. In addition, the report suggests the current appointment and election process is inadequate; board and committee members should be chosen based on a formal set of competencies and sufficient training provided.

If the board and committee members are paid, they are no longer volunteers and it eliminates the need for an awards policy. The policy reinforces and recognizes volunteerism and should be repealed.

### Alignment with Guiding Principles

On April 16, 2019 the Board approved a set of foundational guiding principles in support of the new strategic direction and in response to the Cayton Report. One of the guiding principles reads:



“Everything CDSBC does must clearly link to protection of patients and the public. If it does not, we will stop doing it.” The awards policy is not aligned with this statement.

#### Use of staff resources

The planning, organizing and delivery of the awards policy requires high levels of staff support over a period of months (July to March). It is appropriate for staff resources to be directed towards the delivery of the three-year strategic plan and the 32 action items in the Action Plan.

#### **RECOMMENDATION**

For the Board to resolve to repeal the Awards Policy and discontinue volunteer recognition activities.

<b>MOTION</b>
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That consistent with Harry Cayton’s report and the Board’s Action Plan submission to Minister Dix, the College’s awards policy is repealed and all volunteer recognition activities will cease.

#### **RELEVANT ATTACHMENTS**

#### **NEXT STEPS**

CDSBC staff will remove the Awards Policy from the website, communicate this change, and archive the awards material.