

Delegation to CEO/Registrar

Policy Section: Council-CEO/Registrar Relationship	Policy Number: CR-3	Approved By: Council
Regular Council Policy Review Frequency: Every three years	Date Approved: March 8, 2019	Date Reviewed/Revised:

Background:

In keeping with the CRNM Council policy GP-1, Council Commitment and Governance Approach Policy, the Council delegates responsibilities to the CEO/Registrar for achieving specific outcomes and the authority necessary to carry out this work. The purpose of this policy is to outline the manner in which the Council delegates authority to the CEO/Registrar.

All Council authority delegated to staff is delegated through the CEO/Registrar, so that all authority and accountability of staff is considered to be the authority and accountability of the CEO/Registrar.

Policy:

The Council instructs the CEO/Registrar through written policies that prescribe the expected organizational public benefit impacts/outcomes to be achieved and that limit risk through defining operational expectations. The CEO/Registrar is authorized by Council to use any reasonable interpretation of these policies.

Accordingly:

1. The Council will develop policies directing the CEO/Registrar to achieve specified outcomes, for specified recipients, at a specified worth or priority. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Public Benefit Policies. All issues that are not “Public Benefit” issues as defined above are “means” or operational issues and will be addressed in Executive Expectations Policies.
2. The Council will develop Executive Expectations policies that set expectations around the CEO/Registrar means/operational methods and therefore the boundaries around operational practices, activities, decisions and circumstances which the CEO/Registrar may exercise in leading the organization. Council will develop Executive Expectations policies systematically from the broadest, most general level to more defined levels. The Council will not prescribe specific organizational means (i.e., will not prescribe what means to use or how to do the job) delegated to the CEO/Registrar.



3. Once the Council establishes either a Public Benefit or an Executive Expectations Policy, the Council expects the CEO/Registrar to develop a written interpretation of that policy in order to develop the approach to 'operationalize' the policy. In the case of Public Benefit Policies, the Council will review the CEO/Registrar's interpretation for reasonableness. Council will expect the CEO/Registrar's interpretation to contain operating definitions, which include measurable operating conditions including appropriate targets where applicable. The Public Benefit Interpretation can be updated at any time by the CEO/Registrar, who should notify the Council of any material updates. For Executive Expectations Policies, the CEO/Registrar's interpretation can be provided to the Council at the time the Monitoring Report is delivered to the Council for review and evaluation.
4. As long as the CEO/Registrar uses *any reasonable interpretation* of the Council's Public Benefit and Executive Expectations policies, the Council authorizes the CEO/Registrar to establish all further operational policies, make all decisions, take all actions, establish all practices, and develop all activities. Such decisions of the CEO/Registrar shall have full force and authority as if decided by the Council. This does not prevent Council from obtaining information in the delegated areas except that which legislation identifies as confidential information.
5. The Council may change its Public Benefit and Executive Expectations Policies at any time, thereby shifting the boundary between Council and CEO/Registrar domains of authority. As long as any particular policy and hence delegation is in place, and as long as the CEO/Registrar's decisions are reasonable, the Council will support these decisions.
6. Only decisions of Council acting as a body are binding upon the CEO/Registrar:
 - a) Decisions or instructions of individual Council members, officers, or committees are not binding on the CEO/Registrar except in instances when Council has specifically authorized that the party may exercise such authority.
 - b) In the case of Council Members or committees requesting information or assistance without Council authorization, the CEO/Registrar can request that clarification and authorization of such requests go to Council when in the CEO/Registrar's judgment a significant amount of staff time and/or unbudgeted money is required.