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*The Council delegates its operations to the Chief Executive Officer (CEO) of the College. The CEO is empowered to make all decisions, create all policies, and authorize all engagements that, upon Council request, they can demonstrate to be consistent with a reasonable interpretation of the Council's Ends and Executive Limitations. The Council retains all authority designated to it in accordance with the Regulated Health Professions Act, 1991, the Naturopathy Act, 2007 and the By-laws of the College.*

*The CEO is the Council's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Council is concerned, is considered the authority, responsibility and accountability of the CEO.*

Accordingly,

- 1 The Council will develop and maintain policies instructing the CEO to achieve certain results, for certain groups, at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called *Ends* policies.
- 2 The Council will develop and maintain policies that limit the latitude the CEO may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called *Executive Limitations* Policies.
- 3 As long as the CEO uses any reasonable interpretation of the Council's *Ends* and *Executive Limitations* policies, the CEO is authorized to establish all further operational policies, make all decisions, take all actions, establish all practices, and develop all activities.
- 4 The Council may change its *Ends* and *Executive Limitations* policies, thereby shifting the boundary between Council and CEO domains. By doing so, the Council changes the latitude of choice given to the CEO. However, the Council may not apply such shifts retroactively with respect to the evaluation of the performance of the CEO.
- 5 The Council will respect and support the CEO's choices within the limitations established.
- 6 Only decisions made by the Council acting as a body or by a Statutory Committee (or a Panel of a statutory Committee) acting as a tribunal authorized under the *Regulated Health Professions Act, 1991*, are binding on the CEO.
  - a) Decisions or directions of individual Council members, Officers or Council Committees are not binding on the CEO except in rare instances when the Council has specifically authorized such exercise of authority or where the Council Committee or a Panel of the Statutory Committee is authorized to render decisions under the *Regulated Health Professions Act, 1991*.
  - b) In the case of Council members or Committees requesting information or assistance without Council or statutory authorization, the CEO can

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refuse such requests that require, in the CEO's judgment, a material amount of staff time or funds, or are disruptive.

- c) Where the CEO is unclear as to procedure, it is the responsibility of the CEO to seek clarification from the Council.

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