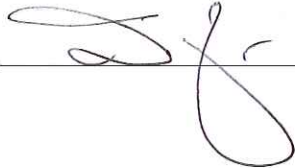


CHIEF EXECUTIVE APPOINTMENT AND TERMS AND CONDITIONS POLICY

The Board will employ the best available person for the job of CE, will utilise an open and transparent appointment process and will be a good employer providing fair and appropriate terms and conditions of employment.

- 1 The responsibility for appointing and terminating the employment of the CE lies with the Governance Board.
- 2 When a new CE is to be appointed, the position will be advertised in order to attract the widest possible range of potential applicants.
- 3 The process of short listing and advertising is the responsibility of the Governance Board or its authorised sub committee, who will make a recommendation to the Governance members.
- 4 The final decision for the appointment of the CE is made by the full Governance Board.
- 5 The CE's terms and conditions of employment are contained in the contract negotiated and signed by an authorised Governance member and the Manager.
- 6 The process of termination of the CE's contract is contained in that contract.
- 7 The CE's remuneration and conditions of employment are reviewed on an annual basis by the Governance Board or authorised sub committee in full consultation with the CE.
- 8 When the CE has a grievance this shall, in the first instance, be taken to the Governance Board Chairperson. In the event of a satisfactory resolution not being reached between the CE and the Chairperson, the grievance shall be taken to a specially convened sub-committee of Governance members who will hear the grievance and make a recommendation to the Governance Board.
- 9 The Chairperson shall not be a member of a committee hearing a grievance brought by the Manager against the Chairperson.

10 The sub-committee recommendation shall be considered by the full Governance Board and the decision of the Governance Board is final.

Chairperson:  Date: 14/04/2015

Date Approved:	March 2015
Review Date:	March 2017