College of Homeopaths of Ontario
Report Form

Meeting/Date:	**Council/September 25, 2025**	**DECISION**	□
		DISCUSSION	□
		INFORMATION	**X**
Date:	**September 15, 2025**		
Item Name:	**Executive Committee Report**		
Presented by:	**K Flood**		

Objective of this report (relevance to the business of Council, potential impact/outcome of decision):

To provide Council members with an update on the finalization of the Registrar's contract as approved by the Executive Committee.

Strategic Directions This initiative fits with the strategic direction of the College's 2024/2025 Operating Plan, Goals and Objectives in the Key Result Area or other requirement:

□ **1 Delivering on Legislative & Legal Mandate**
X **2 Practicing Good Governance**
□ **3 Achieving Growth**
□ **Fulfilling RHPA Objects**
X **Meeting a Legislative/Regulatory or Bylaw Requirement**
□ **College Performance Measurement Framework**
□ **Other, specify:** _____

Guiding Legislation

RHPA
CHO Bylaws and internal approval process

Background (history/pertinent info/stakeholder groups consulted/government directives/research findings/best practices. When conducting research provide full references including web links, document title, author, source, page number).

When the Executive Committee met on January 16, 2025 to review the Registrar's annual performance evaluation, it was agreed that the evaluation was overwhelmingly positive and that the Registrar needs to accept a raise in order to lessen the gap between the salary paid to the Registrar of CHO and the average salary of Registrars of similar regulatory colleges in Ontario.

Council met on February 20, 2025 and received a report from the Executive Committee. From the minutes of that meeting:

Registrar's Performance Appraisal - Report from Executive Committee
The Chair presented the Executive Committee's report and conclusions relating to the Registrar's Performance Assessment, noting that the Committee had commended the Registrar on his performance, particularly in light of having achieved defined goals with limited resources.

The need to establish a succession plan was identified, as was the importance of updating the Registrar's contract to reflect current market rates.

Motion # 8: To appoint the Executive Committee to negotiate the Registrar's salary
Moved by H. Broadhead, seconded by K. Mclean

That the Council of the College of Homeopaths of Ontario appoint the Executive Committee, or its appointed nominee, to negotiate satisfactory and fair remuneration for Basil Ziv as Registrar pursuant to 9(2) of the Health Professional Procedural Code and section 8.01 of the College's bylaws.
CARRIED

Motion # 9: To appoint the President to sign the Registrar's employment contract
Moved by H. Broadhead, seconded by K. Mclean

That the Council of the College of Homeopaths of Ontario appoint the President to sign the Registrar's employment contract on behalf of the College, pursuant to section 3.02 of the College's bylaws.
CARRIED

These steps have been completed, including approval by the Executive Committee at its meetings held July 16 and 24. Legal counsel agreed that the resulting agreement met all requirements, and the contract has been finalized and signed.