



IWK Health

Statement of Compensation for the Public Sector  
Compensation Disclosure Act

**Izaak Walton Killam Health Centre**

Year Ended March 31, 2022

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## **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, 2022. 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, 2022, 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 that reads "Kim Adair". The signature is written in a cursive style with a large initial "K".

Kim Adair, FCPA, FCA, ICD.D  
Auditor General of Nova Scotia  
Halifax, Nova Scotia

June 23, 2022

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

[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 2022, the following employees received compensation of \$100,000 or more:

Employees, Contractors and Consultants		
Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Affleck	Gregory	\$ 105,305
Ali	Yasmin	\$ 136,618
Ancliffe	Margery	\$ 115,647
Arts	Helena	\$ 196,429
Ashton	Steven	\$ 226,904
Athanasiou	Dimitrios	\$ 105,325
Balch	Marcie	\$ 131,539
Bawden	Harry	\$ 122,247
Beach	Lori	\$ 208,340
Beattie	Tricia	\$ 118,115
Bedard	Karen	\$ 195,652
Bedecki-Windsor	Paula	\$ 111,020
Bemient	Neseret	\$ 106,139
Bennett	Sarah	\$ 105,171
Best	Shauna	\$ 108,848
Betts	Laura	\$ 112,018
Beyea	Steven	\$ 119,425
Bishop	Tanya	\$ 108,834
Blays	Barbara	\$ 115,593
Blennerhassett	Caitlin	\$ 114,032
Bocking	Tina	\$ 105,419
Boutilier	Lee Anne	\$ 102,834
Bowen	Christopher	\$ 110,816
Boyd	Tamara	\$ 102,254
Bradley	Kristina	\$ 120,523
Brady	Erika	\$ 118,115
Brennan	Maureen	\$ 139,887
Briand	Micheline	\$ 107,564

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Broersma	Zoe	\$ 110,680
Buckland	Kurt	\$ 107,681
Burgess	Stacy	\$ 140,470
Burns	C Danielle	\$ 107,635
Burrell	Patricia	\$ 102,428
Callaghan	Laura	\$ 115,798
Campbell	Mallory	\$ 110,033
Campbell	Matthew	\$ 136,918
Carter	Karen	\$ 108,848
Cashen	Nancy	\$ 121,889
Chitty	Dorothy	\$ 139,869
Clannon	Lorraine	\$ 120,628
Clark	Sharon	\$ 121,115
Clinton	David	\$ 121,527
Codoy	Jyn Mary Chesyll	\$ 100,864
Comeau	Karen	\$ 108,848
Connell	Gina	\$ 153,046
Coulombe	Aimee	\$ 117,418
Da Estrela	Chelsea	\$ 111,983
Dickey	Leota	\$ 136,381
Domenie	Peggy	\$ 101,808
Doucet	Carolyn	\$ 108,848
Doucette	Naomi	\$ 118,253
Downey	Agnes	\$ 114,517
D'Souza	Brandon	\$ 100,963
Duffett	Megan	\$ 112,212
Duncan	Jill	\$ 103,883
Durdle	Heather	\$ 125,185
Edwards	Lauren	\$ 102,900
Elliott Rose	Annette	\$ 211,639
Ellsworth	Christine	\$ 122,247
England	Noelle	\$ 119,233
Feron	Jennifer	\$ 201,029
Fieldhouse	Elise	\$ 107,407
Flanagan	Helen	\$ 100,694
Fleck	Linda	\$ 103,548
Fletcher	Bev	\$ 146,020
Gates	Shawn	\$ 118,558
Gillespie	Eileen	\$ 108,848

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Gillespie	Joanne	\$ 120,814
Griffin	Kristina	\$ 105,767
Grimm	Nadine	\$ 111,883
Halawa	Nadine	\$ 121,406
Hansford	Julie	\$ 118,594
Haque	Nargis	\$ 159,479
Harper	Julie	\$ 118,131
Harrison	Karen	\$ 173,282
Hartlen	Tamara	\$ 107,571
Hatchette	Jill	\$ 115,209
Hessen-Kayfitz	Joanna	\$ 119,419
Hogue	Melissa	\$ 123,781
Hudgins	Sonya	\$ 152,827
Huypungco	Ray	\$ 103,364
Inglis	Darlene	\$ 139,486
Jackson	Kerry	\$ 120,802
Jangaard	Krista	\$ 350,057
Jay	Elaine	\$ 102,161
Jeffers	Lisa	\$ 108,836
Johnson	Teresa	\$ 100,841
Johnson-Emberly	Debbie	\$ 118,690
Jollymore	Jennifer	\$ 106,631
Jones	Chantelle	\$ 107,034
Jones	Karlee	\$ 107,326
Joyce	Ann	\$ 104,496
Jreige	Sami	\$ 111,334
Kaizer	Timothy	\$ 121,876
Kaupp	Shannon	\$ 102,053
Keeping	Heather	\$ 101,307
Kelly	Brynn	\$ 102,345
Kennedy	Heather	\$ 140,175
King	Donna	\$ 101,232
Lalanne	Denise	\$ 136,381
Lapierre	Tanya	\$ 110,761
Larocque	Leeann	\$ 140,531
Leadon	Kathleen	\$ 139,548
Leblanc	Mitchell	\$ 107,402
Lefebvre	Celeste	\$ 118,204
Lockhart	Amy	\$ 105,110

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

*[in Canadian dollars]*

<b>Last Name</b>	<b>First Name</b>	<b>Compensation Paid (\$)</b> (rounded to the nearest dollar)
Ma	Marlene	\$ 102,415
MacDonald	Alexandra	\$ 100,369
MacDonald	Arthena	\$ 103,786
MacDonald	Emma	\$ 118,147
MacDonald	Tamara	\$ 122,711
MacInnis	Melanie	\$ 122,670
MacIntyre	Denise	\$ 111,285
MacKinnon	Carolyn	\$ 102,350
MacLatchy	Heather	\$ 126,818
MacLean	Gregory	\$ 102,829
MacNeil	Bryanne	\$ 100,601
MacNeil	Catherine	\$ 103,701
MacNeil	Tracy	\$ 107,415
Maloney	Coral	\$ 105,836
Mann	Cynthia	\$ 108,848
Martinez	Victor	\$ 108,862
McCarron	Jennifer	\$ 108,872
McClure-Ellsmere	Barbara	\$ 109,297
McCord	Helen	\$ 162,457
McCready	Melanie	\$ 104,471
McDonald	Katie	\$ 100,831
McFadden	Kathryn	\$ 384,601
McKinnon	Darlene	\$ 138,513
McPhee	Catherine	\$ 136,307
McWilliam	Susan	\$ 115,434
Meagher	Krista	\$ 103,445
Mengual-Fanning	Carla	\$ 102,045
Midgen	Craig	\$ 379,602
Morris	Susan	\$ 129,345
Morrison	Della	\$ 108,851
Morrison	Sue	\$ 118,102
Munn	Andrew	\$ 102,400
Murphy	Jillian	\$ 103,184
Murray	Margaret	\$ 136,373
Murray	Tanya	\$ 108,848
Myers	Michele	\$ 116,757
Nabuurs	Heather	\$ 105,214
Newton	Kaleigh	\$ 120,483
Nguyen	Joe	\$ 114,581



# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

[in Canadian dollars]

<b>Last Name</b>	<b>First Name</b>	<b>Compensation Paid (\$)</b> (rounded to the nearest dollar)
Nixon	Steven	\$ 103,290
Norris	Nadeana	\$ 102,625
Nymark	Natalie	\$ 102,957
Oakley	Melanie	\$ 100,035
O'Leary	Gina	\$ 116,068
Osborne	Carol-Anne	\$ 105,670
Osborne-Vincent	Heather	\$ 108,844
Oystreck	Darren	\$ 112,324
Palmer	Jane	\$ 133,387
Pansino	Lian	\$ 114,002
Paris	Juanita	\$ 103,179
Penney	Andrea	\$ 102,429
Perrin	Jaime	\$ 138,686
Pickart	Theresa	\$ 112,321
Piercey	Melissa	\$ 101,062
Pink	Leah	\$ 113,789
Purdy	Sharon	\$ 104,972
Regulacion	Janice	\$ 104,798
Richards	Jennifer	\$ 106,627
Richter	Anna	\$ 118,115
Romkey	Julie	\$ 100,353
Roper	Susan	\$ 102,719
Rose	Glenna	\$ 108,792
Rosen	Lauren	\$ 123,592
Rowe	Mary	\$ 102,365
Roy	Carolyn	\$ 117,559
Saoud	Wafa	\$ 108,894
Saunders	Shelley	\$ 108,848
Saxton	Julie	\$ 111,229
Schurman	Elizabeth	\$ 112,465
Shearing	Sebrina	\$ 100,464
Sheppard	Tanya	\$ 108,848
Sherren	Christine	\$ 100,236
Shoveller	Jean	\$ 176,821
Simpson	Jodi	\$ 100,072
Sinclair	Douglas	\$ 283,116
Smith	Jeanne	\$ 115,349
Smith	Nadine	\$ 115,960
Smith	Shawn	\$ 102,157

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

*[in Canadian dollars]*

<b>Last Name</b>	<b>First Name</b>	<b>Compensation Paid (\$)</b> (rounded to the nearest dollar)
Smith	Stephen	\$ 136,531
Snow	Stephanie	\$ 112,917
Spicer	Alana	\$ 103,978
Stewart	Catherine	\$ 118,244
Sullivan	April	\$ 118,357
Sullivan	Jessica	\$ 121,137
Sutherland	Carol	\$ 103,732
Sweet	Krista	\$ 111,355
Szego	Sarah	\$ 101,399
Tan-MacNeill	Kim	\$ 108,682
Taylor	Kristin	\$ 108,537
Tompkins	Leah	\$ 101,537
Turple	Jennifer	\$ 107,624
Uman	Lindsay	\$ 120,339
Vaninetti	Gina	\$ 103,179
VanTassel	Mary Lynn	\$ 137,420
Veysey	Andrew	\$ 101,643
Walsh	Melissa	\$ 114,640
West	Jennifer	\$ 108,844
Whitewood	Amanda	\$ 232,089
Whynot	Barbara	\$ 102,828
Williams	Jennifer	\$ 108,849
Wood	Alison	\$ 108,903
Woodworth	Rosalind	\$ 125,037
Worden	Ashlee	\$ 101,562
Works	Nicole	\$ 108,704
Wyman	Michelle	\$ 101,701
Xu	Jie	\$ 159,476
Yazbeck Elramadi	Sylvia	\$ 101,378
Yazbek	Aimee	\$ 118,114
Yuill	Anne	\$ 136,856

# Izaak Walton Killam Health Centre

## Statement of Compensation

### Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2022

*[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.