

## BRIEFING NOTE

**TO:** Board of Directors

**FROM:** Governance Committee

**DATE:** December 7, 2020

**SUBJECT:** 15.3 Content Review of the Board Support of the Registrar Policy 3-08

☒ For Decision

☐ For Information

☐ Monitoring Report

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**Purpose:**

To carry out a scheduled review of the Board Support of the Registrar Policy 3-08 for the purpose of determining whether any amendments are necessary.

**Background:**

It is the responsibility of the Board to develop, approve, update and evaluate implementation of its governance policies. Appendix 2 to the COO's Policy Governance Manual sets out a review schedule for all policies in the manual. The purpose of reviewing the policies on a regular basis is to ensure that they continue to be relevant and serve the function that they were implemented for.

**For Consideration:**

The Board Support of the Registrar Policy 3-08 was first approved by the Board on December 5, 2017 and falls within the Board-Staff Relationships category. Policies in this category clarify the Board's relationship with the Registrar, CEO and COO staff.

The Board Support of the Registrar Policy 3-08 is attached in **Appendix A** below. The purpose of the policy is to outline how the Board will support the Registrar, CEO in achieving their mandate.

On review, the Governance Committee was of the view that the policy continues to adequately serve the Board's needs and that that no amendments were necessary.

**Public Interest Considerations:**

The Board has recognized the importance of strong governance in order to carry out its object of regulating the profession in the public interest and has invested significant time and resources into updating its governance policies and processes. Reviewing the content of these policies ensures that policies are consistent and effective, and that the College is up to date with regulations, technology, and regulatory best practices.

**Diversity, Equity and Inclusion Considerations:**

The Committee did not identify any deficiencies in the policy that would preclude the Registrar, CEO from building the Board and the COO's capacity to promote diversity, equity and inclusion.

**Recommendation:**

To approve that there be no changes to the Board Support of the Registrar Policy 3-08 as recommended by the Governance Committee.

## POLICY TYPE: BOARD - STAFF RELATIONSHIP

### 3-08 Board Support of the Registrar, CEO

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#### BACKGROUND

The Board is responsible for:

- a) Setting policy direction to lead the Registrar, CEO and their team in meeting the needs of Ontarians, and
- b) Monitoring progress and achievement of Strategic Outcomes Policies within Operational Boundaries Policies

In support of this, the Board also has an obligation to create a supportive environment and to provide tangible support to the Registrar, CEO and the important role served they serve.

Along with evaluating the Registrar, CEO, the Board has an obligation to ensure that it is supporting the learning and development of the Registrar, CEO. The policy below exists to clarify this part of the Board/Registrar, CEO relationship and to make this commitment to support transparency.

#### POLICY

The Board will ensure that there is a mechanism in place to provide input, dialogue, support, and development for the Registrar, CEO by:

1. Monitoring the Registrar, CEO's results (through the Board Monitoring System Policy, 4-25), providing feedback on the results achieved, and contributing to Registrar, CEO's learning.
2. Being available to the Registrar, CEO to discuss competing Strategic Outcomes priorities as needed and to give input to redefining priorities among the Strategic Outcomes as required.
3. Being available for consultation and support through informal discussion with the Chair, Vice Chairs and one or more members of the Executive Committee or the Board as requested by the Registrar, CEO. (Note: The Registrar, CEO is not obliged to follow any particular course of action as a result of these informal, consultation discussions).
4. Providing reasonable resources and support for the ongoing learning and professional development of the Registrar, CEO in areas relevant to achievement of the COO's Strategic Outcomes Policies.