POLICY NUMBER: POL-110

Chapter:
BOARD OF DIRECTORS

Subject:
GOVERNANCE PROCESS, GOVERNING STYLE

Effective Date:
January 23, 2003

Last Update:
September 25, 2025

PURPOSE:

The purpose of this policy is to set out the governing style of the Workers Compensation Board (WCB) Board of Directors.

REFERENCE:

Workers Compensation Act, R.S.P.E.I. 1988, c. W-7.1, Section(s) 30(2)(b)
Occupational Health and Safety Act, R.S.P.E.I. 1988, c. 0-1.01, Section 4
WCB Policy, POL-112, Board - Chief Executive Officer (CEO) Relationship, Monitoring CEO Performance

---

DEFINITION:

POLICY:

1. The WCB Board of Directors will govern with an emphasis on:

   (1) an outward and future focus
   (2) encouragement of diversity in viewpoints

---

(3) strategic leadership and planning
(4) clear distinction of Board of Directors' and CEO's roles
(5) collective decision making
(6) proactivity

Accordingly,

A. The Board of Directors will cultivate a sense of group responsibility. The Board of Directors, not the staff, will be responsible for excellence in governing. The Board of Directors will use the expertise of individual members to enhance the ability of the Board members as a body. The Board of Directors will not allow any member or committee of the Board of Directors to hinder or be an excuse for not fulfilling Board members' commitments.

B. The Board of Directors will initiate and/or approve program and governance policy. The Board of Directors will direct, control, and inspire the organization through the careful establishment of broad, written policies reflecting the Boards' values and perspectives about ends to be achieved and actions and situations to be avoided. The Board of Directors' major policy focus will be on the intended long term impacts outside the operating organization, and not on the administrative or operational methods of achieving those ends.

C. The Board members will enforce upon themselves whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation, policy making principles, respect of roles, and ensuring the continuity of governance capability. Continual Board member development will include orientation of new members in the Board of Directors' governance process, regular Board member education and periodic Board member discussion of process improvement.

D. The Board of Directors will monitor this policy and discuss the Board's process and performance on an annual basis in accordance with the annual monitoring schedule, as set out in WCB policy, POL-112, Board - CEO Relationship, Monitoring CEO Performance. Self-monitoring will include comparison of Board members' activity and discipline to policies in the Governance Process and Board- CEO Relationship categories.

2. In accordance with Treasury Board 10.03 (Reporting Entities – Good Governance Policy), a copy of the monitoring report under this policy will be submitted to the responsible Department by December 31st of each year.

HISTORY:

September 25, 2025 – Editorial changes made to the policy as a result of a review by the Governance Committee and Board of Directors.

April 3, 2025 – Updated to reflect an emphasis on strategic planning in 1(3) and minor housekeeping amendments.

December 8, 2022 - Amended to include policy monitoring and the annual submission of the monitoring report to government to be in compliance with Treasury Board requirements.

March 31, 2022 – Editorial changes made to the policy as a result of a review by the Governance Committee and Board of Directors.

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

January 23, 2014 - Amended to reflect that the Board of Directors has delegated approval of operational policies to the CEO.

October 24, 2013 – Amended section 1(b) and editorial changes.

January 23, 2013 – Editorial changes made to the policy as a result of a review by the Board of Directors.

April 23, 2009 – Editorial changes made to the policy as a result of a review by the Board of Directors.

June 24, 2008 - Amended Section “D” to add a specific month for evaluation.

March 13, 2006 - Editorial changes made to the policy as a result of a review by the Board of Directors.

POLICY NUMBER: POL-110

Board of Directors Approval Date: January 23, 2003