

REVIEW PANEL ROSTER MATRIX

Date: _____
 Name of Applicant: _____
 Occupation: _____
 Professional Background: _____

CORE COMPETENCY		Check all that apply ✓ & provide notes if necessary (i.e. 1a, 2c, 4d)	
1. Professional Experience and Commitment to Electrical Safety	(1a) Professional experience illustrates an exceptional commitment to serving the public interest in regards to electrical safety, and an improvement of electrical safety in Ontario.	(1b) Social conscience towards electrical safety, and a desire to promote the Electrical Safety Authority's (ESA) mandate with a view of serving the public interest.	(1c) Social conscience towards electrical safety, and a desire to promote the Electrical Safety Authority's (ESA) mandate with a view of serving the public interest.
	(2a) Candidate has an understanding of ESA's mandate, jurisdiction, and all relevant law, legal framework and procedures relevant to ESA's policies, protocols and rules.	(2b) Understanding of ESA's appeal process, its purpose, the role of Appeals Tribunal members, including the independent nature of the Appeals Tribunal from ESA.	(2c) Knowledge of ESA's stakeholders, their issues and interests, as well as the regulatory and legal framework governing their activities.
	(3a) Familiar and comfortable working and reviewing Ontario Acts and Regulations.	(3b) Ability to effectively render a decision on an appeal before the review panel.	(3c) Ability to perform independent analysis of data and evidence presented during the hearing, as well as application of relevant law.
	(4a) Understands that the complexities of issues are uncovered in a variety of ways including through actions, unstated interests and pressures and emotions as well as stated positions or evidence.	(4b) Employs effective questioning to elicit further information or gain greater understanding or clarity.	(4c) Conducts hearings or reviews that set the tone for equal, active and open dialogue and information exchange.
	(5a) Candidate is representative of a significant portion of the overall spectrum of view impacting safety in their respective industry.	(5b) Experience in group decision-making and ability to consider different values, diverse opinions of others.	(5c) Mediates between the parties' interests to discover a mutually agreeable solution during a pre-hearing.
2. Awareness of the Electrical Safety Authority	(6a) Effectively restates positions and asks questions tactfully to identify key issues or values that are at the centre of the conflict.	(6b) Creates an environment among parties that facilitates positive, respectful relationships.	(6c) Actively listens to determine common interests and considers situations from multiple perspectives.
	(7a) Leadership experience, either in professional, public service or volunteer work.	(7b) Experience in group decision-making and ability to consider different values, diverse opinions of others.	(7c) Ability to stand by a group decision even if they may agree with it personally.
	(8a) Demonstrated record of openness to various perspectives and an ability to make objective decisions.	(8b) Ability to bring their knowledge of a particular industry or region within Ontario to bear on their decisions without compromising the principle role of ESA as an advocate and regulator of electrical safety.	(8c) Ability to apply sound judgment when assessing appeals, provide balanced viewpoints, and protect the public interest with the overall objective of improving electrical safety within Ontario.
	(9a) Conducts affairs with professional integrity such that rules of engagement are known and the expected standards of interaction are clear.	(9b) Record of integrity, trustworthiness and consistency and act and speak with consistency and honesty, maintain confidentiality, and displays an orientation to resolve conflicts with justice and fairness through recognizing and validating the decision making assumptions of others.	(9c) Complies with the agency's Code of Conduct and conflict of interest rules.
	(10a) Process oriented to make decisions, seek outcomes through the consistent application of logical sequence of steps.	(10b) Ability to maintain independent thinking through preserving their individual convictions despite undue influence, opposition, or threat.	(10c) Effective judgement, and the capacity to apply common sense, measured reasoning, knowledge, and experience to come to a decision.
3. Ontario Acts and Regulations	(11a) Knowledge of Code Standards, Ontario Electrical Safety Code and the Canadian Electrical Code (Part I and Part II)	(11b) Knowledge of Utility Distribution - design, construction, operation or maintenance of electrical distribution systems.	(11c) Knowledge of Design Construction and wiring design.
	(12a) Knowledge of Product Safety - product safety prevention and identification mechanisms.	(12b) Open-minded information seeking skills and values the diverse opinions of others.	(12c) Knowledge of Product Safety - product safety prevention and identification mechanisms.
	(13a) Is aware of and respects social and cultural differences of all who appear before the review panel.	(13b) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.	(13c) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.
	(14a) Is aware of and respects social and cultural differences of all who appear before the review panel.	(14b) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.	(14c) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.
	(15a) Is aware of and respects social and cultural differences of all who appear before the review panel.	(15b) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.	(15c) Stands by and accounts for value-based decisions and actions even if they are unpopular or controversial.
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