

Board Governance Human Resources Committee Work Plan 2023

Activity	Date					Notes
	Feb 14	April 25	Jun 19	Sep 26	Nov 28	
MISSION RELATED						
Organization and Procedure Bylaws	X					For review only if required.
Organizational Guiding Principles			X			
BOARD-CEO RELATIONSHIP						
Performance and Evaluation of President and CEO Policy					X	Every 3 years or if required. Next review 2025
Recruitment, Selection and Appointment of President and CEO Policy					X	Every 3 years or if required. Next review 2025
President and CEO Terms of Reference					X	Every 3 years if required. Next review 2024
Review Management Resources & Plans with CEO		X				For review only if required. VL performance conversation
Review Organizational Structure with CEO		X				For review only if required. VL Performance conversatin
ADMINISTRATIVE PARAMETERS						
Human Resource Policies:						
Code of Conduct				X		Every 3 years or if required. Next review 2024
Standards of Conduct					X	Every 3 years or if required. Next review 2024
Respectful Workplace				X		Every 3 years or if required. Next review 2023
Whistleblower			X			Every 3 years or if required. Next review 2024
Theft, Fraud & Corruption				X		Every 3 years or if required. Next review 2024
Integrated Risk Management					X	Every 3 years or if required. Next review 2024
RECRUIT						
Compensation & Performance			X			
Benefits and Incentives				X		
Reputation	X					
RETAIN						
Culture & Engagement					X	
Union Relations				X		
Diversity, Equity and Inclusion			X			
Health, Safety and Well-being		X		X		
Change Management	X					
REDESIGN						
HHR Planning						Our People Plan
HHR Metrics		X		X		Dashboard metrics
HR Systems			X			IT roadmap implementation

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EDUCATE/TRAIN						
Learning Strategy	X					
Talent Management and Succession Planning					X	
BOARD GOVERNANCE PROCESSES						
Terms of Reference:						
Board Chair					X	
Board of Directors					X	
Director					X	
Governance & HR Committee					X	
Guidelines & Policies:						
Board Public Meetings Policy					X	Every 3 years or if required. Next review 2025
Committee Work Plan					X	
Review Board Reappointments and Vacancies			X			
Board Orientation & Education						
Initiate Planning for a Symposium/Education Session (2 sessions per year if time permits)	X					
Approve Topics for Sessions in Spring and Fall			X	X		If applicable
Board Reference Orientation Material				X		