

Manual: Board of Directors

Title:	PRESIDENT AND CHIEF EXECUTIVE OFFICER SUCCESSION	No.: CA-235
Section:	Orientation Guidelines	Effective date: 2024-06-25
Issued by:	Board of Directors	Date of last revision: 2022-06-21
Approved by:	Board of Directors Thomas Soucy, Chairperson	Approved on: 2024-06-25

PURPOSES

1. To ensure the succession of the President and Chief Executive Officer (the “CEO”) in the event of planned or unexpected absence.
2. Plan the CEO’s succession in the long term.

POLICY

1. To ensure continuity of services within Vitalité Health Network (the “Network”) in the event of a sudden and extended absence of the CEO, the Board of Directors (the “Board”) must ensure that there are at least two other members of the Leadership Team who are sufficiently familiar with the matters of the Network and processes of the Board to be able to replace the CEO in their absence. The CEO is responsible for recommending to the Board on an annual basis two members who are able to assume this responsibility.
2. Since the Board is responsible for appointing the CEO, it must ensure that a long-term succession plan is in place to cover any eventuality and be ready to make an appointment should the need arise. The Board must ensure that the CEO’s work objectives include a succession plan that targets and supports the individuals likely to eventually serve as CEO.

Terms of Reference Reading and Understanding Record


Signature _____

2024-06-25
Date _____

Return a signed copy to the committee chairperson following the first committee meeting in accordance with the annual schedule.

Supersedes: **Zone 1:** _____ **Zone 5:** _____
 Zone 4: _____ **Zone 6:** _____