



# Atlantic Region - Team Charter

The Regional Leadership Team<sup>1</sup> (RLT - The Team) of First Nations and Inuit Health Branch's (FNIHB) Atlantic Region developed this charter. The Charter outlines The Team's internal commitment to work in the way laid out in this document. The Team will engage and assess, ongoing, whether it has fully met its commitment.

## MISSION STATEMENT

FNIHB Atlantic strives to be an employer of choice and encourages all employees to help inform and create a culture of wellness. The workforce will be agile and dynamic and responds to client needs, we will provide high quality services and programs, and are a trusted partner to Indigenous peoples and communities.

## THE REGIONAL LEADERSHIP TEAM WILL ACHIEVE THIS GOAL WITH:

- A core set of values and leading by example
- Human Resources processes and advancement opportunities that are fair and equitable
- Support for employees to own their continued growth
- Employee and stakeholder engagement at all levels
- Alignment with Government of Canada and departmental standards and strategic plans
- Optimize the workforce with clear roles and responsibilities in the organizational structure
- Embracing reconciliation<sup>2</sup> and equity as a guide in building all our relationships

## IN A WAY THAT EMBRACES CORE VALUES AND LEAD BY EXAMPLE. CORE VALUES<sup>3</sup> EXAMPLES INCLUDE:

**Accountability:** Share responsibility for identifying issues and taking corrective action

**Empathy:** Support development of curiosity, listening skills and approaching others and ourselves with compassion

**Humility:** Build self-awareness, maintain an open mind and continuously learn from others. We will trust the expertise of communities and support their preferences

**Innovation and learning:** Commit to test new approaches, learn and continuously improve

**Kindness:** Conduct ourselves with respect, caring and courtesy at all times. Assume the best of intentions in every interaction

**Psychological and Emotional Safety:** Foster a positive, safe and supportive work environment in ways that support the various teams, and in which we have fun

**Transparency:** Commit to being open by default; communicating relevant information, internally and externally, in a timely manner

**Vulnerability:** Being comfortable with uncertainty and risk; effectively managing the emotions raised by uncertainty and risk

<sup>1</sup> The Regional Leadership Team consists of the Regional Executive Officer, the Regional Director of Programs, and all directors or managers that report to them.

<sup>2</sup> Framework: section 35 of Constitution and UNDRIP recognizing Indigenous rights including the right to self-determination.

<sup>3</sup> These values are ones our team would like to explicitly demonstrate, but are not intended to replace the Values and Ethics Code for the Public Sector



## SO THAT:

- **The Management Team is enabled to fulfil their leadership roles.** Decision-making is delegated as close to the work as possible and staff embrace new challenges.
- **Recruitment and retention improves.** As seen through less staff turnover and increased Indigenous employee representation.
- **We have a healthy workforce that feels supported and recognized.** Staff trust the organization, feel comfortable raising concerns, and understand their role. The environment allows staff to bring their best and there is reduced absenteeism and more productivity.
- **We have improved relationships with stakeholders, partners, staff and HQ.** Teams and directorates collaborate more often, creating new efficiencies.
- **We meet organizational objectives and our services and programs respond to community needs.** Communities take more control in delivering their health services and ultimately health differences between Indigenous and non-Indigenous Canadians reduce.

## AS EVALUATED BY<sup>4</sup>:

Development and retention	Staff stay longer, talent is developed and promoted, and there is reduced absenteeism, evaluated by HR analysis of staffing and a HR management plan.
Engagement in branch activities	Where staff lead, organize, present or otherwise have an active role.
Public Service Employee Survey (PSES)	Rate of participation and results of PSES.
Performance Management Agreements and evaluations <sup>5</sup>	Monitor progress through existing planning and performance mechanisms including relevant performance dashboards, Management Operational Planning process, evaluation of the Health Partnership, staff performance agreements, talent management planning, 360 evaluations at all levels to support growth.
Ongoing monitoring	An annual review of the charter, quarterly reporting on workplace wellness and dedicated RLT sessions (e.g. targeted regional engagement such as check in and continuous engagement pulse check).



**EFFECTIVE: MARCH 5, 2021**

<sup>4</sup> Resourcing is recommended to sustain continuous feedback to support the evaluation, e.g. dedicated role or function

<sup>5</sup> PMAs/evaluations should be more frequent and less lengthy to be most helpful

