



POLICY NUMBER	GP – 3
ISSUING AUTHORITY	Board of Directors

ISSUE DATE:	December 19, 2012
REVIEW DATE:	February 24, 2017
REVISE DATE:	April 5, 2017

SUBJECT: Governance Process
BOARD GOVERNANCE ACCOUNTABILITY

POLICY:

Appointed by the Minister of Health Seniors and Active Living and in accordance with *The Regional Health Authorities Act*, the 12-member Board of Directors is accountable for the administration and delivery of health services to meet the needs of Southern Health-Santé Sud. In addition to its fundamental governance role in the oversight of quality and safety, the Board is responsible for the sustainable performance of Southern Health-Santé Sud while ensuring that the organization complies with applicable legislation, regulations, provincial policies and Ministerial directives.

In the pursuit of its mandate, the Board recognizes its accountability to its legal and moral ownership.

1. Accountable to Southern Health-Santé Sud's communities, patients, clients and residents served, the Board:
 - 1.1. develops good governance practices and strategies for continuously improving programs and services;
 - 1.2. develops an accountability process of measurement, monitoring and evaluation, which will provide the Board with sufficient information to advance the Board's strategic priorities and ensure competent, safe, quality, timely and appropriate care is being delivered;
 - 1.3. promotes good governance practices that ensure accountability in all agencies and health corporations with which it has operating agreements;
 - 1.4. engages with the patients and communities served.
2. Accountable to the Minister of Health, Seniors and Active Living, the Southern Health-Santé Sud Board is responsible for the mandate and resources of the organization and governs and conducts its business in accordance with *The Regional Health Authorities Act* and current legislation using principles of Policy Governance® by:
 - Submitting appropriate reports and documentation.

- Directing the organization to share relevant information with the appropriate audience in government and establishing a culture of open communication and 'no surprises' advising the Minister of Health, Seniors and Active Living or delegate of any material changes to the delivery or location of services as a result of:
 - A service that is not able to demonstrate value for money;
 - A service or program that is being adjusted to a common standard or guideline in its application;
 - Low volumes of service with resulting quality and safety risks to continuing to offer the service;
 - A service that will be relocated as a result of it being offered elsewhere;
 - An inability to provide a service in a consistent, reliable, or safe manner as a result of sustained human resource shortages.
- Collaborating with appropriate Minister(s) in maintaining open communication with the public
- Ensuring that Service Purchase Agreements with service providers include clear expectations of performance and outline sufficient accountability structures and processes to ensure those expectations are being met.
- Meeting accountability and monitoring issues as required by Manitoba Health, Seniors and Active Living
- Collaborating with government and other health authorities to ensure that all Manitobans receive timely, appropriate and seamless service that reflects the best possible integration and cooperation among service providers
- Exercising stewardship in the use of public funds through effective direction and oversight of the organization through the CEO to ensure that Southern Health-Santé Sud:
 - develops and manages to a comprehensive plan that is consistent with provincial direction and guidelines and balances the need to promote wellness and provide care;
 - does not plan for, or incur or make any expenditure that will result in an operating funding deficit or a capital deficit, in any fiscal year;
 - develops a comprehensive risk management plan to identify and mitigate risks that significantly impact or have the potential to significantly impact the ability to deliver health services, and the stability or sustainability of the health system;
 - has effective performance measures and accountability reporting as a basis for decision-making to drive organizational change, improve quality and performance, and enhance management practices;
 - prepares an annual succession plan for senior management; and
 - provides opportunities for patient and public engagement in health system decision-making at all levels.

3. Hiring / Rehiring of a Chief Executive Officer and Designated Senior Officers:

- 3.1. As per section 22, the establishment of terms and conditions of employment (hiring, compensation, contracts) of the chief executive officer and designated senior officers of a regional health authority *The Regional Health Authorities Act* states:

22.1 The terms and conditions of employment of the chief executive officer of a regional health authority, and of any senior officer of the authority designated for the purpose of Division 5.1 of Part 4, must be set out in a written employment contract between the authority and the officer.

- 3.2. As per section 51, the establishment of restrictions within the regional health authorities on the rehiring of the chief executive officer and designated senior officers and, in the case of health corporations, the chief executive officer *The Regional Health Authorities Act* states

51.4(1) Except with the minister's approval, no regional health authority shall enter into an employment contract with, or provide compensation or make a payment under any contract or other arrangement to, a person who was formerly a chief executive officer or designated senior officer of the authority, within one year after the person's employment terminated.