Be Part of Governing your Community Hospital

Bluewater Health Board of Directors
Spring 2016
Who We Are

- Located within the Erie St. Clair Local Health Integration Network
- Two facilities: Bluewater Health in Sarnia and Charlotte Eleanor Englehart Hospital of Bluewater Health in Petrolia
- Award winning, recognized provincial leader in healthcare with 2,500 staff, Professional Staff and volunteers
What We Do

A progressive focus on patient and family-centered care, with fully accredited programs and services such as:

- Emergency Services
- Medical Surgical Services
- Critical Care
- Diagnostic Services
- Rehabilitative Therapies
- Labour and Delivery, Maternity and Paediatric Care
- Mental Health and Addiction Services
Corporate Goals for Accelerating Exemplary Healthcare Experiences, Every Time

Ingrain Patient Safety
Improve Access to Care
Embed Patient & Family Centred Care
Optimize Partnerships
Achieve Financial Health
Create a Lean Culture
Advance Technology
Develop our People

Mission
We create exemplary healthcare experiences for patients and families every time

Vision: Exceptional Care - Exceptional People - Exceptional Relationships
Values: Compassion, Accountability, Respect, Excellence (CARE)
Our Board of Directors

• Comprised of 12 volunteer community members
• Directors must reside in Lambton County, with a goal of having four (4) from the rural area outside Sarnia and Point Edward
• Elected for 3 year terms

5 ex-officio members
• President/CEO
• Chief of Professional Staff
• Chief Nursing Executive
• President of the Professional Staff Association
• Vice-President of the Professional Staff Association
Principles of Governance

The Board of Directors governs through the direction and supervision of the business and affairs of the hospital in accordance with its articles of incorporation, its by-laws, governance policies and applicable laws and regulations.

The Board as a whole and individual Directors act in the best interest of Bluewater Health.

The Board maintains at all times a clear distinction between the governance and operations of Bluewater Health, while recognizing the interdependencies between them.
Our Model - Modified Pointer and Orlikoff

- Clear separation of governance and management
- Board focused on providing strategic leadership and direction
- Board establishes policies and monitors performance related to key dimensions of organization’s business as well as its own effectiveness
- Management focus on development of policy options for Board and management of operations consistent with Board policy
- Small number of Board committees tied to key governance responsibilities
Board Roles

Policy formulation – establish policies to provide guidance to those empowered with the responsibility to manage the organization’s operations

Decision-making – choose from alternatives which are consistent with Board policies and that advance the goals of the organization

Oversight – monitor and assess organizational processes and outcomes
Board Responsibilities

✓ Establish strategic direction
✓ Provide for excellent management
✓ Ensure program quality and effectiveness
✓ Ensure financial viability
✓ Ensure Board effectiveness
✓ Foster relationships
Board Goals 2015-2016

✓ Provide strategic direction on the advancement of patient and family-centred care.

✓ Provide strategic direction on resource optimization.

✓ Enhance the Board’s understanding of technology needs and facilitate technological innovation.

✓ Strengthen the quality of the Board’s performance.
Governance and Management

Governance

• Board determines “what is to be done” in accordance with its objects and strategic plan
• Board delegates responsibility for implementation to the CEO
• Board monitors performance of the corporation

Management

• Management determines “how it is to be done”
• CEO is responsible for the operation of the corporation
• CEO is responsible for implementation through the Management Team and staff
Drawing the Line Between Governance & Management

Steering vs. rowing
Standing Committees

• Created by the Board
• Standing Committees required: MAC and Quality
• The principal purpose for a Board Committee is to do the detailed work that the Board does not have time to do.
• There is greater opportunity for discussion and in-depth analysis at the Committee level as opposed to the Board level.
• The number and type of committees should support the Board in fulfilling its responsibilities and maximizing the participation of individual directors
Non-Director Committee Members

- Accountability and fiduciary duties match those of Directors
- Adherence to the Principles of Governance and Board Accountabilities
- Appointment for one-year terms, renewable up to 5 years
- Majority of voting members on Board standing committees must be Directors
- Standing Committee Chairs must be Directors
- Governance & Nominating responsible for recommending individuals
Selection of Directors

• Balance within the Board

• Profile of a Director – Qualities and Personal Attributes

• Board Profile – Specific Skills, Expertise and Experience
Balance within the Board

- As a whole, credible, capable, experienced and well able to govern
- Balance of skills and expertise to fulfill governance roles and responsibilities
- Balance of perspectives and reflect geographic diversity of Lambton County
Skills, Expertise & Experience

- Community leadership
- Corporate governance*
- Finance and accounting *
- Senior level business
- Human resource management
- Information systems/technology*
- Community/public relations & engagement*
- Legal/law*
- Quality and risk management
- Government relations*
- Health & social service systems*
- Construction/project management
- Strategic planning

*needs

** Also seeking increased diversity. Specific needs this year – women, & individuals from aboriginal & rural communities.
Qualities & Personal Attributes

- Commitment to vision, mission, values and strategic plan
- Understanding of governance and Board roles and responsibilities
- Integrity, wisdom and judgment
- Work as a team member
- Participate assertively and think at strategic level
- Commit necessary time
- Ability and willingness to represent hospital
- Enthusiasm for role and demands
Time and Commitment

• Regular Board Meetings are held monthly and generally 3-4 hours in length
• Special meetings as required
• Serve on at least one Board committee which meet monthly
• Attend at least 85% of Board and committee meetings
• Agenda packages available electronically (iPad use) in advance of meetings
• Preparation of about two (2) hour required for meetings
• Additional activities include strategic planning, special events, education sessions, community meetings
Individual Director Responsibilities

- Accountability and Fiduciary duties
- Exercise of authority
- Active participation and team work
- Code of Conduct/Conflict of Interest/Confidentiality
- Time and commitment
- Board Solidarity - support approved Board policies and Board decisions
- Competencies – contribute specialized expertise/skills
- Participate in Board Orientation and education
- Participate in Board and individual Director evaluation
Reflections – Why I volunteer on the BWH Board

"The provision of healthcare touches so many in our community and is integral to our quality of life here in Sarnia-Lambton. In volunteering with the Bluewater Health Board, I wanted to give back to the community, and notwithstanding the many challenges facing healthcare today, to be part of a group continuing the tradition of compassionate and quality healthcare at Bluewater Health."

*Brian Knott, Director*

“Bluewater Health is a place where countless life moments are experienced. I considered it to be both an honour and a challenge to have the opportunity – through the Bluewater Health Board of Directors – to help make each of those moments as positive and fruitful as possible.”

*Scott Palko, Director*

“I volunteer with the BWH Board because the hospital is an institution that each one of us or a loved one will use at some point in their lives. I want to give back to our community by working with great people to make Bluewater Health the best that it can be.”

*Paul Wiersma, Director*
Next Steps

• Applications available on Bluewater Health website www.bluewaterhealth.ca (click on Board of Directors/Board Recruitment) and from Melissa Rondinelli at Bluewater Health, Sarnia

• Completed applications due **April 15, 2016**

• Bluewater Health Nominating Committee (3 Board members, 1 Non-Director Committee member, community leaders & CEO) will review applications and interview short list of candidates

• Nominating Committee will recommend slate of candidates and Board officers to the Bluewater Health Board

• Elections at Bluewater Health AGM on **June 22, 2016**
Key Contact Information

• For more information about Bluewater Health:
  • [www.bluewaterhealth.ca](http://www.bluewaterhealth.ca)
  • [www.facebook.com/bluewaterhealth](http://www.facebook.com/bluewaterhealth)
  • [www.YouTube/bluewaterhealth](http://www.YouTube/bluewaterhealth)
  • Sign-up to receive PULSE, our quarterly community publication