

HR Committee Mini Strategic Plan 2024-25:

❖ Vision

SLNC meets all appropriate employment standards and leads in best employment practices.

❖ Mission

- The Human Resources Committee assists the Board in fulfilling its responsibilities with respect to the human resources. The Committee makes recommendations to the Board that reflects industry best practices, conforms to all legislated obligations and helps to achieve SLNC's overall Mission and Vision.

❖ Goals

- Ensures the Board meets its oversight role for SLNC compliance with all related statutes and regulations.
- Ensures that Human Resources policies reflecting a high performing organization are in place.
- Ensures operational policies and procedures to resolve conflicts between staff, staff and management, and staff and members are in place. Provides an avenue of appeal when these policies do not resolve the issues.

❖ KPIs

- **Oversight KPI:** There is an audit done by the HR committee for compliance to appropriate legislative employment requirements.
- **Hi Performing KPI:** The HR committee will review SLNC's operational policies. Importantly the committee needs to ensure that there are operational policies and procedures in place to resolve conflicts between staff, staff and management, and staff and members.
- **Avenue of Appeal KPI:** The HR Committee will ensure that there is a flow diagram in place that outlines an avenue of appeal when these policies do not resolve the issues.

❖ Implementation Plan

- **Oversight KPI:** Audit is done before August 31, 2024. Measurement will be either compliant or needs improvement.
- **Hi Performing KPI:** Review will be completed before September 30, 2024. Measurement will be either compliant or needs improvement. The report will come to an autumn meeting of the board.
- **Avenue of Appeal KPI:** The flow diagram will be completed before March 31, 2024. Measurement will be either compliant or needs to be in place. Reported at the first Board meeting after the audit of this policy March 2024.