



Annual General Meeting – July 7, 2020

Report from the Human Resources Committee

The Human Resources Committee supports the Board in fulfilling its mandate to provide governance oversight in relation to Nova Scotia Health Authority'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:

- Oversaw the strategic human resources performance indicators, including the Workforce Profile Indicator Report and the HR Scorecard
- Closely monitored progress on physician recruitment and retention activities and outcomes
- Reviewed talent and organizational development strategies to support leadership culture and capacity
- Oversaw compliance with human resources and employment legislation and policy, including labour standards, occupational health and safety, employment, human rights and protection of persons in care
- Reviewed performance of employee benefits and pension plan
- Oversaw employee and labour relations
- Oversaw the process to establish an organization wide people strategy
- Reviewed CEO's succession planning for senior leadership
- Supported the recruitment and onboarding processes of a new President and CEO

Committee Membership during 2019-20:

John Rogers (Chair), Dr. Louise Cloutier, Dr. Cindy Forbes (non-voting), Mike Roberts (non-director committee member, voting), Janice Stairs, Frank van Schaayk (Board Chair, ex-officio, voting), Janet Knox/Dr. Brendan Carr (President & CEO, ex-officio, non-voting), Carmelle d'Entremont/Colin Stevenson (VP, non-voting)

Respectfully submitted,

John Rogers, Chair, Human Resources Committee