




Policy Title: BOARD SUPPORT OF THE REGISTRAR & CEO		Policy Section: III Board-CEO Relationship	Policy Number: III-20
Approved By: Board of Directors	Date Approved: Nov 30, 2007	Date Reviewed/Revised: Nov 10, 2010 Nov 29, 2013 Sept 22, 2016 Nov 28, 2019 Dec 2, 2022 Feb 13, 2026	Board Chair's Signature: 

BACKGROUND

A Board-CEO partnership, rooted in mutual trust and respect, is crucial to the effective governance and overall well-being of the CMLTO. The Registrar & CEO is likely to be more successful when the Board, as the senior partner, creates conditions to support an effective working relationship with the Registrar & CEO.

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 Board is also committed to acknowledging and recognizing the Registrar & CEO successes and opportunities for growth and/or improvement as outlined in the Board-CEO Relationship Policy III-10 Registrar & CEO Annual Summative Performance Evaluation Policy.

POLICY PURPOSE

The purpose of this policy is to define and reinforce the importance of a strong, effective relationship between the Board and the Registrar & CEO, and to articulate the Board's commitment to fostering the Registrar & CEO's success through transparency, clear expectations, and a positive, supportive, equitable working environment.

POLICY

The Board is responsible for:

- a) Setting policy direction to lead the Registrar & CEO and their team in meeting the needs of Ontarians (the public) related to regulation of medical laboratory professionals, and
- b) Monitoring progress and achievement of Ends (critical outcomes) Policies within Executive Limitations boundaries.

In support of these governance responsibilities, the Board is committed to creating a



supportive work environment and to provide tangible support to the important role of the Registrar & CEO. Both the Board and the Registrar & CEO need to be working effectively together in order to achieve optimal organizational performance which includes strategy and operations leading to public safety.

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

1. Setting clear Ends (Critical Outcomes) and Executive Limitations.
2. Monitoring the Registrar & CEO's results to provide informed feedback on results achieved, throughout the year, contributing to Registrar & CEO learning and recognition, and affirmation.
3. Having an understanding of, and appreciation for, the breadth, depth, and complexity of the Registrar & CEO's job scope and responsibilities.
4. Being available to the Registrar & CEO to discuss competing Ends (Critical Outcomes) strategic priorities, as needed, and to give input to redefining priorities among the Ends (Critical Outcomes) as required.
5. Enabling the Registrar & CEO to place critical items on the Board meeting agendas in keeping with GP IV-35.01 Board Meeting Agenda Development and Structure Policy.
6. Conducting all aspects of the Board/Registrar & CEO relationship through an equity, diversity, and inclusion lens.
7. Being available for consultation and support through informal discussion with the Chair, Vice Chairs and/or 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).
8. Providing reasonable resources and support for the ongoing learning and professional development of the Registrar & CEO in areas relevant to achievement of CMLTO's Ends (Critical Outcomes) Policies, and compliance with the Board's Executive Limitations Policies.