

 <p>The College of Naturopaths of Ontario</p>	Policy Type Council-CEO Linkage	COUNCIL POLICIES
	Title Monitoring CEO Performance	Policy No. CCL03.04
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The Council will view performance of the Chief Executive Officer (CEO) as identical to organizational performance. Systematic monitoring of the performance of the CEO will be measured against: the accomplishment of the Council Ends policies; fulfillment of the duties and responsibilities of the position as required by the Regulated Health Professions Act, 1991; and operations of the College of Naturopaths of Ontario that are within the boundaries established in Council policies on Executive Limitations.

Accordingly,

- 1 The Council will refrain from evaluating, either formally or informally, any staff of the College other than the CEO and when evaluating the CEO, the Council shall do so only in accordance with this policy and by way of the process established under any relevant Governance Process policy.
- 2 Monitoring is used to determine the degree of compliance to Council policies. Non-relevant data will not be considered to be monitoring data.
- 3 Monitoring should be as automatic as possible, using a minimum of Council time so that meetings can be used to create the future rather than review the past.
- 4 The Council will acquire monitoring data by one or more of the following methods.
 - a) By internal report, in which the CEO discloses information to the Council.
 - b) By external report, in which an external, disinterested third party selected by the Council assesses compliance with Council policies.
 - c) By direct Council inspection, in which a designated member or members of the Council assess compliance with the applicable policy criteria. This inspection is a spot check, which allows a “prudent person” test of policy compliance.
- 5 In every case, the standard for compliance shall be any reasonable interpretation of the Council policy being monitored.
- 6 All policies that instruct the CEO will be monitored at a frequency and by a method chosen by the Council. The Council can monitor any policy at any time by any method.
- 7 The Council shall conduct a performance review of the CEO in accordance with GP19-CEO Performance Review. The Council may conduct an informal performance review, in accordance with human resource management best practices, including but not limited to identification of any performance issues arising, corrective action required, and identification of tools necessary to support such actions.

DATE APPROVED	DATE LAST REVISED
July 30, 2013	January 26, 2022