

Developed by: Governance Committee	Review or Revision by: Governance Committee
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Approved by: Board of Directors	Signature(s) _____

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Policy Statement

The Board of Directors is responsible to recruit and appoint the COS.

Policy

COS Leaves Guelph General Hospital

When there is a need to replace the COS due to retirement, resignation or termination, the Board shall strike an ad-hoc COS Search Committee (the "Committee") and conduct an internal search to find a suitable replacement. In the event that there is no suitable internal candidate, an external executive recruiter shall be engaged to conduct an external search.

If an executive recruiter is required, the engagement of the executive recruiter shall be in accordance with Procurement Directive section of the **Broader Public Sector Accountability Act, 2010**.

The Committee and the executive recruiter will jointly develop a recruitment plan.

The Committee will present its recommended candidate to the Board.

COS is on a Leave of Absence

The COS and the Board will collaborate on a plan to fill the interim vacancy.



BOARD OF DIRECTORS

POLICY: COS Recruitment

Number: 1-010

The Board and the COS will assess the priority function to be addressed by the Interim COS following a review of Section related to the duties of Chief of Staff of Guelph General Hospital By-law, Article 17 and Chief of Staff Succession Plan policy 1-010B.