

2024-2027 Strategic Plan

Approved by Council on July 13, 2024

VISION

All people in Prince Edward Island have trust in Medical Laboratory Technologists, Medical Radiation Technologists, and Respiratory Therapists, and in the regulatory college that ensures safe and competent practice.

MISSION

The College of Allied Health Professionals regulates Medical Laboratory Technologists, Medical Radiation Technologists, and Respiratory Therapists to ensure the safe provision of healthcare to people in Prince Edward Island.

VALUES

In all that we do, we will...

- Be **fair** in how we do our work, valuing anti-racism, diversity, equity, and inclusion.
- **Respect** each other and the regulatory processes, providing clear information, while respecting confidentiality as required.
- Be **transparent**, ensuring all have access to information in plain language, including decisions made by the College.
- Be **accountable** for our decisions, ensuring they are based on the legislation, regulations, bylaws and policies that guide the College, and on an assessment of the impact policies will have on the registrants and the public.
- Use a **right touch approach** to regulation, balancing regulatory compliance with an equitable approach, all within the confines of the legislation.
- **Work collaboratively** and in partnership with other regulatory colleges, especially those under the *Regulated Health Professions Act* of Prince Edward Island.

STRATEGIC PRIORITIES 2024-2027

Goal # 1: Clear, flexible pathways and processes for recognizing credentials for professionals.

Outcome

- The pathways and processes for new registrants to the professions regulated by the College are clear and flexible, including for those who are internationally educated.
- Data collected by the College informs government policy.

Rationale	Registrants need to understand the process and pathway to registration. They also need flexible pathways to registration that reflects the reality of educational, testing and experience requirements for the different professions. In particular, with the shortage in health care professionals in all fields, the College needs to be flexible in developing pathways, including for internationally trained registrants, while balancing public safety.
Objective 1	Develop a process for internationally educated registrants.
Objective 2	Develop accessible pathways for all professions.
Objective 3	Collaborate with other regulatory bodies for the three professions across Canada to ensure labour mobility, and clarify a national approach to competency, scope of practice, and limited licencing where applicable.
Plan Implementation	The Registrar will have responsibility for implementing this strategic priority.
Outcome Measures	<ul style="list-style-type: none"> • Number of internationally educated professionals who apply • Number of internationally educated professionals who are successfully registered • Drop-off rate • Average time to process the registration of an applicant by profession • Number of registrants who apply • Number of registrants who complete the process

Goal # 2: Competency standards, continuing education and ongoing training opportunities for the professions.

Outcomes	<ul style="list-style-type: none"> ○ The public has confidence registrants have the required training and education to practice. ○ Registrants understand the education and training required to obtain and maintain their registration.
Rationale	As self-regulated professions, the three professions in the College have a statutory obligation to protect the safety of the public against incompetence and misconduct that could affect the life, health, well-being, and safety of the public. Competency standards for entry to practice and continuing

	education are key pillars upon which the public safety of a regulated profession is based.
Objective 1	Audit compliance with continuing education requirements for each profession.
Objective 2	Provide education on pathways to registration and the requirements for registration and renewal.
Objective 3	Complete regular updates on competency standards and Codes of Ethics.
Plan Implementation	The Registrar will be responsible for implementing this strategic priority.
Outcome Measures	<ul style="list-style-type: none"> • Schedule for reviewing and updating standards in all professions • Audit compliance process implemented • Number of registrants who fail initial audit • Number of registrants who complete compliance directives • Registrants report that the audit process is fair, transparent and clear • Number of education sessions accessed

Goal # 3: Robust investigation and discipline processes for the professions.

Outcomes	<ul style="list-style-type: none"> ○ The public has confidence in the integrity of the investigation and discipline process. ○ Registrants clearly understand their rights and obligations under the investigation and discipline processes.
Rationale	As self-regulated professions, the three professions in the College have a statutory obligation to protect the safety of the public against incompetence and misconduct that could affect the life, health, well-being, and safety of the public. Ensuring a robust investigation and discipline process to handle complaints of misconduct is a critical element of protecting public safety.
Objective 1	Increase public awareness of the College and the complaints process, including public reporting on outcomes.
Objective 2	Recruit and train individuals to address the requirements of the investigation and discipline processes.

Plan Implementation	The Registrar will be responsible for implementing this strategic priority.
Outcome Measures	<ul style="list-style-type: none"> • Number of trained investigators for each profession • Number of trained registrants and public members to serve on Investigation and Discipline Committees • Successfully meeting the timelines in the investigation and discipline process • Number of inquiries to the Registrar on discipline issues • Number of Registrar inquiries submitted • Number of formal complaints submitted

Goal # 4: A strong organizational foundation for the College, with a focus on transparency.	
Outcomes	<ul style="list-style-type: none"> ○ Registrants, stakeholders and the public have confidence in the good governance of the organization. ○ The College has the human and financial resources required to meet its mandate and achieve its goals.
Rationale	The College must build the strong organizational foundation in operations and governance to support a high performing team that can achieve the organization’s mandate. This includes innovating to meet the changing needs of immigrants and refugees; modernizing procedures, processes and technological infrastructure to support scaling up service; seeking excellence in Council governance; and optimizing conditions for building a high performing team.
Objective 1	Increase public accountability with reporting.
Objective 2	Strengthen Council governance through strong bylaws, new governance policies, Council succession planning, and education to build the good governance skills of members of Council.
Objective 3	Build capacity by engaging registrants in the work of the College.
Plan Implementation	The College Council and Registrar will be responsible for implementing this strategic priority.
Outcome Measures	<ul style="list-style-type: none"> • Number of registrants engaged in committees (audit, investigations, discipline, etc.)

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| | <ul style="list-style-type: none">• Creation of a public dashboard• Number of times the public dashboard is accessed• Council member governance training• Adoption of governance policies• Council member annual evaluation of work of the Council |
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