

TO: Chair and Members of the Governance Committee

FROM: Christopher Mackie, Medical Officer of Health / CEO

DATE: 2018 June 21

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## 2018 BOARD SELF-ASSESSMENT RESULTS

### **Recommendation**

*It is recommended that the Governance Committee:*

- 1) *Recommend that the Board of Health receive Report No. 005-18GC re: “Board of Health Self-Assessment Results” for information; and*
- 2) *Consider the survey results and incorporate feedback into Board development planning for 2018.*

### **Key Points**

- The overall affirmative response rate to the Board of Health Self-Assessment was 89%. This rate refers to Board members who answered questions with “Strongly Agree” or “Agree,” rather than “Disagree” or “Don’t know.”
- Only one question had a higher proportion of “Disagree” responses.
- Similar to last year, this year’s Self-Assessment asked members for qualitative feedback on each of the self-assessment components, which resulted in a higher number of comments being received.

### **Background**

The Board of Health Self-Assessment Survey provides an opportunity for members of the Board of Health to assess whether they are following good governance practices and meeting outcomes as outlined in Requirement 4.3 of the Ontario Public Health Organizational Standards.

The survey was distributed to Board of Health members on February 14, 2018, for completion by March 1, 2018. Participation in the survey was voluntary, and all individual responses are kept confidential. Members were given the option to complete the survey online or in paper format.

### **Self-Assessment Results**

Nine out of ten Board Members (90%) completed the survey. Detailed results are attached in [Appendix A](#). Overall, the 2018 survey findings are fairly consistent with those from 2017. In nearly all areas, the vast majority of Board Members answered affirmatively. The overall positive response on the Board Self-Assessment was 89%. Board members answered 11% of the questions with “Disagree” or “Don’t know” responses.

The questions with the highest proportion of “Disagree” or “Don’t know” responses were as follows:

- “The Board of Health is structured properly.” Several respondents expressed concerns about not having a full complement of Board members while waiting for a provincial appointee. It was also

noted that Board composition ought to comprise greater diversity, with more equitable workloads distributed across the committees.

- “I am getting sufficient information to make informed decisions at Board of Health meetings.” Several respondents affirmed that reports are complete, thorough, and informative. A few responses indicated improvements could be made to the orientation process, and that training outside of Board meetings would be helpful.

The question with the most significant change in the response from the 2017 survey was:

- “In the past year, has the Board of Health adequately responded to serious complaints of wrongdoing or irregularities?” Here, 89% of respondents answered “Strongly Agree” or “Agree,” compared with only 50% answering “Yes” in the 2017 survey (most of the remainder indicating they did not know).

Comments regarding the most important things for Board discussion and action included:

- Understanding the mission and the Strategic Plan, and ensuring that the Board has sufficient time to review the Plan in order to conduct a proper evaluation;
- Providing feedback on program directions and priorities, as opposed to concentrating Board business on operational issues; and
- Attracting a full complement of Board members with diverse representation on the Board.

## Priorities for 2018

The 2018 Board of Health Self-Assessment included a priority question that asked Board Members to rank the most important things that the Board should focus on to improve performance. The top three areas were:

- Ensuring all relevant information is taken into consideration when making decisions;
- Board structure (i.e., membership, size, term of office, reporting relationships); and
- Accomplishing our strategic priorities.

## Next Steps

Members of the Governance Committee have the opportunity to review the survey findings and propose “recommendations for improvement in board effectiveness and engagement,” as per Requirement 4.3 of the Ontario Public Health Organizational Standards. Any recommendation proposed by the Governance Committee would be presented to the Board. In addition, the Board is asked to keep Health Unit staff apprised of any learning opportunities that would be of interest to both new and current Board members.

This report prepared by the Strategic Projects Team, Healthy Organization Division.



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