

Council Composition and Appointment Process for RDH Members

Following the webinar held on April 14th by CDHM Council, this message provides additional information and context regarding Council's consideration of changes to how RDH Council members are selected.

CDHM's mandate and the role of Council

CDHM's mandate is **public protection**. This means the College exists to ensure that dental hygienists in Manitoba provide safe, ethical, and competent care to the public. Every decision made by Council must be made in the **public interest**, not in the interest of individual registrants or the profession as a whole.

Council is the governing body of the College. It functions much like a board of directors and is responsible for setting policy and overseeing the regulation of the profession. Council includes both dental hygienists and public representatives.

It is important to understand that Council members who are dental hygienists are not on Council to represent or advocate for the profession. Once appointed or elected, they must shift their perspective and adopt a public interest lens, which allows them to make decisions based solely on what is best for the health, safety, and well-being of the Manitoba public. This is a different role from that of a professional association, which advocates for its members.

Why Council is considering changes to appointments

Council has a responsibility to ensure it can carry out its regulatory work effectively and consistently in the public interest. To do this well, Council needs members who clearly understand their role and are able to fully participate in governance and decision-making.

Over time, Council has observed that it can take a significant period of time for new members to fully understand the governance framework and their responsibilities within a regulatory body. During this learning period, Council's ability to operate at full capacity can be affected.

Council is also aware of several challenges associated with the current election-based process, including:

- **Role clarity:** New members may initially believe they are representing the profession or peers, when their legal responsibility is to the public interest.
- **Skills alignment:** Elections do not always ensure Council has the specific mix of skills and experience needed at that time.
- **Governance understanding:** Council operates under a policy-based governance model that requires time and training to fully understand and apply effectively.

How an appointment process would address this

An appointment process would allow Council to better align incoming members with identified skills and competency needs at the time of selection. Candidates would be assessed using a structured competency framework.

This would support:

- earlier clarity about the expectations of Council members
- better alignment between Council needs and member skills
- a more consistent and effective onboarding process
- stronger and more stable governance capacity

Importantly, any changes under consideration are intended to strengthen Council's ability to fulfill its **public protection mandate**.

To support further understanding of Council's discussion and the proposed changes, the following resources are available:

- [Recording of the April 14th Webinar](#)
- [Webinar Presentation Slides](#)
- [Additional Background Document](#)
 - The background document provides further clarification on Council's considerations and includes sections titled:
 - **Overview of the Appointments Process**
 - **Understanding the Appointment Process: Q&A**