POLICY NUMBER: POL-102

Chapter:
BOARD OF DIRECTORS

Subject:
EXECUTIVE LIMITATIONS, STAFF TREATMENT

Effective Date:
January 23, 2003

Last Update:
December 8, 2022

PURPOSE:

The purpose of this policy is to set out the Chief Executive Officer's responsibilities with respect to the treatment of Workers Compensation Board staff.

REFERENCE:

Workers Compensation Act R.S.P.E.I. 1988, Cap. W-7.1, Section(s) 31
Occupational Health and Safety Act R.S.P.E.I.1988, Cap. 0-1.01, Section(s) 5(1)
Workers Compensation Board Policy, POL-112, Board - Chief Executive Officer Relationship, Monitoring Chief Executive Officer Performance

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DEFINITION:

POLICY:

1. With respect to treatment of staff, the Chief Executive Officer (CEO) shall not cause or allow conditions, procedures, decisions, or organizational circumstances which are unsafe, disrespectful, discriminatory, undignified or unfair.

   Accordingly, the CEO shall not:

A. Operate without personnel policies which clarify personnel rules for staff, provide for effective handling of grievances and/or complaints, and protect against wrongful conditions.

B. Fail to comply with the personnel policies.

C. Fail to inform staff of personnel policies.

Monitoring

2. This policy will be monitored by the Board of Directors annually and reviewed in accordance with the annual monitoring schedule as set out in Workers Compensation Board policy, POL-112, Board - Chief Executive Officer Relationship, Monitoring Chief Executive Officer Performance.

HISTORY:

December 8, 2022 - Amended language around limitations to be consistent with other Governance policies. Added *discriminatory* to the general limitations and removed the statement about not discriminating for ethical dissent. Added the requirement to comply with personnel policies. Revised the subject of informing staff, from r*ights under this policy* to *personnel policies*.

May 9, 2019 – Added a purpose statement and reference to the annual monitoring schedule.

April 23, 2015 – Amended #2 to reflect that the Board of Directors will monitor the policy annually and review it in April (previously monitored bi-annually and reviewed in April and October).

October 24, 2013 – Amended to remove previous section 1(c).

May 9, 2013 - Editorial changes made to the policy as a result of a review by the Board of Directors.

April 27, 2006 – Amended to clarify section “C” to ensure consistency with the Collective Agreement between the Workers Compensation Board and the PEI Union of Public Sector Employees.

April 4, 2006 - Editorial changes made to the policy as a result of a review by the Board of Directors.

Board of Directors Approval Date: January 23, 2003