



NH BOARD DIRECTOR

Profile and Brief

THE ORGANIZATION

Our PURPOSE -- Extraordinary Caring. Every Person. Every Time.

Our VISION -- A Healthier Niagara

Our VALUES – Guide our decision-making and behaviours -- Compassion in Action, Driven by Optimism, Achieving Ambitious Results.

At Niagara Health, we believe that every person in our region deserves to live every day of their life in the best health possible. As a community-based academic centre, our focus on teaching and learning, research, innovation and partnership propel us to continually improve care and make a difference in people's lives.

Our team is made up of more than 7,300 employees, physicians and volunteers who we count on us to deliver Extraordinary Caring. Every Person. Every Time. Our Accreditation with Exemplary Standing is a clear demonstration of the team's commitment to the highest safety and quality standards.

We provide a full range of acute care hospital services to the 450,000 residents across the Niagara region, and we are one of the few hospitals in Ontario that own and operate a long-term care facility.

Creating a healthy community is a collaborative effort. The courage and hope demonstrated by so many during the COVID-19 pandemic inspire us to continue to work with community partners to improve the health and well-being of our region.

Niagara Health is part of Ontario Health West, a region with broad boundaries, encompassing the former Hamilton Niagara Haldimand Brant Local Health Integration Network. Additionally, Niagara Health is one of 45 partners who comprise the Niagara Ontario Health Team - Équipe Santé Ontario Niagara (NOHT-ESON), providing a wide array of services, which include primary care, home care, emergency services, public health, social services, mental health and addictions, rehab and acute care. The NOHT-ESON partners all work together as one team to create a coordinated approach to care that makes it easier for patients to access services, creating seamless transitions between providers, and overall improves patients' experience and health outcomes. The NOHT-ESON will also focus on building trusting relationships with the Indigenous and francophone populations.

Niagara Health works closely with academic partners including Brock University, McMaster University, and Niagara College to provide learning and education opportunities in several healthcare related fields. Additionally, Niagara Health offers many clinical placements at Niagara Health sites.

Niagara Health launched its Strategic Plan 2016 – 2026 "*Healthier Niagara*" which reinforces opportunity and the inspiration behind this one unifying goal: *To provide all patients, families, staff, physicians, students, learners, and volunteers extraordinary experiences.* Recognizing the impact of the pandemic, NH is in the process of developing a new 5 year strategic plan that will support transition to pandemic recovery and transformation of healthcare in Niagara. We hold ourselves accountable to the highest standards. We are accountable for high-performing, high quality, sustainable and innovative healthcare. Patients are at the center of everything we do.

Extraordinary Care. Extraordinary Teams. Extraordinary Future. Extraordinary Innovation.

For more information about Niagara Health, please visit our website at: www.niagarahealth.on.ca

THE BOARD OF DIRECTORS

Oversight of Niagara Health is provided by a community-based, volunteer Board of Directors, which focuses on the effective and efficient delivery of healthcare services for the communities Niagara Health (NH) serves.

The Board of Directors has 15 elected Directors, plus 4 ex-officio members from the Executive Team and the Medical Staff. The opportunity to recruit new members enhances the overall skills and experience of the Board and promotes effective succession planning.

The by-laws can be found here: [Niagara Health Corporate By-Law](#)

The Board has the following roles:

- **Governance oversight** by monitoring and assessing NH's key processes and outcomes, with a view to continuous quality improvement to ensure the best quality of care for our patients and clients.
- Formulating Niagara Health's **strategic direction**, including vision, purpose, and key goals.
- Ensuring NH's **financial viability** and meeting its obligations in key Accountability Agreements.
- **Policy formulation** to provide guidance to those empowered with the responsibility to manage NH's operations.
- **Decision-making** by choosing from alternatives which are consistent with Board policies and that advance the purpose, vision, and values of NH.

The Board has the following responsibilities:

- As required, recruiting the President and CEO and the Chief of Staff who report directly to the Board.
- Ensuring executive performance management and succession planning.
- Ensuring the quality of clinical and operational performance.
- Ensuring NH's financial viability and meeting its obligations in Accountability Agreements with Ontario Health West and the Ministries of Health and Long-Term Care.
- Ensuring the Board's own effectiveness and efficiency.
- Building relationships and collaborative partnerships, internally and externally.

The Role of Individual Board Directors:

- Accountable for actions and fiduciary duties.
- Exercise of authority.
- Avoid conflicts of interest.
- Teamwork.
- Board solidarity and confidentiality in decision-making.
- Participation and regular attendance.
- Serve on Board Committees.

Key Priorities/Areas of Focus for Niagara Health/the Board for the next 3 to 5 years:

- Diversity, Equity and Inclusion is a strategic priority for NH. It is important that everyone who walks through our doors feels safe, valued and above all, cared for. Our purpose of Extraordinary Caring, for every person, every time calls for us to treat one another with dignity, respect, and compassion.
- New 5-year strategic plan to take us through pandemic recovery to transformation of healthcare in Niagara.
- Continue to enhance the role of Board governance.
- Focus on high-quality safe care, access and capacity:
 - Incorporating the patient voice through our Patient Partners.
 - increased mental health & addictions
 - the aging demographic, and care of the older person
- New hospital build is a significant priority and area of focus for the next 5 years.
- New Health Information System implementation will have significant impact on culture and require an organizational commitment to change management.
- Focus on financial stability and sustainability.
- Continue to focus on health system funding opportunities and a commitment to fundraising targets.
- Government/community relations and advocacy.
- Community partnerships to develop coordinated, integrated care for our patients.
- Workplace wellness and recovery.

Skills/Competencies and Experience Sought in Board Directors

- A commitment to act honestly and in good faith governing a high quality organization, acting in the best interests of our Corporation, patients and the communities served.
- Previous Governance and Board experience, with a preference for those with a professional Director designations.
- Previous executive leadership experience to help guide the organization through a transformational period by empowering the executive team and through direct leadership roles on the Board/Subcommittees.
- An understanding of and commitment to the Niagara Health Vision, Purpose, and Values.
- Commitment to governing an environment that promotes a respectful culture and high quality work-life balance.
- Independent critical thinking to lead and participate effectively in deliberation and group processes.
- Visionary and strategic thinker.
- Enthusiasm for the role and its demands, and a willingness to devote the time and effort required to be an effective Board Director, including participating in Board orientation, retreats and education sessions.
- Personal integrity, honesty, wisdom, and judgment, with a commitment to ethical standards and behaviour.
- Commitment to teamwork and demonstrated ability to work collaboratively and respectfully with the Board Chair, other members of the Board and the Executive Team.
- Respect for the responsibilities delegated by the Board to the President & CEO and Chief of Staff, avoiding interference with these duties but insisting on accountability and reporting mechanisms for assessing the Corporation's performance.
- A commitment to diversity, inclusion and equity to ensure health equity for all populations.
- Working knowledge of Ontario's healthcare system and a commitment to comply with the Ontario Not for Profit Corporations Act and the Corporations Articles, By-Laws and policies.

To complement the skills and experience of our current Board, we are recruiting for new Directors who have demonstrated executive leadership and governance experience with any of the following experience profiles, especially those with some Board experience.

- Legal
- Construction and Project Management
- IT and Cyber
- Finance, Audit and Risk

Niagara Health is participating in the federal government's 50 – 30 Challenge to increase diversity in positions of influence and leadership across our organization. The goal of the Challenge is to give all Canadians a seat at the table by improving access for members of equity-deserving groups including: women, racialized persons including Black Canadians, people who identify as gender or sexually diverse, persons living with disabilities and Indigenous peoples.

Ideal candidates would be members of the Niagara community or who have a connection to the Region.

Application Process

If you are interested in serving on the Board of Niagara Health and believe your background and experience are a match, please visit NiagaraHealth.on.ca/BoardRecruitment to submit your application and curriculum vitae. The deadline to apply is October 28, 2022.

FREQUENTLY ASKED QUESTIONS

What are the expectations and responsibilities of Board Directors?

Full participation, good attendance, commitment to good governance, and a belief in the purpose and vision of Niagara Health.

What is the term of appointment?

Three years, renewable to a maximum of 9 years.

What is the compensation?

None. This is a volunteer Board. Travel expenses will be reimbursed.

What are the liabilities? Is there either statutory protection or Directors and Officers liability coverage for acts and omissions of Directors acting in good faith and honestly?

Directors are provided with an Indemnity Agreement outlining the coverage provided upon recruitment.

How much time is required of Board Directors on a monthly basis?

To fully contribute to the Board, a minimum time commitment of approximately 15-20 hours per month is anticipated. This encompasses two to three meetings per month (depending on Committee), including preparation time and travel. Additionally, depending on Committee or for leadership roles, attendance at one or more sub-committees or special meetings may be required (usually less in summer months). There may also be the need for occasional individual contributions in areas of expertise.

When are the Board meetings?

The Board and Committee meet up to seven (7) times per year unless a special meeting is required.

How much Board related travel is involved and to which locations?

Travel is modest – the primary meeting location is the St. Catharines Site, but may be held at other sites as determined by the Chair.