



Merit Principles

The Health Professions and Occupations Regulatory Oversight Office uses an assessment appointment process founded on the principles of merit. These principles are intended to promote the integrity of the selection process and are embedded within the assessment tools used by our office to recommend individuals to the Minister of Health for appointment as board members of regulatory colleges.

1. Transparent Process: We use a clear and transparent process that is publicly available to ensure candidates know what to expect through the assessment process.

2. Objective, Relevant, and Consistent Assessment: We assess candidates on their suitable skills, education, training and experience. Our office uses consistent, appropriate, and accessible assessment methods to help guard against discrimination and unconscious bias.

3. Treatment of Applicants: We assess applicants using the same criteria to ensure participation is equitable, while recognizing the need for accommodating accessibility needs to ensure equity in participation.

4. Defensible Recommendations: We ensure recommendations are consistent with the Office's assessment policies, supported by clear documentation, and defensible, as well as free from political influence.

5. Continuous Improvement: We periodically review and improve our processes, so they remain relevant, transparent, and accountable, and seek feedback from those who have participated in the assessment process.