

August 28, 2009

## **REPORT OF THE COMMUNITY NOMINATIONS COMMITTEE FROM ITS MEETING HELD ON AUGUST 18, 2009**

Submitted by: Novina Wong, Chair, Community Nominations Committee

Members: Foster Loucks (Ex-Officio), Jean Achmatowicz MacLeod (Member), Sandra Barrett (Community Member), Bruce Cliff (Community Member), Alexander Hukowich (Member), Debbie Hammons (Associate Member)

### **1. REVISED POLICY ON BOARD DIRECTOR RECRUITMENT**

As Members of the Board are aware, the Ministry of Health and Long Term Care has recently introduced new guidelines on the recruitment of LHIN Board Members. These new guidelines include a proposed Board Skills Profile, a Board Member Competency Profile, together with a Board Member interviewing tool. These new guidelines are in fact quite similar to those that were already adopted by the Board for use during the last round of recruitment.

Our Committee reviewed these new guidelines and discussed lessons learned, especially in the areas of advertising in order to attract prospective candidates, and the process of interviewing and selection of candidates.

The revised policy that is presented to the Board for approval incorporates the Provincial guidelines and includes additional elements and values deemed necessary for Central East LHIN. The revised policy also includes guidelines for applicants so they have a better understanding of the selection criteria and process.

**Recommendation:** The Committee recommended to the Board approval of the revised policy on Board Director recruitment.

### **2. NEXT STEPS**

- **Succession Planning and Recruitment of Directors to Fill Upcoming Vacancies**

Having regard for the extensive timeline involved in the selection process, the Committee felt it was necessary to proceed with the recruitment exercise as soon as possible to fill all three vacancies anticipated in 2010, and approved a preliminary work plan to fill these vacancies.

A copy of the preliminary work plan is submitted to the Board for information.

- **Board Skills Profile**

A critical piece to have available at the beginning of the recruitment exercise is an assessment of the current Board skills profile in order to determine gaps in skills and competencies deemed essential for CE LHIN. Appendix A attached to the revised policy is a template for the Board Skills Profile. Under Provincial guidelines, it is to be completed by the Board Chair at the beginning of each fiscal year and used for recruiting Board members and building Board member skills. Our Board Chair indicated at our meeting that he will be seeking input from Members of the Board in this regard.

Respectfully submitted,

Novina Wong, Chair, Community Nominations Committee