

College of Respiratory Therapists of Ontario
COUNCIL AND COMMITTEE COMPETENCY PROFILE

The CRTO’s Council and Committee Competency Profile defines the knowledge, skill, judgement, attitude, and experience (i.e., competencies) expected of College Council and Committee members. The competency profile establishes minimum requirements for a Council/Committee candidate and is supported by the [CRTO Council and Committee Orientation Module](#). Once an individual becomes a Council or Committee member, these competencies can be enhanced through orientation, continuing education and professional development.

Understanding Basic Governance Responsibilities and Fiduciary Duties

Understands the role, fiduciary duties, effective governance principles, and stewardship responsibilities of a Council/Committee Member, including:

- Governance & fiduciary responsibilities
- Financial & organizational oversight
- Responsible decision-making
- Basic financial literacy

A. Governance and Fiduciary Responsibilities – Council and Committee members are required to have a foundational understanding of:

Competency	Indicators	Council member	Committee member
The structure and function of the CRTO	<ul style="list-style-type: none"> • the College’s public protection mandate • professional self-regulation • the <i>RHPA</i> & other relevant legislation 	✓	✓
The structure & function of the CRTO Council & Committees	<ul style="list-style-type: none"> • the role of the Council and Committees in accomplishing the College’s mandate • the distinction between the role of Council & the roles of the Registrar and CRTO staff 	✓	✓
The principles of good governance	<ul style="list-style-type: none"> • accountability and transparency • confidentiality and conflict of interest • right touch regulation • good faith, trust, preparedness and participation 	✓	✓

B. Financial and Organizational Oversight – Council and Committee members are required to have a foundational understanding of:

Competency	Indicator	Council member	Committee member
Financial Management	<ul style="list-style-type: none"> • basic financial literacy (e.g., reading and interpreting financial statements) • financial planning and budget development process • adequate financial controls 	✓	✓*
Risk Management	<ul style="list-style-type: none"> • risk-based regulation • identification and mitigation of organizational and regulatory risk • succession planning for senior leadership 	✓	

* depending on the committee

C. Collaborative Leadership – Council and Committee members are required to possess skills in the following:

Competency	Indicator	Council member	Committee member
Professionalism	<ul style="list-style-type: none"> • respectful of diverse backgrounds, cultural frameworks, values, norms, and points of view • awareness of human rights and acknowledgement of the existence of discrimination in its various forms • self-reflective and committed to ongoing growth and improvement 	✓	✓
Communication	<ul style="list-style-type: none"> • respectful participation in discussions • active listening • effective questioning 	✓	✓
Decision-making	<ul style="list-style-type: none"> • the ability to engage in strategic thinking and to understand the obstacles and enablers of strategic change • ability to maintain objectivity 	✓	✓