

POLICY NUMBER: POL-102

Chapter:
BOARD OF DIRECTORS

Subject:
EXECUTIVE LIMITATIONS, STAFF TREATMENT

Effective Date:
January 23, 2003

Last Update:
May 9, 2019

PURPOSE:

The purpose of this policy is to set out the Chief Executive Officer's responsibilities with respect to the treatment of Workers Compensation Board staff.

REFERENCE:

Workers Compensation Act R.S.P.E.I. 1988, Cap. W-7.1, Section(s) 31
Occupational Health and Safety Act R.S.P.E.I.1988, Cap. 0-1.01, Section(s) 5(1)
Workers Compensation Board Policy, POL-112, Board - Chief Executive Officer Relationship,
Monitoring Chief Executive Officer Performance
Workers Compensation Board Policy, POL-113, Ends, Mission, Vision and Values

DEFINITION:

POLICY:

1. With respect to treatment of staff, the Chief Executive Officer shall not cause or allow conditions which are unsafe, unfair, disrespectful, or undignified.
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Accordingly, they shall not:

- A. Operate without written personnel policies which clarify personnel rules for staff, provide for effective handling of grievances and/or complaints, and protect against wrongful conditions.
- B. Discriminate against any staff member for expressing an ethical dissent.
- C. Fail to adequately inform staff of their rights under this policy.

Monitoring

- 2. This policy will be monitored by the Board of Directors annually and reviewed in accordance with the annual monitoring schedule as set out in Workers Compensation Board policy, POL-112, Board - Chief Executive Officer Relationship, Monitoring Chief Executive Officer Performance.
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HISTORY:

May 9, 2019 – Added a purpose statement and reference to the annual monitoring schedule.

April 23, 2015 – Amended #2 to reflect that the Board of Directors will monitor the policy annually and review it in April (previously monitored bi-annually and reviewed in April and October).

October 24, 2013 – Amended to remove previous section 1(c).

May 9, 2013 - Editorial changes made to the policy as a result of a review by the Board of Directors.

April 27, 2006 – Amended to clarify section “C” to ensure consistency with the Collective Agreement between the Workers Compensation Board and the PEI Union of Public Sector Employees.

April 4, 2006 - Editorial changes made to the policy as a result of a review by the Board of Directors.

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Board of Directors Approval Date: January 23, 2003