

POLICY

A new Director's first term will commence with a period of orientation: the Director will gain familiarity with and knowledge of the Hospital organization, operations and relationships, Board functions and responsibilities, and individual Director's performance expectations.

PURPOSE

The purpose of orientation is to enable the new Director to function effectively as a Hospital Director.

PROCEDURE

The orientation procedure is fundamentally one of self-direction and self-education, supported by the **Orientation Manual** and an orientation session, as well as by engagement in Board and Committee meetings and discussions. The process is supplemented by advice and counsel provided by the new Director's mentor and other Directors, and by the CEO and management.

Basic orientation is completed when knowledge competencies are attained, but is understood to be an ongoing and evolving process. Required/desired competencies include the following areas and subjects:

The health sector environment

- general issues in healthcare
- the Ontario health care and hospital systems

Hospital organization and operations

- the Hospital's mission, vision, values and strategic plan
- the major elements of the Hospital's financial status and functioning
- the programs and services offered by the Hospital and related entities

Stakeholders and key relationships

- the Foundation, Auxiliary and Volunteers
- the Health Centre (Trent Hills Family Health Team), the Multicare Lodge, Community Care Northumberland and Community Living.

Board governance

- Board roles and responsibilities
- Board structures
- Director's duties, obligations and rights
- existential issues facing the Hospital.