



Statement of Compensation for the Public Sector
Compensation Disclosure Act

The Izaak Walton Killam Health Centre

Year Ended March 31, 2019

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5161 George Street
Royal Centre, Suite 400
Halifax, Nova Scotia
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Auditor General of Nova Scotia

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

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, 2019. 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.

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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, 2019, 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 Pickup". The signature is fluid and cursive, with the first name "Michael" being larger and more prominent than the last name "Pickup".

Michael Pickup, FCPA, FCA
Auditor General of Nova Scotia

Halifax, Canada

June 20, 2019

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[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.

Board members, Officers, Employees, Contractors and Consultants

For the year ended March 31 2019, the following board members, officers and employees received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants		
Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Ali	Yasmin	\$113,005
Anderson	Kristyn	\$100,370
Andolfatto	Denny	\$117,335
Antoft	Tracey	\$129,085
Armsworthy	Lise	\$104,159
Arsenault	Theresa	\$122,918
Ashton	Steven	\$228,960
Atkinson	Charmaine	\$105,888
Attenborough	Rebecca	\$139,925
Atwell	Andrea	\$102,843
Aucoin	Elaine	\$112,735
Ayer	Linda	\$126,601
Bagnell	Darlene	\$132,667
Bailey	Donna	\$101,847
Baker	Amy	\$106,671
Balch	Marcie	\$123,911
Barrett	Paula	\$127,042
Bartlett	Karen	\$107,784
Bawden	Harry	\$116,792
Beach	Lori	\$184,648
Beaton	Heather	\$100,840
Beattie	Tricia	\$130,445
Bedard	Karen	\$184,306
Bedecki-Windsor	Paula	\$101,118
Bennett	Geoff	\$120,435
Bennett	Sarah	\$117,264
Bentley	Karen	\$104,656
Bernard	Maxine	\$108,224

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Bertrand	Lindsay	\$106,265
Bessey	Jennifer	\$114,186
Best	Shauna	\$151,867
Betts	Laura	\$108,260
Beyea	Steven	\$116,267
Bishop	Tanya	\$116,195
Bleasdale	Erin	\$100,815
Boileau	Kelly	\$100,059
Bowen	Noreen	\$120,865
Bowen	Christopher	\$104,423
Boyd	Tamara	\$102,869
Bradley	Kristina	\$108,654
Brady	Erika	\$149,278
Brady	Jennifer	\$107,985
Bray	Jennifer	\$102,125
Breen	Glenn	\$104,719
Brennan	Maureen	\$161,910
Briand	Micheline	\$103,659
Britton	Diane	\$126,577
Broderick	Gail	\$110,808
Broderick	Lynne	\$106,691
Brown	Kendra	\$102,123
Brown	Chantelle	\$107,078
Bryden	John	\$105,343
Buckland	Kurt	\$113,637
Bullen	Monique	\$109,688
Burgess	Stacy	\$158,278
Burrell	Patricia	\$144,602
Cahill	Susan	\$126,185
Campbell	Lori	\$119,538
Campbell	Matthew	\$138,772
Carew	Jessica	\$105,696
Carson	Glenda	\$132,506
Carter	Karen	\$143,198
Carter	Sherry	\$112,901
Cashen	Nancy	\$128,089
Cavanagh	Lynn	\$120,909
Chestney	Karen	\$120,574
Chitty	Dorothy	\$131,951

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Ciccarelli	Nick	\$111,777
Clark	Sharon	\$126,231
Cleghorn	Catherine	\$112,850
Clements	Paulette	\$112,678
Clouter	Wanda	\$108,994
Collins	Patricia	\$116,322
Collins	Tracy	\$106,801
Collins-McNeil	Kelly	\$106,051
Comeau	Karen	\$134,388
Connell	Gina	\$144,222
Conrad	Bonnie	\$114,372
Cooke	Heather	\$105,948
Cottreau	Jacqueline	\$101,665
Coulombe	Aimee	\$111,905
Courtney	Elizabeth	\$112,036
Cox	Pamala	\$104,954
Cox	Nicholas	\$103,448
Craig	Tessa	\$100,572
Currie	Todd	\$117,111
Day	Courtney	\$101,001
De Champlain	Rebecca	\$100,940
Dechamp	Nida	\$101,524
Deganis	Anna	\$102,894
Den Hollander	Lorrie	\$101,877
Dickey	Leota	\$191,678
Dixon	Deana	\$105,156
Domenie	Peggy	\$118,835
Donnelly	Christine	\$102,424
Doucet	Carolyn	\$101,747
Doucette	Naomi	\$119,504
Douglas	Lynn	\$129,814
Downey	Carol	\$101,366
Downey	Agnes	\$128,347
Dryden	Tracy	\$153,065
Duffett	Megan	\$108,883
Duncan	Jennifer	\$265,489
Dunn	Paula	\$116,313
Dupuis	Dawn	\$104,464
Durdle	Heather	\$127,253

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Ede	Claudette	\$107,270
Edmundson	Joanne	\$100,798
Ellis	Pamela	\$141,873
Ellsworth	Christine	\$116,826
Embrett	Ryan	\$138,745
England	Noelle	\$120,508
Ezurike	Heather	\$105,123
Fahey	John	\$102,683
Ferdinand	David	\$105,241
Ferguson	Alanna	\$113,897
Ferguson	Trisha	\$122,200
Feron	Jennifer	\$215,202
Fieldhouse	Elise	\$133,145
Filbert	Katharine	\$108,847
Fitzpatrick	Eleanor	\$115,965
Flanagan	Helen	\$122,707
Fletcher	Bev	\$145,586
Forbes	Nancy	\$115,081
Forrest	Elizabeth	\$112,003
Frankton	Lyn	\$149,530
Gallant	Gloria	\$120,311
Gallant	Lynne	\$102,552
Gates	Julia	\$108,891
Gaube	Heinz	\$108,101
Gaudet	Michele	\$114,410
Gaudet	Melissa	\$125,354
Gillespie	Joanne	\$136,918
Gillespie	Eileen	\$128,735
Gillis	Ronelda	\$127,269
Gillis	Susan	\$103,247
Gillis-Ring	Jane	\$112,587
Ginnish	Jacqueline	\$104,710
Given	Darlene	\$111,846
Goodwin	Lisa	\$113,247
Gouthro	Sheryle	\$118,418
Greechan	Martha	\$119,399
Greene	Elizabeth	\$105,161
Griffin	Kristina	\$108,801

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Grimm	Nadine	\$128,512
Guthrie	Charmaine	\$103,288
Hahn	Erik	\$128,140
Hancock	David	\$121,666
Hansford	Julie	\$122,296
Hanson	Simeon	\$116,250
Haque	Nargis	\$182,011
Harding	Kimberly	\$104,121
Harkin	Paula	\$104,294
Harper	Julie	\$116,459
Harrison	Karen	\$185,180
Hartlen	Tamara	\$124,058
Hatchette	Jill	\$124,504
Hatfield	Tara	\$105,171
Hatt	Shelley	\$102,155
Haughn Prosser	Heather	\$117,509
Hearns	Marian	\$100,108
Herritt	Nancy	\$127,656
Hiltz	Mary-Ann	\$321,962
Hiltz	Nancy	\$126,188
Hines	Gillian	\$118,514
Holland	Dawn	\$129,565
Hollett	Shelly	\$102,834
Holman	Shauna	\$105,657
Houghton	Michelle	\$114,675
Hudgins	Sonya	\$150,526
Hutt	Linda	\$118,195
Inglis	Darlene	\$137,218
Isenor	Shauna	\$105,807
Ivany	Allana	\$137,322
Jangaard	Krista	\$315,324
Jay	Elaine	\$109,192
Jerrott	Susan	\$147,990
Johnson	Carolyn	\$118,698
Johnson	Teresa	\$108,343
Johnson-Emberly	Debbie	\$137,475
Jollimore	Wendy	\$118,900
Joyce	Ann	\$126,818
Jreige	Sami	\$102,891

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Kaizer	Timothy	\$123,673
Kayfitz	Adam	\$112,808
Kelly	Johneen	\$101,445
Kempton	Kristine	\$110,579
Kennedy	Heather	\$109,733
Khanna	Vijay	\$205,146
Khoshkhahad	Afshin	\$164,068
King	Sarah	\$101,143
King	Donna	\$107,454
Kirouac	Angelique	\$113,317
Kolanko	Renata	\$101,287
Lalanne	Denise	\$133,377
Lamb	Alyson	\$111,465
Lane	Tricia	\$105,179
Lapierre	Tanya	\$116,756
Larocque	Leeann	\$186,629
Lauzon	Leeanne	\$110,125
Leadon	Kathleen	\$185,250
Leblanc	Natalie	\$132,575
Leblanc	Darlene	\$124,730
Leblanc	Deborah	\$103,375
Ledrew	Michelle	\$103,407
Lefebvre	Celeste	\$128,488
Leroux	Darryl	\$105,749
Lingley	Grant	\$100,056
Lockhart	Amy	\$129,891
Lough	Rhonda	\$105,401
Lowe-Pearce	Crystal	\$103,583
Lowther	Shelley	\$116,331
Ma	Marlene	\$111,357
MacDonald	Katherine	\$116,458
MacDonald	Theresa	\$100,701
MacDonald	Tamara	\$139,542
MacDonald	Gary	\$103,227
MacDonald	Emma	\$109,879
MacDougall	Carol	\$109,559
MacEachern	Linda	\$111,875
MacInnis	Janet	\$101,551
MacInnis	Melanie	\$116,056

The Izaak Walton Killam Health Centre

Statement of Compensation

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Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
MacIntyre	Denise	\$128,177
MacIsaac	Roseanne	\$111,519
MacKay	Nancy	\$107,904
MacKeen	Leanne	\$133,573
MacClatchy	Heather	\$145,243
MacLean	Gregory	\$135,929
MacLean	Una	\$127,038
MacLeod	Karen	\$111,764
MacLeod	Jeffrey	\$110,127
MacNeil	Heather	\$140,413
MacNeil	Catherine	\$110,406
MacNeil	Jennifer	\$112,022
MacNeil	Tracy	\$107,711
MacRae-Sly	Gail	\$102,684
MacSween	Helen	\$107,060
Maguire-Morrison	Shelley	\$101,033
Mann	Cynthia	\$116,034
Marshall	Leigh-Anne	\$105,234
Martin	Crista	\$112,863
Mason	Linda	\$130,307
Maxwell	Bridget	\$105,283
McAuley	Catherine	\$126,485
McClure-Ellsmere	Barbara	\$104,754
McCord	Helen	\$156,576
McCready	Melanie	\$105,739
McCurdy	Stacy	\$105,046
McGuirk	Christa	\$105,871
McInnis	Roma	\$126,521
McIssac	Sarah	\$100,376
McKie	Lindsey	\$107,094
McKinnon	Darlene	\$147,589
McMahon	Tara	\$101,835
McPhee	Catherine	\$106,208
McWilliam	Susan	\$111,019
Mengual-Fanning	Carla	\$116,584
Metcalfe	Trena	\$119,466
Midgen	Craig	\$412,772
Morris	Susan	\$134,679
Morrison	Della	\$100,871

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Morrison	Sue	\$118,749
Mosgrove	Jennifer	\$110,716
Munn	Andrew	\$130,704
Murphy	Cathy	\$120,664
Murphy	Dawn	\$106,628
Murphy	Holly	\$108,161
Murray	Margaret	\$191,569
Myers	Michele	\$131,447
Nabuurs	Heather	\$103,452
Napier	Anne	\$103,875
Newton	Sandra	\$112,943
Norton	Craig	\$132,123
O'Leary	Gina	\$130,103
O'Reilly	Diane	\$152,965
Osborne	Tom	\$135,059
Osborne	Carol-Anne	\$129,844
Osborne-Vincent	Heather	\$153,065
Oystreck	Darren	\$108,791
Palmer	Jane	\$110,536
Parkinson	Joan	\$113,490
Parkinson-McGraw	Lisa	\$116,317
Parris	Brian	\$133,518
Parsons	Margaret	\$127,691
Peach	Lorianne	\$103,529
Pellerin	Karen	\$117,361
Pellerine	Kimberley	\$112,597
Perlmutter	Tamara	\$113,111
Perrin	Jaime	\$136,145
Perry	Peter	\$136,662
Peterson	Devin	\$103,008
Pickart	Theresa	\$103,996
Piercey	Melissa	\$111,612
Pilmer	Anne	\$111,337
Poirier	Brennan	\$113,590
Pritchett	Christine	\$104,435
Purdy	Sharon	\$128,360
Putnam	Lorian	\$143,330
Rawding	Dawne	\$117,947
Richardson	Amy	\$107,653

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Richardson	Shannon	\$104,430
Roback	David	\$100,541
Roberts	Susan	\$117,844
Robson	Kelly	\$104,940
Rodgers	Maryse	\$106,903
Rogers	Matthew	\$109,305
Rogers-Currie	Nancy	\$107,532
Romkey	Julie	\$104,753
Roper	Susan	\$122,347
Rose	Glenna	\$114,384
Rosen	Lauren	\$119,046
Sanford	Timothy	\$121,548
Saunders	Shelley	\$121,502
Schurman	Elizabeth	\$115,672
Schwartz	Maggie	\$102,546
Shamout	Zaki	\$128,239
Sheppard	Tanya	\$120,589
Shortliffe	Michelle	\$125,433
Simmons	Heather	\$144,002
Simpson	Jodi	\$104,796
Sinclair	Alexis	\$125,701
Skaling Lemay	Jan	\$107,574
Slayter	Kathryn	\$132,099
Smigas	Halina	\$188,033
Smith	Jeanne	\$158,650
Smith	Janice	\$134,599
Smith	Nadine	\$127,822
Snow	Danielle	\$110,309
Snyder	Sharon	\$129,219
Spicer	Carol	\$120,393
Spicer	Alana	\$121,595
Stewart	Catherine	\$121,915
Sullivan	April	\$128,414
Sweet	Krista	\$112,001
Taylor	Kristin	\$105,333
Ternan	Jocelyn	\$113,274
Theriault	Samantha	\$103,921
Thibeault	Mary	\$102,572
Thompson	Velma	\$104,391

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) <i>(rounded to the nearest dollar)</i>
Tiller	Pamela	\$101,852
Tremblay	Francois	\$148,116
Turner	Hollie	\$113,567
Uman	Lindsay	\$124,189
Vaninetti	Gina	\$112,992
Vannieuwenhuizen	Jacquelin	\$126,634
VanTassel	Mary Lynn	\$113,010
Vine	Jocelyn	\$146,636
Walls	Catherine	\$102,256
Walsh	Neil	\$103,099
Warren	Bonnie	\$110,278
West	Jennifer	\$148,987
White	Allison	\$108,760
Whitelaw	Catherine	\$103,314
Whitewood	Amanda	\$212,260
Whynot	Barbara	\$132,675
Wilcox	Shauna	\$104,207
Williams	Jennifer	\$102,335
Wing	Lisa	\$120,363
Wolfe	Vicky	\$131,726
Wood	Alison	\$100,842
Woods	Margaret	\$104,311
Woodworth	Rosalind	\$122,676
Woolfrey	Paula	\$112,379
Woolridge	Elaine	\$105,789
Works	Nicole	\$103,087
Wright	Denise	\$106,260
Wright	Steven	\$110,821
Wyatt	Lois	\$130,920
Xu	Jie	\$203,075
Yazbeck Elramadi	Sylvia	\$110,196
Yazbek	Monique	\$141,937
Yazbek	Aimee	\$125,054
Young	Karen	\$123,797
Yuill	Anne	\$162,565
Zinck	Tina	\$109,208

The Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2019

[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 Public Service Award Payout

Eligible management, non-union and unionized staff were offered a one-time public service award payout option in lieu of the retirement allowance available at the time of retirement. These public service awards were paid out during the year and are considered compensation for reporting purposes, and are included in total compensation in this report. These public service awards have resulted in the addition of an extraordinary number 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. In order to protect privacy rights, government has recommended that the report does not identify individuals who received a public service award payout or the dollar amounts of those payouts.