



IWK Health

Statement of Compensation for the Public Sector
Compensation Disclosure Act

Izaak Walton Killam Health Centre

Year Ended March 31, 2020

Contents

| | Page |
|--|-------------|
| Independent Practitioner's Report | 1 |
| Statement of Compensation | 3 |
| Notes to the Statement of Compensation | 9 |



5161 George Street
Royal Centre, Suite 400
Halifax, Nova Scotia
B3J 1M7

Auditor General of Nova Scotia

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON COMPLIANCE WITH THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

To the Board of Directors of the Izaak Walton Killam Health Centre:

I have undertaken a reasonable assurance engagement of the Izaak Walton Killam Health Centre's (the "IWK") compliance with the Public Sector Compensation Disclosure Act (the Act) for the year ended March 31, 2020. The Act requires disclosure to the public of the amount of compensation the IWK annually pays or provides, directly or indirectly, to any board member, officer, employee, contractor and consultant if the amount of compensation is one hundred thousand dollars or more (the specified requirements).

Management's Responsibility

Management is responsible for the IWK's compliance with the specified requirements of the Act. Management is also responsible for such internal control as management determines necessary to enable the IWK's compliance with the specified requirements.

Practitioner's Responsibility

My responsibility is to express a reasonable assurance opinion on the IWK's compliance based on the evidence I have obtained.

I conducted my reasonable assurance engagement in accordance with Canadian Standard on Assurance Engagements 3531, Direct Engagements to Report on Compliance. This standard requires that I plan and perform this engagement to obtain reasonable assurance about whether the IWK complied with the specified requirements, in all significant respects.

Reasonable assurance is a high level of assurance but is not a guarantee that an engagement conducted in accordance with this standard will always detect a significant instance of non-compliance with specified requirements when it exists. Instances of non-compliance can arise from fraud or error and are considered significant if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of my report. A reasonable assurance compliance reporting engagement involves performing procedures to obtain evidence about the entity's compliance with the specified requirements. The nature, timing and extent of procedures selected depends on my professional judgment, including an assessment of the risks of significant non-compliance, whether due to fraud or error.

I believe the evidence I obtained is sufficient and appropriate to provide a basis for my opinion.

Independence and Quality Control

My office applies Canadian Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. I have complied with the independence and other ethical requirements of the Chartered Professional Accountants of Nova Scotia CPA Code of Professional Conduct and the Province of Nova Scotia's Code of Conduct for Public Servants.

902 424 4046 tel
902 424 4350 fax
www.oag-ns.ca

Michael.Pickup@novascotia.ca



Opinion

In my opinion, the IWK complied with the specified requirements established in the Public Sector Compensation Disclosure Act for the year ended March 31, 2020, in all significant respects.

I do not provide a legal opinion on the IWK's compliance with the specified requirements.

A handwritten signature in black ink, appearing to read "Michael A. Pickup". The signature is fluid and cursive, with the first name "Michael" being the most prominent part.

Michael A. Pickup, FCPA, FCA
Auditor General of Nova Scotia

Halifax, Canada

June 18, 2020

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020
[in Canadian dollars]

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.

Employees, Contractors and Consultants

For the year ended March 31 2020, the following employees received compensation of \$100,000 or more:

| Employees, Contractors and Consultants | | |
|--|-------------|--|
| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
| Ancliffe | Margery | \$106,736 |
| Arts | Helena | \$135,283 |
| Ashton | Steven | \$211,735 |
| Bagnell | Darlene | \$100,207 |
| Baker | Carol | \$122,234 |
| Balch | Marcie | \$123,849 |
| Bawden | Harry | \$116,814 |
| Beach | Lori | \$188,672 |
| Beattie | Tricia | \$112,866 |
| Bedard | Karen | \$188,008 |
| Bennett | Sarah | \$108,311 |
| Best | Shauna | \$114,806 |
| Beyea | Steven | \$114,794 |
| Bishop | Tanya | \$106,600 |
| Bowen | Christopher | \$106,519 |
| Bradley | Kristina | \$112,883 |
| Brady | Erika | \$113,511 |
| Brennan | Maureen | \$134,080 |
| Briand | Micheline | \$101,541 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
|------------------|-------------------|---|
| Buckland | Kurt | \$104,495 |
| Burgess | Stacy | \$131,900 |
| Callaghan | Laura | \$112,882 |
| Campbell | Matthew | \$125,852 |
| Carter | Karen | \$104,625 |
| Cashen | Nancy | \$106,556 |
| Chitty | Dorothy | \$131,890 |
| Clark | Sharon | \$105,920 |
| Clinton | David | \$112,905 |
| Codoy | Jyn Mary Chesyll | \$107,125 |
| Comeau | Karen | \$103,138 |
| Connell | Gina | \$147,120 |
| Coulombe | Aimee | \$112,426 |
| Doucet | Carolyn | \$104,951 |
| Doucette | Naomi | \$112,956 |
| Downey | Agnes | \$101,299 |
| Dryden | Tracy | \$104,625 |
| Duffett | Megan | \$107,230 |
| Duncan | Jennifer | \$374,166 |
| Durdle | Heather | \$122,418 |
| Elliott Rose | Annette | \$194,418 |
| Ellsworth | Christine | \$117,196 |
| Embrett | Ryan | \$125,535 |
| England | Noelle | \$116,326 |
| Fearon | Jenny | \$111,340 |
| Feron | Jennifer | \$190,337 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
|------------------|-------------------|---|
| Fieldhouse | Elise | \$106,493 |
| Filbert | Katharine | \$101,540 |
| Flanagan | Helen | \$106,411 |
| Fletcher | Bev | \$143,770 |
| Frankton | Lyn | \$104,625 |
| Gates | Shawn | \$112,873 |
| Gaudet | Melissa | \$105,495 |
| Gillespie | Eileen | \$104,625 |
| Gillespie | Joanne | \$114,216 |
| Grant | Sarah | \$102,475 |
| Grimm | Nadine | \$103,806 |
| Halawa | Nadine | \$117,731 |
| Haque | Nargis | \$148,764 |
| Harper | Julie | \$116,009 |
| Harrison | Karen | \$188,008 |
| Hartlen | Tamara | \$103,010 |
| Hatchette | Jill | \$109,436 |
| Heenan | Kevin | \$114,398 |
| Hudgins | Sonya | \$129,511 |
| Huypungco | Ray | \$101,472 |
| Inglis | Darlene | \$121,428 |
| Jackson | Kerry | \$100,056 |
| Jangaard | Krista | \$339,238 |
| Jerrott | Susan | \$110,207 |
| Johnson-Emberly | Debbie | \$114,557 |
| Jones | Chantelle | \$101,028 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
|------------------|-------------------|---|
| Joyce | Ann | \$105,734 |
| Jreige | Sami | \$116,026 |
| Kaizer | Timothy | \$124,292 |
| Kayfitz | Adam | \$112,866 |
| Kennedy | Heather | \$116,848 |
| Lalanne | Denise | \$131,091 |
| Lamb | Alyson | \$122,329 |
| LaPierre | Tanya | \$110,533 |
| Larocque | LeeAnn | \$151,611 |
| Leadon | Kathleen | \$131,091 |
| LeBlanc | Natalie | \$102,304 |
| Lefebvre | Celeste | \$112,918 |
| Lockhart | Amy | \$121,074 |
| MacDonald | Tamara | \$117,350 |
| MacDonald | Emma | \$112,997 |
| MacInnis | Melanie | \$117,739 |
| MacIntyre | Denise | \$104,335 |
| MacLaren | Amanda | \$109,392 |
| MacLatchy | Heather | \$122,086 |
| MacLean | Una | \$128,616 |
| MacLeod | Jeffrey | \$112,951 |
| MacNeil | Tracy | \$101,591 |
| Mann | Cynthia | \$101,285 |
| Marshall | Leigh-Anne | \$103,518 |
| McCarron | Jennifer | \$104,106 |
| McCord | Helen | \$120,607 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
|------------------|-------------------|---|
| McFadden | Kathryn | \$245,582 |
| McKinnon | Darlene | \$120,211 |
| McWilliam | Susan | \$110,729 |
| Midgen | Craig | \$377,831 |
| Morris | Susan | \$124,201 |
| Morrison | Della | \$133,634 |
| Munn | Andrew | \$123,329 |
| Murray | Margaret | \$131,091 |
| Murray | Tanya | \$102,727 |
| Myers | Michele | \$100,278 |
| Nabuurs | Heather | \$104,502 |
| Newton | Kaleigh | \$101,382 |
| O'Hanley | Alexandra | \$100,403 |
| O'Leary | Gina | \$115,592 |
| Osborne-Vincent | Heather | \$104,625 |
| Oystreck | Darren | \$107,759 |
| Palmer | Jane | \$118,897 |
| Perrin | Jaime | \$121,900 |
| Perry | Peter | \$111,202 |
| Pickart | Theresa | \$106,218 |
| Richter | Anna | \$111,001 |
| Rose | Glenna | \$104,625 |
| Rosen | Lauren | \$117,566 |
| Saunders | Shelley | \$104,625 |
| Schurman | Elizabeth | \$104,287 |
| Sheppard | Tanya | \$104,625 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

| Last Name | First Name | Compensation Paid (\$) <i>(rounded to the nearest dollar)</i> |
|------------------|-------------------|---|
| Sinclair | Douglas | \$110,062 |
| Smith | Jeanne | \$110,876 |
| Smith | Nadine | \$113,886 |
| Stewart | Catherine | \$113,296 |
| Sullivan | April | \$113,368 |
| Sweet | Krista | \$104,625 |
| Theriault | Samantha | \$100,257 |
| Thibeault | Mary | \$104,625 |
| Tompkins | Leah | \$101,182 |
| Tremblay | Francois | \$150,426 |
| Turple | Jennifer | \$103,759 |
| Uman | Lindsay | \$111,972 |
| VanTassel | Mary Lynn | \$125,847 |
| Walls | Catherine | \$104,311 |
| Walsh | Melissa | \$110,219 |
| Wershler | Julie | \$103,796 |
| West | Jennifer | \$104,625 |
| Whitewood | Amanda | \$222,601 |
| Wolfe | Vicky | \$101,964 |
| Woodworth | Rosalind | \$116,781 |
| Woolfrey | Paula | \$118,674 |
| Xu | Jie | \$149,182 |
| Yazbek | Aimee | \$112,455 |
| Yuill | Anne | \$126,005 |

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2020

[in Canadian dollars]

Notes to the Statement of Compensation

1. Basis of Reporting

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.

2. Compensation

Section 2(b) of the Act defines compensation as the total amount or value of all cash and noncash 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 of 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