

## **People and Culture Committee of the Board Terms of Reference**

### **Preamble:**

The People and Culture Committee is established by the Board of Directors as a primary committee overseeing the organization's people and culture related priorities in alignment with the Strategic Plan of the hospital. In addition, the Committee provides oversight to the continuing evolution of an organizational culture that will deliver sustainable good performance and build on the priority of LHSC to provide respectful, compassionate, culturally appropriate, and competent care that supports mutually beneficial partnerships between clients, families, and London Health Sciences Centre.

### **Reporting Relationship:**

Board of Directors

### **Chair:**

Appointed by the Board of Directors from amongst the Directors, as recommended by the Governance Committee.

### **Voting Membership:**

A minimum of four (4) Directors, including the Chairperson

Up to four (4) Community Members

Up to two (2) LHSC staff members, appointed by the CEO (consider Ethicist as required)

### **Non-Voting Ex-Officio Membership:**

President and Chief Executive Officer, LHSC

Chair, Board of Directors

### **Leadership Resources:**

General Counsel and Executive Vice President, People and Culture

Executive Vice President Patient Centred Care/Chief Nurse Officer

Integrated Vice President, Medical Affairs

Vice President, People and Culture

Board Liaison Officer

### **ROLES:**

The role of the People and Culture Committee pertains to the due diligence, governance and oversight of the following areas of the organization:

- Legislative accountabilities with respect to People and Culture including but not limited to:
  - Accessibility for Ontarians with Disabilities Act, 2005
  - Broader Public Sector Accountability Act, 2010
  - Public Hospitals Act, 1990, Reg 96 Hospital Management Regulation
  - Ministry of Labour, 1990
  - Occupational Health and Safety Act, 1990
  - Freedom of Information and Protection of Privacy Act, 1990
  - Public Salary Disclosure Act, 1996
  - Workplace Safety and Insurance Act, 1997
  - Regulated Health Professions Act, 1991
  - Smoke-Free Ontario Act, 2017
  - Employment Standards Act, 2000

- Accreditation Canada Governance indicator accountabilities as they relate to the people of the organization including but not limited to:
  - Environment Scan to identify changes/challenges/improvements/risks (ie Indicator Scorecard, Enterprise Risk)
  - Establish, implement and evaluate a Corporate Communication Plan
  - Ethical Framework and Decision Making guide
  - Enterprise Risk Management with respect to People of the Organization
  - Ensure processes are in place and oversee the function of talent management
  - Committee Effectiveness (ie orientation, evaluation, contribution of members)
  
- Strategic Plan Initiatives
  - Grow and Enable our People
  - Live our Values Every Day

Clearly defined objectives for each role, as well as the specified tasks related to each of these objectives can be found in the detailed document entitled "People & Culture Committee Work plan" which is updated on an annual basis

**Quorum:**

Majority of voting committee membership

**Meeting Frequency:**

The People and Culture Committee is scheduled to meet a minimum five (5) times a year and more frequently if required. The committee meetings schedule for the year will be pre-circulated.

Amended September 2019