

## NORTHCARE NETWORK

<b>POLICY TITLE:</b> Staff Morale & Inter-Agency Relations	<b>CATEGORY:</b> Personnel	
<b>EFFECTIVE DATE:</b> 1/1/15	<b>BOARD APPROVAL DATE:</b> 1/14/15	
<b>REVIEW DATE:</b> 1/15/25	<b>REVISION(S) TO POLICY STATEMENT:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>OTHER REVISION(S):</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>RESPONSIBLE PARTY:</b> HR Specialist	<b>CEO APPROVAL DATE:</b> 2/4/25 Megan Rooney, 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** – refers to personnel employed by NorthCare Network 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, 1/15/25

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, 6/29/23, 4/9/24, 1/15/25

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, 7/11/23, 5/7/24, 2/4/25

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.