



## Annual General Meeting – July 6, 2021

### Report from the Human Resources Committee (2020-21)

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The Human Resources Committee supports the Board in fulfilling its mandate to provide governance oversight in relation to Nova Scotia Health's current and future human resource needs; physician and employee recruitment; compensation and employee relations matters; occupational health and safety; talent and organizational development; the President and CEO's plan for continuity and development of senior management; and any other human resource related matter that is referred to the Committee by the Board for its consideration and recommendation.

In the past year, the Human Resources Committee:

- Monitored and provided governance oversight in relation to the health human resource needs and well-being of staff, physicians, and volunteers in responding to the COVID-19 pandemic
- Oversaw the development of Nova Scotia Health's People Strategy
- Provided governance oversight to a revised approach to integrated workforce resource planning that considers the needs of the population, the future of work, the priorities and direction of the organization to meet those needs, the models of care to support the direction and approaches to deliver that model
- Supported the Nova Scotia Health executive restructuring process that enables local autonomy and decision making, better alignment of resources to zone operations and creates a structure that supports local connections with community partners and local teams
- Identified risk appetite levels related to the workforce and workplace for ongoing monitoring and evaluation, monitored and reported to the Board on significant risks to Nova Scotia Health relating to human resources.
- Reviewed and ensured compliance with key investigations and complaints including Human Rights Commission, Protection of Persons in Care, Ombudsman, and Respectful Workplace
- Oversaw compliance with human resources and employment legislation and policy, including labour standards, occupational health and safety, and employment
- Reviewed the report on compensation disclosure for salaries in excess of \$100,000
- Supported the development of the CEO's Goals and Objectives
- Reviewed performance of employee benefits and pension plan
- Oversaw employee and labour relations matters

#### **Committee Membership during 2020-21:**

Janice Stairs (Chair), Dr. Louise Cloutier, Dr. Cindy Forbes, David Graham, Mike Roberts (non-director committee member, voting), Mark Surette, Frank van Schaayk (Board Chair, ex-officio, voting), Dr. Brendan Carr (President & CEO, ex-officio, non-voting), Colin Stevenson (VP, non-voting), Dr. Nicole Boutilier (VP, non-voting)

Respectfully submitted,

Janice Stairs, Chair, Human Resources Committee