

Policy: Recruitment of Board Members

Application: This policy outlines the guidelines for recruitment of Board members.

Exceptions: None

Resources: OHA Guide to Good Governance, 2nd Edition
Diversity in Governance; DiverseCity Toronto

References: Health Sciences North
Grand River Hospital
Holland Bloorview Kids Rehabilitation Hospital

Principle

Effective governance depends on the right mixture of skills, experience, personal qualities and diversity among the members of the Hospital Board.

The Board's role and effectiveness of the Board's processes and structures are impacted by the quality of the Board. Board quality is affected by a number of factors including (i) board size, (ii) the skills, experience and diversity of the Board, (iii) the processes that the Board uses to recruit and train its board members (iv) directors' terms (v) orientation and education and (vi) feedback and evaluation of the organization's governance and election processes.

Board size, Directors' terms and election processes are covered in Hospital By-Law No. 1. Directors are elected by the Board. The following are required ex-officio trustees: The CEO, the Chief Nursing Executive, Chief of Staff. Such individuals are on the Board as non-voting members pursuant to Regulation 965 of the Public Hospitals Act.

Policy

The Board has the responsibility for recruitment of the directors. The Board will chose the appropriate recruitment strategy, considering a variety of means which may include local newspaper advertisements, the organization's web-site, or direct recommendations of the directors of the Board.

The Board establishes eligibility criteria based on skills and experience and maintains a current inventory of current Board members' skills, experience and their intentions with respect to remain on the Board.

Through the nomination process, the Board will select Directors according to their skills, experience and personal qualities seeking a balance within the Board.

Potential directors will possess the personal qualities necessary to perform their role as Board members. Such qualities include (i) the ability to work as a member of the team, (ii) commitment to the workload required, (iii) absence of apparent conflicts; (iv) leadership potential, (v) ability to think strategically and (vi) ability to communicate effectively. The Board should also reflect the diversity of the community served including demographics, linguistic, cultural, economic, geographic, gender, ethnic and social characteristics of the communities served by the organization.

All prospective candidates are required to submit a resume which will be reviewed by the Board. All prospective candidates will participate in an in-person interview with the Chair of the Board and the CEO. During this interview process the Chair of the Board will ensure that the prospective candidates are fully aware of the expectations of a Director.

The Chair will provide to the Board a description of candidates for election as directors in advance of the Annual Meeting.

Revision History:

Revision Date	Version	Revision Description
2022-June-17	1.1	Reviewed. No changes
2015-Sept-02	1.0	New policy established.

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