

Statement of Disclosure of Compensation

**FAMILY SERVICE OF
EASTERN NOVA SCOTIA**

Year ended March 31, 2018



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INDEPENDENT AUDITORS' REPORT

We have audited the accompanying statement of disclosure of compensation of Family Service of Eastern Nova Scotia for the year ended March 31, 2018 ("the statement"). The statement has been prepared by management based on reporting requirements of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia.

Management's Responsibility for the Statement

Management is responsible for the preparation of the statement in accordance with reporting requirements of the Public Compensation Disclosure Act of the Province of Nova Scotia 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.

Auditors' 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 auditors' 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 auditors consider 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 in the statement of disclosure of compensation of Family Service of Eastern Nova Scotia for the year ended March 31, 2018 is prepared, in all material respects, in accordance with the reporting requirements of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist Family Service of Eastern Nova Scotia to meet the requirements of the Province of Nova Scotia. As a result, the statement may not be suitable for another purpose.

Chartered Professional Accountants
Licensed Public Accountants

Sydney, Canada
September 26, 2018

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Received by	Compensation
MacDonald, Nancy	\$ 104,684

See accompanying notes to the Statement of Disclosure of Compensation.

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Notes to the Statement of Disclosure of Compensation

Year ended March 31, 2018

1. BASIS OF ACCOUNTING

This statement has been prepared by Family Service of Eastern Nova Scotia (Agency) to comply with the reporting requirements of the Public Sector Compensation Disclosure Act (the Act) of the Province of Nova Scotia. The Act requires public sector bodies disclose to the public the amount of compensation it pays to any person if that compensation is in excess of \$100,000 in a fiscal year.

2. SIGNIFICANT ACCOUNTING POLICIES

a) Persons covered under the Act

Section 3 of the Act states that the Agency is required to disclose compensation of \$100,000 or more that it pays or provides, directly or indirectly to, or for the benefit of, each of its directors, officers, employees, contractors and consultants. Management has given consideration to the following:

Individuals – The Agency considers any individual with an employment contract between the individual and the Agency to be an employee.

Contractors and consultants – The Agency considers any entity to whom it issues a T4A to be a contractor or consultant.

b) Compensation

For purposes of The Act, compensation means 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,

- All overtime payment, retirement or severance payments, lump-sum payments and vacation payouts,
- The value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- Long-term incentive plan earnings and payouts,
- The value of benefits derived from vehicles or allowances with respect to vehicles,
- The value of the benefit derived from living accommodations provided or any subsidy with respect to living accommodation,

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Year ended March 31, 2018

2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

b) Compensation (continued)

- Payments made for exceptional benefits not provided to the majority of employees,
- Payments for memberships in recreational clubs or organizations, and
- The value of any other payment or benefit prescribed in the regulations.