

Governance Scenario

December 19, 2017

#1 - Human Resources

- When does the Board get involved?
- Staffing is one of the most important and most complicated parts of the CHC operations and it is also the place where there is the most risk.
- Things to ponder...

Hiring/Firing and points in between – when does the Board get involved?

- The Centre has a vacancy in Health Promotion. It is a position that is designated under the FLS policy. What is the Board's role?
- The same position is posted and there are no candidates identified that meet the language profile, so a decision is made to go against the policy and hire a unilingual candidate. What is the Board's role?

- The person hired for the Health Promotion job is found to be unsuitable after the probationary period, and therefore is dismissed. What is the Board's role?
- The person who is dismissed seeks legal counsel and attempts to get severance, even though, by law there is no entitlement. What is the Board's role?

- The dismissed person alleges, through a letter from counsel that racism was a factor in the choice to dismiss him/her and seeks damages under the Human Rights Code. What is the Board's role?
- The ED, in consultation counsel declines to pay the requested damages and this results in a complaint to the Human Rights Commission. What is the Board's role?

- The matter is not settled and ends up before a Human Rights Tribunal, including media coverage. What is the Board's role?
- The matter is settled by the Tribunal and it is determined that the racism was, in fact determined to be a factor in the decision to dismiss the employee. What is the Board's role?