

**POLICY NUMBER: POL-110**

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**Chapter:  
BOARD OF DIRECTORS**

**Subject:  
GOVERNANCE PROCESS, GOVERNING STYLE**

**Effective Date:  
January 23, 2003**

**Last Update:  
January 23, 2014**

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**REFERENCE:**

*Workers Compensation Act R.S.P.E.I.1988, Cap. W-7.1, Section(s) 30(2)(b).  
Occupational Health and Safety Act R.S.P.E.I.1988, Cap. 0-1.01, Section 4.*

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**DEFINITION:**

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**POLICY:**

1. The Workers Compensation Board will govern with an emphasis on:
  - (1) outward vision rather than a preoccupation on internal operations;
  - (2) encouragement of diversity in viewpoints;
  - (3) strategic leadership;
  - (4) clear distinction of Board of Directors' and Chief Executive Officer's roles;
  - (5) collective rather than individual decisions;
  - (6) future (informed by the past and the present); and
  - (7) proactivity rather than reactivity.

Accordingly,

- A. The Board of Directors will cultivate a sense of group responsibility. The Board of Directors, not the staff, will be responsible for excellence in governing. The
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Board of Directors will use the expertise of individual members to enhance the ability of the Board members as a body. The Board of Directors will not allow any member or committee of the Board of Directors to hinder or be an excuse for not fulfilling Board members' commitments.

- B. The Board of Directors will initiate and/or approve program and governance policy. The Board of Directors will direct, control, and inspire the organization through the careful establishment of broad written policies reflecting the Board members' values and perspectives about ends to be achieved and actions and situations to be avoided. The Board of Directors' major policy focus will be on the intended long term impacts outside the operating organization, and not on the administrative or operational methods of achieving those ends.
- C. The Board members will enforce upon themselves whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation, policy making principles, respect of roles, and ensuring the continuity of governance capability. Continual Board member development will include orientation of new members in the Board of Directors' governance process and periodic Board member discussion of process improvement.
- D. The Board of Directors will monitor and discuss the Board members' process and performance in November of each year. Self-monitoring will include comparison of Board members' activity and discipline to policies in the Governance Process and Board-Chief Executive Officer Relationship categories.

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**HISTORY:**

January 23, 2014 - Amended to reflect that the Board of Directors has delegated approval of operational policies to the Chief Executive Officer.

October 24, 2013 – Amended section 1(b) and editorial changes.

January 23, 2013 – Editorial changes made to the policy as a result of a review by the Board of Directors.

April 23, 2009 – Editorial changes made to the policy as a result of a review by the Board of Directors.

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June 24, 2008 - Amended Section "D" to add a specific month for evaluation.

March 13, 2006 - Editorial changes made to the policy as a result of a review by the Board of Directors.

Board of Directors Approval Date: January 23, 2003