



Statement of Compensation Required Pursuant to the  
Public Sector Compensation Disclosure Act

The Izaak Walton Killam Health Centre

March 31, 2018

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## Independent auditor's report

Grant Thornton LLP  
Nova Centre, North Tower  
Suite 1000, 1675 Grafton Street  
Halifax, NS  
B3J 0E9  
T +1 902 421 1734  
F +1 902 420 1068  
www.GrantThornton.ca

To the Board of Directors of  
**The Izaak Walton Killam Health Centre**

We have audited The Izaak Walton Killam Health Centre's (the "Health Centre") Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act, for the period of April 1, 2017 to March 31, 2018 (the "Statement"). The Statement has been prepared based on the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

### Management's responsibility for the Statement

Management is responsible for the preparation of the Statement in accordance with the financial reporting provisions in the PSCD Act, and for such internal control as management determines is necessary to enable the preparation of the Statement that is free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

Our responsibility is to express an opinion on the Statement based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial information presented in the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the Health Centre for the period of April 1, 2017 to March 31, 2018, is prepared, in all material respects, in accordance with the PSCD Act.

### Basis of accounting

Without modifying our opinion, we draw attention to the note to the Statement, which describes the basis of accounting. The Statement is prepared to assist the Health Centre to meet the requirements of the PSCD Act. As a result, the Statement may not be suitable for another purpose.

*Grant Thornton LLP*

Halifax, Canada  
June 11, 2018

Chartered Professional Accountants  
Licensed Public Accountants

# The Izaak Walton Killam Health Centre

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Compensation includes payments actually made by the Izaak Walton Killam Health Centre (i.e., cash basis of payment verses accrued compensation) to a person during the fiscal year. Due to the timing of the Izaak Walton Killam Health Centre pay periods in the current fiscal year, this report is based on twenty-seven bi-weekly salary payments, as opposed to twenty-six bi-weekly pay periods in a typical fiscal year.

### Board Members, Officers, Employees, Contractors and Consultants

For the year ended March 31, 2018, the following board members, officers, and employees received compensation of \$100,000 or more:

Last Name	First Name	Total Compensation	Last Name	First Name	Total Compensation	Last Name	First Name	Total Compensation
Anderson	Aileen	101,236	Filbert	Katharine	100,122	McKinnon	Darlene	121,481
Ashton	Steven	204,559	Flanagan	Helen	111,177	McLaughlin	Elizabeth	111,252
Balch	Marcie	114,065	Fletcher	Bev	127,292	McPhee	Catherine	112,457
Battista	Susan	101,018	Frankton	Lyn	104,897	McWilliam	Susan	111,032
Bawden	Harry	115,059	Gillespie	Eileen	104,897	Morris	Susan	124,413
Beach	Lori	189,122	Gillespie	Joanne	111,375	Munn	Andrew	114,474
Beattie	Tricia	111,169	Godbout-Beaulieu	Sophie	105,117	Murray	Margaret	131,432
Bedecki-Windsor	Paula	108,888	Grant	Amy	132,756	Myers	Michele	105,400
Bennett	Sarah	100,407	Hall	Joanne	108,260	O'Leary	Gina	110,818
Bergeron	Barbara	130,686	Hansford	Julie	103,131	O'Reilly	Diane	104,897
Best	Shauna	104,444	Hanson	Simeon	111,216	Osborne-Vincent	Heather	104,897
Betts	Laura	107,132	Haque	Nargis	156,707	Oystreck	Darren	107,640
Beyea	Steven	115,094	Harper	Julie	114,069	Palmer	Jane	101,630
Boliver	Darlene	143,533	Harrison	Karen	189,127	Pickart	Theresa	100,636
Bowen	Christopher	106,797	Hartlen	Tamara	107,335	Pike	Meredith	103,309
Bradley	Kristina	101,619	Hatchette	Jill	109,403	Quon	Elizabeth	102,506
Brady	Erika	131,841	Hatton	W. Gill	130,374	Riddell	Christie	177,274
Brady	Jennifer	100,399	Hiltz	Mary-Ann	172,257	Robson	Kelly	100,016
Brennan	Maureen	128,758	Holland	Dawn	103,853	Rosen	Lauren	115,858
Briand	Micheline	101,734	Hudgins	Sonya	119,102	Russell	Lynn	114,715
Buckland	Kurt	100,338	Huypungco	Ray	111,758	Sabean	Michele	100,490
Burgess	Stacy	113,249	Inglis	Darlene	104,664	Saunders	Shelley	104,897
Butler	Sheila	134,777	Jangaard	Krista	294,718	Shamout	Zaki	206,555
Caddell	Kim	117,252	Jerrott	Susan	113,791	Simms	Deanne	105,663
Campbell	Matthew	123,670	Johnston	Amber	111,169	Smigas	Halina	148,325
Canavan	Kevin	119,379	Joyce	Ann	113,699	Smith	Jeanne	111,164
Carter	Karen	104,897	Kaizer	Timothy	107,352	Snooks	Philomena	101,326
Cashen	Nancy	100,579	Kayfitz	Adam	108,311	Stewart	Catherine	119,088
Chapman	Kristina	103,442	Kelly	Brynn	111,162	Sullivan	April	111,348
Chitty	Dorothy	130,320	Kempton	Kristine	104,897	Sweet	Krista	101,576
Clark	Sharon	106,358	Khanna	Vijay	147,993	Therault	Samantha	105,197
Connell	Gina	147,464	Khoshkhahad	Afshin	104,483	Tremblay	Francois	142,912
Connors	Laura	111,175	Kitch	Tracy	129,648	Uman	Lindsay	111,444
Coulombe	Aimee	107,978	Ladouceur	Elise	111,310	Vanier	Melanie	118,093
D'Arcy	Stephen	118,483	Lalanne	Denise	128,100	VanTassel	Mary Lynn	104,884
Denman	Catherine	101,149	Larocque	LeeAnn	135,386	Vine	Jocelyn	219,247
Dewtie	Una	123,143	Leadbetter	Heather	133,399	Volodarsky	Michael	124,413
Dickey	Leota	131,432	Leadon	Kathleen	129,679	Walls	Catherine	104,582
Donovan	Maura	135,336	LeDrew	Michelle	134,996	Webb	Carol	103,117
Doucet	Carolyn	100,863	Lefebvre	Celeste	111,787	West	Jennifer	104,897
Doucette	Naomi	119,181	Lockhart	Amy	103,638	Wolfe	Vicky	122,282
Dryden	Tracy	104,897	MacDonald	Arthena	114,015	Wood	Alison	100,359
Duffett	Megan	101,211	MacDonald	Brenda	145,404	Woolfrey	Paula	114,749
Durdle	Heather	113,973	MacDonald	Emma	102,379	Xu	Jie	191,874
Ellsworth	Christine	115,624	MacDonald	Tamara	118,743	Xue	Ya	104,726
Embrett	Ryan	123,110	MacInnis	Melanie	112,793	Yazbek	Aimee	110,908
England	Noelle	108,814	MacLatchy	Heather	113,528	Young	Karen	106,463
Fedorus	Maureen	105,698	McCord	Helen	131,345	Yuill	Anne	123,402
Feron	Jennifer	183,847	McGrath	Patrick	165,155	Yurchesyn	Katherine	106,646

See accompanying note to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

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# The Izaak Walton Killam Health Centre

## Note to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2018

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### **Basis of Reporting**

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors, and consultants.

This statement has been prepared by the Izaak Walton Killam Health Centre, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the Act) of the Province of Nova Scotia.

The management of the Izaak Walton Killam Health Centre is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of the Izaak Walton Killam Health Centre or in a statement prepared for the purposes of the Act and certified by its auditors.

### **Compensation**

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts
- (ii) the value of loan or loan-interest obligations that have been extinguished and imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.