

POLICY NUMBER: POL-110

Chapter:
BOARD OF DIRECTORS

Subject:
GOVERNANCE PROCESS, GOVERNING STYLE

Effective Date:
January 23, 2003

Last Update:
May 9, 2019

PURPOSE:

The purpose of this policy is to set out the governing style of the Workers Compensation Board of Directors.

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. O-1.01, Section 4
Workers Compensation Board Policy, POL-112, Board - Chief Executive Officer Relationship,
Monitoring Chief Executive Officer Performance

DEFINITION:

POLICY:

1. The Workers Compensation Board of Directors 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;
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POLICY NUMBER: POL-110

- (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 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 on an annual basis 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. Self-monitoring will include comparison of Board members' activity and discipline to policies in the Governance Process and Board-Chief Executive Officer Relationship categories.

POLICY NUMBER: POL-110

HISTORY:

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

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.

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