



TO: Chair and Members of the Governance Committee

FROM: Christopher Mackie, Medical Officer of Health

DATE: 2016 January 21

NOMINATION AND APPOINTMENT PROCESS

Recommendation

It is recommended that:

- 1) The Governance Committee receive Report No. 05-16GC for information; and*
- 2) Direct staff to draft a nomination and appointment process for the Board of Health and Standing Committees.*

Key Points

- As part of the Board-requested expert overview of governance, MLHU identified the opportunity to improve governance processes by establishing a nomination and appointments process which is systematic, clear and transparent for Board of Health and Standing Committee members.
- Current Board of Health Governance Policies do not fully articulate nomination and appointment processes that help to ensure a high performing Board of Health.

Background

Nomination and appointment processes help to ensure a high performing Board of Health and Standing Committees by articulating the need for balance within the Board, board member skills, expertise, qualities and competencies that are required and a clear process for nomination and appointments that should be followed.

Currently, there is no common nomination or appointment processes or qualifications that are considered by the City, County and Provincial appointing bodies.

The Middlesex-London Health Unit has been proactive in establishing some of the components of a nomination and appointment process with the Board of Health Member – Role Description which articulates the role, responsibilities and expectations when considering appointing bodies are considering appointments ([Report No. 065-14](#)). However, the role description and content contained within the bylaws may not fully articulate the Middlesex-London Health Units desired processes and needs.

The nomination and appointments processes for the Board of Health and the Standing Committees is within the purview of the Governance Committee, and as such, there are opportunities to consider enhancements to current practices

Nominations Processes – Critical Elements of Board Governance

Mr. Graham Scott and Ms. Maureen Quigley provided a session to the Middlesex-London Health Unit Board of Health and board members of neighboring Boards of Health on “Critical Elements for Effective Governance” on November 19, 2015. This session was arranged as part of ongoing Board of Health development activities to enhance board governance and engagement.

During this session, it was suggested that the Middlesex-London Health Unit consider a nominations process which is systematic, clear and transparent in accordance with forthcoming guidelines that may result from the Algoma assessment.

Next Steps

Utilizing feedback from Mr. Scott and additional best practices on Board of Health nomination and appointment processes it is recommended that the Governance Committee direct staff to draft for review and discussion, a nomination and appointment process that is applicable to the Board of Health, as well as the Standing Committees of the Board of Health.

This report was prepared by Mr. Jordan Banninga, Manager of Strategic Projects.



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