

**Nipigon District Memorial Hospital Senior Executive Team
Components of Compensation Program**

Category	Explanation	Current Applicable Legislation/ Policies	CEO	Senior Directors		Chief of Staff
				Director of Patient Services/Chief Nursing Officer	Chief Financial Officer/ Chief Operating Officer	
Total Compensation	Base Compensation is determined through performance assessment tools, external compensation, benchmarking comparisons, scope of responsibilities and supervision, educational qualifications, job complexity, market competition and recruitment and retention	Excellent Care for All Act	\$119,000 annually	\$92,500 - \$99,611 annually	\$92,500 - \$99,611 annually	\$12,000
		Bill 16, Wage Freeze Legislation	All non-union and management employees are under a legislated wage freeze until April 1, 2012. The legislation does allow for increases in an employee's rate of pay within a pay range under a compensation plan that was in effect as of March 24, 2010, therefore progression up a pre-existing wage grid may continue but grids may not be increased.			Appointed by the Board of Directors Paid annual compensation as a stipend
	Compensation at risk	Excellent Care for All Act	2% of base salary under performance-based compensation program	1% of base salary/annual stipend under performance-based compensation program. Due to salary freeze, the 1% is deducted from base salary/annual stipend with the potential to earn it back through performance-based pay.		
		Bill 16, Wage Freeze Legislation	Due to salary freeze, the 2% is deducted from base pay with the potential to earn it back through performance-based pay			

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Allowable Perquisites	BPS Perquisites Directive	Broader Public Sector Accountability Act -2010	Yearly membership fees for the Canadian College of Health Leaders	Yearly membership fees for Registered Nurses' Association of Ontario and College of Nurses of Ontario registration	Yearly membership fees for Accounting Professional Designation	N/A
Benefits Extended Health Vision, dental, Life Insurance Disability/sick pay provisions			As per NDMH Non-Union Benefit package			N/A
Parking	N/A	N/A	Provided at no cost, applicable to all employees			
Supplemental Executive Retirement Plans		N/A	No senior management executive has any SERP or Retirement Allowance			N/A
Registered Pension Plan		N/A	HOOPP - Hospitals of Ontario Pension Plan			N/A
Severance	There is no voluntary resignation allowance or retirement allowance provided Severance without cause is only provided upon termination to mitigate financial loss until another position can be found	N/A	Common Law/Legal precedent - based on combination of years of service and ability to find equivalent work			N/A