


BOARD POLICY

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| Recruitment and Performance Evaluation of the CEO | BP 057 |
| Approved by:  | Date: October 27, 2009 |

PURPOSE

To describe the Board's role in the selection and performance evaluation of the Chief Executive Officer.

SCOPE

The Board works with the Department of Human Resources and the Deputy Minister of the Department of Health and Social Services to recruit and select a Chief Executive Officer.

The Board undertakes an annual performance evaluation of the Chief Executive Officer.

POLICY STATEMENT

The Board is responsible for the recruitment and the performance evaluation of the Chief Executive Officer. The Board undertakes its responsibilities in a manner that reflects the Authority's vision, mission, and values and builds relationships based on mutual respect, support, and trust.

PROCEDURES

The Board establishes a Chief Executive Officer Performance Appraisal Committee, which includes the Board Chair and other Board members at the direction of the Chair. The Chief Executive Officer Performance Appraisal Committee ensures that:

- 1.0 The Chief Executive Officer is guided by an approved job description and other clear accountability statements.
- 2.0 The Committee and the Chief Executive Officer jointly set annual objectives and set criteria for the Chief Executive Officer's annual performance appraisal, including relations with the Board, leadership, financial management, planning, strategy development, reporting, communication, organization, management, and achievement of the Authority's identified goals.
- 3.0 The Committee prepares the performance appraisal and discusses it with the Chief Executive Officer.
- 4.0 The Committee makes recommendations about a performance bonus, based on the performance appraisal and forwards the recommendations are provided to the Chair.

5.0 The Board establishes a committee to recruit the CEO, which includes the Board Chair and other Board members at the direction of the Board. The Chief Executive Officer Recruitment Committee works with the Department of Human Resources to recruit and select a Chief Executive Officer.

IMPLEMENTATION:

The Board Chair is responsible for the implementation of this policy.

REFERENCES:

- Our Leadership Role, Board of Trustees Governance Manual, NWT Health and Social Services Authorities, 2005
- NWT Model of Trustee Leadership for the Health and Social Services System, 2003
- Integrated Planning and Reporting Model for the Health and Social Services System, 2003
- NWT Health and Social Services System Accountability Framework, 2003

APPROVAL PROCESS

Approved by the Board:  _____

Date: October 27, 2009

Bring forward for review and evaluation: _____

Date: October 2011