



June 21, 2025

NOTICE OF POSITION – MEMBER (PART-TIME)

About the Health Professions Discipline Tribunal

The Health Professions Discipline Tribunal (Discipline Tribunal) is an independent body that resolves, hears, and decides conduct and competence allegations against healthcare professionals fairly, effectively and in the public interest.

The Discipline Tribunal is led by the Director of Discipline (Director) and operates under the *Health Professions and Occupations Act* (HPOA). While the individual regulatory colleges are responsible for conducting investigations into complaints about the conduct and competence of regulated health professionals, it is the Discipline Tribunal's role to issue citations, hold disciplinary hearings, and determine appropriate disciplinary orders for health professional regulatory colleges to enforce.

In carrying out its work, the Discipline Tribunal operates under the HPOA and the *Administrative Tribunals Act*. The Director is responsible for management of the Discipline Tribunal and reports annually to the Superintendent of Health Professions and Occupations Regulatory Oversight Office on its work.

The Discipline Tribunal has a full-time Director, a full-time Deputy Director, and part-time members which include members of regulated health professions.

Diversity and Inclusion

People from all regions of our province are invited to apply. Consideration will be given to qualified individuals with a broad range of backgrounds. The selection process will recognize lived experience and volunteer roles as well as paid employment and academic achievements.

We are committed to supporting strong organizations that represent the diversity of our province. Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities are encouraged to apply.

Nature of the Role:



Members have interest and experience relevant to the Discipline Tribunal's mandate. Members serve on Discipline Panels and participate in hearings. They may also assist in training and provide administrative support to Vice-Chairs, the Director and Deputy Director, and do other work as assigned by the Director or Deputy Director.

Members adhere to the guiding principles of the HPOA, and must protect the public from harm and discrimination, support awareness of reconciliation with Indigenous peoples and the United Nations Declaration on the Rights of Indigenous Peoples Act, promote anti-discrimination measures, and act respectfully of the privacy of persons who participate in regulatory processes. They must also act in a manner that is transparent, including by providing opportunities for meaningful public engagement.

The Discipline Tribunal conducts itself with the highest possible ethical standards, integrity, accountability, and transparency. Members must therefore be seen as independent decision-makers. This includes approaching each case with an open mind and an understanding of the importance of consistency in decision-making. Members must have regard for the circumstances of individual cases, while ensuring consistency with Discipline Tribunal policy and guided by the spirit and intent of the law.

Members understand and comply with the concepts of the standards of procedural fairness and natural justice in their work.

Members are subject to the BC Government general conduct and conflict of interest guidelines found [here](#).

Basic requirements:

- BC resident;
- Eligible to work in Canada; and,
- Most not be a licensed member of a regulated Health Profession.

Specific Experience or Qualifications

Applicants should demonstrate experience and qualifications in one or more of the following areas:

- An interest in, or experience with, administrative proceedings, human resources, employment law and practices, or professional regulation;
- The willingness and ability to work collaboratively with others in a positive and productive matter;
- Ability to think critically to make reasoned and objective decisions;
- Excellent communication skills, including the ability to work cooperatively with others; and,
- Awareness and appreciation of procedural fairness and the risks of bias.

Previous experience with another administrative tribunal, experience working with Indigenous people and communities, and with anti-discrimination measures, and trauma-informed practices is considered an asset.

Time Commitment

Member positions are part-time: 1- 3 days per month but may increase during hearings.

Term

Member positions are for three years with an option to renew.

Compensation

Maximum daily rate \$605 - \$700 (Treasury Board Directive 1-24, Level 4 Member).

Applying

You may submit a cover letter and a CV outlining how you meet the required experience and qualifications to tribunal@hporoo.ca.

Applications will be considered as they are received.