

NORTHCARE NETWORK

POLICY TITLE: Staff Morale & Inter-Agency Relations	CATEGORY: Personnel	
EFFECTIVE DATE: 1/1/15	BOARD APPROVAL DATE: 1/14/15	
REVIEW DATE: 1/27/22	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
RESPONSIBLE PARTY: HR Coordinator	CEO APPROVAL DATE: 2/1/22 Dr. Tim Kangas, CEO	

APPLIES TO

NorthCare Network Personnel

POLICY

As an organization, NorthCare Network will strive to promote a positive working environment through a variety of efforts including recognition of staff for outstanding work and achievement. NorthCare Network personnel will treat others with dignity, respect and promote a positive work environment.

PURPOSE

To promote good morale, recognition of exemplary work, and positive working relations between NorthCare Network personnel and stakeholders.

DEFINITIONS

NorthCare Network Personnel – employed on a full- or part-time basis, students, volunteers, interns and Board Members.

REFERENCES

N/A

HISTORY

NEW POLICY: 1/1/15

REVISION DATE: N/A, 7/14/17, 3/19/19

REVIEW DATE: 1/6/15, 11/20/15, 9/27/16, 7/14/17, 5/29/18, 3/19/19, 2/21/20, 12/28/20, 1/27/22

CEO APPROVAL DATE: 1/6/15, 12/1/15, 10/4/16, 8/1/17, 6/5/18, 4/1/19, 2/26/20, 1/5/21, 2/1/22

BOARD APPROVAL DATE: 1/14/15

PROCEDURES

NorthCare Network Governing Board authorizes the Chief Executive Officer (CEO), to engage in activities and/or spend a reasonable amount of money to observe local customs, courtesies, special events, holidays, illnesses and/or tragedies that impact NorthCare Network. In addition, the CEO is authorized to make reasonable expenditures for activities and/or events that will enhance the relationship and image of NorthCare Network within the provider network and community.

It is the responsibility of the CEO and/or CFO to assure that any expenditure is in accordance with state and federal regulations.