



IWK Health

Statement of Compensation for the Public Sector
Compensation Disclosure Act

Izaak Walton Killam Health Centre

Year Ended March 31, 2021

Contents

	Page
Independent Practitioner's Report	1
Statement of Compensation	3
Notes to the Statement of Compensation	10



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, 2021. 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.

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, 2021, in all significant respects.

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



Kim Adair-MacPherson, FCPA, CA, ICD.D
Auditor General of Nova Scotia

Halifax, Nova Scotia
June 23, 2021

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[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 2021, 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>
Ali	Yasmin	\$103,324
Ancliffe	Margery	\$113,670
Arts	Helena	\$196,901
Ashton	Steven	\$232,031
Athanasίου	Dimitrios	\$120,234
Attenborough	Rebecca	\$103,483
Bagnell	Darlene	\$101,941
Bailey	Allison	\$101,656
Balch	Marcie	\$125,391
Bawden	Harry	\$118,925
Beach	Lori	\$195,759
Beattie	Tricia	\$114,922
Bedard	Karen	\$196,675
Bedecki-Windsor	Paula	\$101,396
Bemient	Neseret	\$108,549
Bennett	Geoff	\$103,459
Bennett	Sarah	\$114,035
Bernard	Maxine	\$100,272
Bertrand	Lindsay	\$108,330

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Best	Shauna	\$106,709
Betts	Laura	\$114,882
Beyea	Steven	\$117,083
Bishop	Tanya	\$122,587
Blennerhassett	Caitlin	\$105,432
Bocking	Tina	\$109,580
Bowen	Christopher	\$108,643
Bradley	Kristina	\$114,643
Brady	Erika	\$114,922
Brennan	Maureen	\$137,190
Briand	Micheline	\$105,713
Buckland	Kurt	\$106,793
Burgess	Stacy	\$141,983
Burrell	Patricia	\$100,810
Callaghan	Laura	\$117,375
Campbell	Mallory	\$107,748
Campbell	Matthew	\$133,667
Carter	Karen	\$106,709
Cashen	Nancy	\$124,099
Chapman	Joann	\$101,200
Chitty	Dorothy	\$136,497
Clannon	Lorraine	\$100,216
Clark	Sharon	\$111,865
Clinton	David	\$114,407
Codoy	Jyn Mary Chesyll	\$107,360
Comeau	Karen	\$106,709
Connell	Gina	\$158,814

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Coulombe	Aimee	\$113,223
Dauphinee	Kimberlea	\$104,009
Dickey	Leota	\$133,701
Domenie	Peggy	\$100,473
Doucet	Carolyn	\$109,900
Doucette	Naomi	\$116,530
Downey	Agnes	\$105,489
Dryden	Tracy	\$106,709
Duffett	Megan	\$109,223
Duncan	Jennifer	\$352,214
Duncan	Jill	\$101,734
Durdle	Heather	\$121,284
Elliott Rose	Annette	\$218,825
Ellsworth	Christine	\$118,925
Embrett	Ryan	\$115,209
England	Noelle	\$117,664
Feron	Jennifer	\$195,505
Fieldhouse	Elise	\$106,451
Fletcher	Bev	\$149,794
Frankton	Lyn	\$106,681
Gates	Shawn	\$114,649
Gaudet	Melissa	\$101,913
Gillespie	Eileen	\$106,709
Gillespie	Joanne	\$117,122
Grant	Sarah	\$109,216
Grimm	Nadine	\$112,022
Halawa	Nadine	\$122,087

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Hancock	David	\$108,454
Hansford	Julie	\$109,554
Haque	Nargis	\$163,688
Harper	Julie	\$115,044
Harrison	Karen	\$192,773
Hartlen	Tamara	\$101,695
Hatchette	Jill	\$116,180
Hessen-Kayfitz	Joanna	\$113,764
Hogue	Melissa	\$115,255
Hudgins	Sonya	\$134,933
Inglis	Darlene	\$135,890
Ivany	Allana	\$103,014
Jackson	Kerry	\$115,515
Jangaard	Krista	\$351,902
Jay	Elaine	\$102,559
Jeffers	Lisa	\$103,531
Johnson	Teresa	\$100,349
Johnson-Emberly	Debbie	\$116,648
Jones	Chantelle	\$104,671
Jones	Karlee	\$114,227
Joyce	Ann	\$111,534
Jreige	Sami	\$104,676
Kaizer	Timothy	\$113,392
Kayfitz	Adam	\$114,922
Kennedy	Heather	\$121,313
King	Donna	\$100,116
Kuyp	Dionne	\$102,625

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Lalanne	Denise	\$133,701
Lamb	Alyson	\$141,873
Lapierre	Tanya	\$105,543
Larocque	LeeAnn	\$148,294
Leadon	Kathleen	\$138,847
Leblanc	Mitchell	\$102,172
Lefebvre	Celeste	\$118,723
Lockhart	Amy	\$104,548
Ma	Marlene	\$100,402
MacDonald	Alexandra	\$101,437
MacDonald	Emma	\$116,455
MacDonald	Tamara	\$121,977
MacInnis	Melanie	\$121,132
MacIntyre	Denise	\$102,875
MacKinnon	Carolyn	\$100,925
MacLatchy	Heather	\$122,376
MacLean	Gregory	\$102,427
MacLeod	Jeffrey	\$114,478
MacNeil	Catherine	\$103,546
MacNeil	Tracy	\$105,487
Mann	Cynthia	\$106,653
Martinez	Victor	\$106,425
McCarron	Jennifer	\$114,809
McClure-Ellsmere	Barbara	\$105,996
McCord	Helen	\$125,589
McDougall	Ainslie	\$114,422
McFadden	Kathryn	\$369,484

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

McKay-Burke	Shauna	\$104,409
McKinnon	Darlene	\$119,756
McWilliam	Susan	\$112,948
Meagher	Krista	\$104,086
Midgen	Craig	\$364,490
Morris	Susan	\$126,560
Morrison	Della	\$103,847
Morrison	Sue	\$121,045
Munn	Andrew	\$104,440
Murray	Margaret	\$141,952
Murray	Tanya	\$106,709
Myers	Michele	\$100,566
Newton	Kaleigh	\$110,840
Nguyen	Joe	\$105,828
Normand	Jackie	\$110,879
Nymark	Natalie	\$101,319
O'Leary	Gina	\$117,426
O'Neil	M Therese	\$112,214
Osborne	Carol-Anne	\$103,875
Osborne-Vincent	Heather	\$110,815
Oystreck	Darren	\$109,905
Palmer	Jane	\$126,851
Pansino	Lian	\$107,940
Perrin	Jaime	\$122,419
Pickart	Theresa	\$113,523
Quon	Elizabeth	\$103,485
Richter	Anna	\$114,921

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Rose	Glenna	\$106,709
Rosen	Lauren	\$118,941
Roy	Carolyn	\$109,663
Saunders	Shelley	\$106,709
Saxton	Julie	\$101,208
Schurman	Elizabeth	\$112,142
Sheppard	Tanya	\$106,709
Shoveller	Jeannie	\$226,727
Simmons	Heather	\$105,568
Simpson	Jodi	\$100,264
Sinclair	Douglas	\$282,949
Slayter	Kathryn	\$102,938
Smith	Jeanne	\$114,872
Smith	Nadine	\$116,548
Smith	Stephen	\$133,700
Stewart	Catherine	\$115,453
Sullivan	April	\$114,940
Sutherland	Carol	\$104,848
Sweet	Krista	\$112,607
Taylor	Kristin	\$102,270
Tompkins	Leah	\$101,783
Tremblay	Francois	\$205,399
Turple	Jennifer	\$105,183
Uman	Lindsay	\$115,143
Vaninetti	Gina	\$102,566
VanTassel	Mary Lynn	\$136,914
Veysey	Andrew	\$100,854

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[in Canadian dollars]

Walls	Catherine	\$110,833
Walsh	Melissa	\$107,261
West	Jennifer	\$115,520
Whitewood	Amanda	\$236,382
Whynot	Barbara	\$106,302
Woolfrey	Paula	\$100,234
Works	Nicole	\$101,040
Wournell	Jessica	\$101,984
Xu	Jie	\$156,645
Yazbeck Elramadi	Sylvia	\$100,541
Yazbek	Aimee	\$115,423
Young	Ashley	\$107,867
Yuill	Anne	\$132,461

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2021

[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

3. One-Time Payments

Eligible management, non-union and unionized staff were offered an essential worker's bonus through the Essential Health Care Worker's Program. This essential worker's bonus was paid out during the year, is considered compensation for reporting purposes, and is included in total compensation in this report. The bonus ranged between \$500 and \$2,000 per person dependent on eligibility. In addition, one-time vacation pay-outs were offered to eligible staff to compensate for disruption in vacation schedules caused by the pandemic. These essential workers' bonuses and vacation pay-outs have resulted in the addition of employees over the reporting threshold for this year. This is considered an anomaly year, and reporting levels should return to prior year average groupings in the following year.