



<b>POLICY NUMBER:</b>	<b>EL- 8</b>
<b>ISSUING AUTHORITY:</b>	<b>Board of Directors</b>
<b>ISSUE DATE:</b>	<b>July 19, 2012</b>
<b>REVIEW DATE:</b>	<b>June 6, 2022</b>
<b>REVISE DATE:</b>	<b>June 21, 2022</b>

**SUBJECT:**      **Executive Limitation**  
**COMPENSATION AND BENEFITS**

**REFERENCE BOARD END:**  
Sustainable, accountable and responsive health organization

**POLICY:**

With respect to employment, compensation and benefits to staff, consultants, contract workers and volunteers, the CEO shall not cause or allow jeopardy to fiscal integrity or to public image and shall not fail to evaluate and minimize potential risks in accordance with Executive Limitation (EL-1) Global Executive Restraint & Risk Management.

Further, without limiting the scope of the foregoing by this enumeration, the CEO shall not:

1. Change his or her own compensation and benefits, except as his or her benefits are consistent with a package for all other staff.
2. Promise or imply unconditional permanent or guaranteed employment.
3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
4. Fail to obtain Board approval for compensation and benefits for Senior Management staff reporting directly to the CEO.
5. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year and in all events subject to losses in revenue.
6. Fail to establish practices that restrict payout of unused vacation time to staff and to report to the Board vacation payout for the Chief Executive Officer (CEO).
7. Establish or change pension benefits so as to cause unpredictable or inequitable situations, including those that:
  - 7.1. Incur unfunded liabilities.
  - 7.2. Provide less than some basic level of benefits to all staff, though differential benefits to encourage employment longevity are not prohibited.
  - 7.3. Allow any employee to lose benefits already accrued from any foregoing plan.

8. Fail to establish terms and conditions of employment (hiring, compensation, contracts) of designated senior officers.
9. Employ a former CEO or provide compensation or make a payment under any contract or other arrangement, without prior agreement from the Board.