



**INTERNATIONAL
SOCIETY OF
HEALTHCARE
ETHICS AND
COMPLIANCE
PROFESSIONALS**

 **ETHICS**

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Enhancing the Professional Role of Compliance Officers

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Compliance & Ethics Profession An Extraordinary Development

- Probably no other profession has developed more than Compliance and Ethics in the last 20 years:
 - In size
 - In background
 - In positioning and empowerment
 - In career perception
 - In recognition and expectations
- Unique situation - majority of Compliance & Ethics professionals come from diverse origins and backgrounds to build a new profession.

Is Compliance & Ethics a profession?

- Do we constitute a “Profession”?
- Do we meet all criteria for defining a profession?
 - “A profession arises when an occupation transforms itself through the development of formal qualifications, emergence of regulatory bodies, with powers to admit and discipline members and some degree of monopoly rights.”

Is Compliance & Ethics a profession?

- Or, a more elaborate definition given by L.D.BRANDEIS :

"A Profession is an occupation for which the necessary training is intellectual in character, involving knowledge and to some extent learning, as distinguished from mere skill.

It is an occupation which is pursued largely for others and not merely for one's self.

It is an occupation in which the amount of financial return is not the accepted measure of success."

Be “Plugged In”

- Everything goes faster
- Yesterday/Beginning : well established rules
- Today : rapidly evolving rules
- Enormous amount of information to understand and “digest”
- Need for C P to be “aware” and able to explain and interpret new rules
- Fundamental tasks for Compliance and Ethics Professionals :
 - identify most important risks/issues to which Regulators, Customers / Public, Investors may pay attention;
 - try to address them as early as possible.

Develop all your professional skills

- Initial focus on Technical skills
 - Strong knowledge of laws/regulatory practices perceived as the most important
 - Knowledge on Compliance Program
- More emphasis now on Soft Skills
 - Overly technical analysis insufficient
 - Need for leadership and communication skills
- Values rather than rules based tools
 - Not simply "check the box" exercises
 - Asking "*Should* we do this ?" Instead of just "Do we have the *right* to do this ?"
- Main tasks of C and E Professionals:
 - Educate/Inform/Convince
 - Be able to market the function

Be “Connected”

- For long time,difficulty to get benchmark information or referentials,
- Today,lot of professionals – Diverse experiences and diverse trainings,
- Do not hesitate to create forum or professional societies for networking and exchange of best practices,including outside the Healthcare sector
- Take advantage of the diversity of professional backgrounds in our profession,
- Develop connections with Universities or Business Schools to help building training courses or curriculum offers.

Be Leaders and Drivers

- Many evolutions in our activities or organizations have often resulted from external authorities / regulators or self regulation bodies
- Be a leading voice :
 - initiate/participate to public debates
 - position papers of Trade Associations
 - recommendations/proposals
- Support developing self-regulation
- Development interactions with external stakeholders on key matters and new trends (e.g.: Transparency,...)
- Help our environment to be more prepared to listen

Conclusion

- The ethical approach within the Healthcare Sector must ensure balance between internal and external factors, regulatory and human, in order to support fair decision making process
- Such an approach becomes a key element of Companies sustainable development thus becomes a strategic asset for its sustainability and for building trust

Ethics Historical Background

- 2008 Insead and J&J collaboration – key leadership competencies
- 2009-10 European Compliance Officers meeting ad hoc 2-3 times per year, launched by few “pioneers” without any reference of benchmark
- 2010-11 Sciences Po / Seton Hall Law School collaboration – core knowledge
- 2011 decision to create a legal entity (French non profitable association)
- 2012 ETHICS officially created as a legal entity in Paris

Ethics Mission and key pillars

● Mission Statement:

- ETHICS is a forum of Ethics and Compliance individuals committed to:
 - developing and enhancing the highest professional standards in the Healthcare Sector;
 - contributing to the development of individuals and the success of Ethics and Compliance organizations.

● Ethics' 4 pillars:

- Think Tank
- Networking/sharing of best practices
- Education and professional development
- Communication

● Within ETHICS:

- mix of experience
- mix of professionals active in different parts of the world
- mix of company size (large and small companies)

Where is Ethics now?

- Around 60 members / National or regional chapters under development
- Ethics members are key players in seminars and training programmes
- Ethics Key Activities:
 - Compliance & Ethics Professionals Core Competency Model
 - Education platform under development
 - Compliance & Ethics Training and Education materials / Best Practices Sharing
 - Tools to raise business ethics awareness
 - Continuing education / Educational partnership with Universities and Schools
 - Conferences on Compliance and Ethics related matters, through sponsorship or partnership.
 - Webinars, educational web based resources, articles...

How to Get in Touch

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