



Timmins and District Hospital

L'Hôpital de Timmins et du district

Policy Title: PRESIDENT AND CEO RECRUITMENT, SELECTION, COMPENSATION AND PERFORMANCE APPRAISAL		
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A. Purpose

To establish a procedure for the recruitment, selection, compensation and performance appraisal of the President and Chief Executive Officer (CEO) of TADH.

B. Definition

C. Content

Compensation parameters for the President and CEO are covered in the President and CEO's Contract with the Hospital. The Ontario Hospital Association's (OHA) current "Guide to Good Governance" and the "Guidelines and Principles for Hospital Executive Compensation" (2006) will guide these tasks from a best practices perspective.

D. Policy/Procedure

The Executive Committee of the Board is responsible for the recruitment and selection of the President and Chief Executive Officer, the President and CEO's annual performance (and probationary assessment if it applies) and determination of compensation.

E. References

TADH Administrative By-Laws (Section 5.3.1.2)

OHA's Guide to Good Governance
OHA's Guidelines and Principles for Hospital Executive Compensation (2006)

F. Appendices/Links

N/A