

BOARD, COMMITTEE AND CHAIR EVALUATION PROCESS**BRD 410****POLICY**

The Board of Directors of Northern Health (the “Board”) annually assesses its own performance and the performance of:

- a) Individual Directors against the Terms of Reference for a Director (BRD140)
- b) Each of its committees against their respective terms of reference (BRD310, 320,330, and 350)
- c) The Board Chair against the Terms of Reference for the Board Chair (BRD120)

GENERAL GUIDELINES

1. Northern Health will establish processes and procedures to conduct an assessment of the Board, individual Directors, Board committees and the Board Chair that are consistent with the *Public Service Organization Board Good Governance Checklist*ⁱ
2. The Governance and Management Relations Committee (the “GMR Committee”) is responsible for recommending to the Board the specific tools for, and approach to, the components of this assessment process
3. The Board review process, the committee review process, the individual Director review process and the Board Chair review process will normally be conducted in the spring of each year with the results completed and reported prior to, or in conjunction with, the annual strategic planning process usually held in the fall
4. The Board Review process shall generally follow a 3-year cycle:
 - a. Evaluation of the Board as a whole and the Board committee structures and processes. This evaluation would usually be conducted by an external party or consultant using methods such as interviews and surveys. This evaluation would generally include the perspectives of Board members and Executive Team members.
 - b. Use of Accreditation Canada governance evaluation tools (in the year of an accreditation)
 - c. Board Chair interviews with each Director and summary report to the full Board

Author(s): Governance & Management Relations Committee

Issuing Authority: Northern Health Board

Date Issued (I), REVISED (R), reviewed (r): December 9, 2024 (r)

This material has been prepared solely for use at Northern Health (NH). NH accepts no responsibility for use of this material by any person or organization not associated with NH. No part of this document may be reproduced in any form for publication without permission of NH. A printed copy of this document may not reflect the current, electronic version on the NH Website.

5. Consolidation of evaluations and assessments, and relevant report preparation is the responsibility of the Chair of the GMR Committee with support from the Corporate Secretary
6. The results of the Board assessment will be reviewed with the Board Chair and reported to the Board at a Board-only session
7. The results of the individual Director assessment will be provided to the Board Chair who will discuss the results with each Director individually
8. The results of the Board Chair assessment¹ will be discussed with the Chair of the GMR Committee and the Board Chair, and will be shared with the Board at a Board-only session
9. The results of the committee assessments² will be discussed with the Board Chair and the Chair of the each Board Committee, and will be shared with the committee members
10. Should an opportunity to modify performance arise, the issues will be identified, agreed on and committed to in writing, and shall comprise a component of the relevant final assessment report

ⁱ See <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/services-policies-for-government/public-sector-management/cabro/pso-good-governance-checklist.pdf>

¹ The Board Chair is evaluated as a component of the Board evaluation and the Accreditation Governance Functioning Tool

² Committees are evaluated as a component of the Board evaluation and the Accreditation Governance Functioning Tool

Author(s): Governance & Management Relations Committee

Issuing Authority: Northern Health Board

Date Issued (I), REVISED (R), reviewed (r): December 9, 2024 (r)

This material has been prepared solely for use at Northern Health (NH). NH accepts no responsibility for use of this material by any person or organization not associated with NH. No part of this document may be reproduced in any form for publication without permission of NH. A printed copy of this document may not reflect the current, electronic version on the NH Website.