



Statement of Compensation Required Pursuant to the
Public Sector Compensation Disclosure Act

The Izaak Walton Killam Health Centre

March 31, 2016

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Independent auditor's report

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

We have audited The Izaak Walton Killam Health Centre's (the "Health Centre") Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act, for the period of April 1, 2015 to March 31, 2016 (the "Statement"). The Statement has been prepared based on the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

Management's responsibility for the Statement

Management is responsible for the preparation of the Statement in accordance with the financial reporting provisions in the PSCD Act, and for such internal control as management determines is necessary to enable the preparation of the Statement that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the Statement based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial information presented in the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the Health Centre for the period of April 1, 2015 to March 31, 2016, is prepared, in all material respects, in accordance with the PSCD Act.

Basis of accounting

Without modifying our opinion, we draw attention to the note to the Statement, which describes the basis of accounting. The Statement is prepared to assist the Health Centre to meet the requirements of the PSCD Act. As a result, the Statement may not be suitable for another purpose.



Halifax, Canada
June 14, 2016

Chartered Accountants

The Izaak Walton Killam Health Centre

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2016

Board Members, Officers, Employees, Contractors and Consultants

For the year ended March 31, 2016, the following board members, officers, and employees received compensation of \$100,000 or more:

Last Name	First Name	Total Compensation	Last Name	First Name	Total Compensation
Ashton	Steven	188,928	Kennedy	Heather	126,959
Bawden	Harry	110,791	Khanna	Vijay	153,603
Beattie	Tricia	107,466	Kitch	Tracy	289,020
Bergeron	Barbara	100,043	Lacey	Barb	100,043
Best	Shauna	100,043	Lalanne	Denise	103,468
Beyea	Steven	109,775	Larocque	Leeann	129,215
Boliver	Darlene	124,749	Leadbetter	Heather	109,584
Bowen	Christopher	101,861	Leadon	Kathleen	103,488
Brady	Erika	107,046	Leblanc	Marc	128,209
Brennan	Maureen	100,043	Ledrew	Michelle	128,209
Campbell	Matthew	112,829	Lefebvre	Celeste	107,068
Carter	Ruth	127,035	Lomas	Heather	112,910
Champion	Margaret	128,684	MacDonald	Brenda	110,750
Chapman	Kristina	108,201	MacDonald	Michael	117,773
Chitty	Dorothy	111,046	MacDonald	Tamara	112,464
Clark	Sharon	101,968	MacDonald-Burke	Angela	177,643
Cormier	Lucille	109,672	MacInnis	Melanie	112,570
Creelman	Gail	138,909	MacLatchy	Heather	109,750
Croft	Jacqueline	117,458	McAuley	Peter	120,673
Devlin	David	105,256	McGrath	Patrick	252,637
Dewtie	Una	113,055	McKinnon	Darlene	116,917
Dickey	Leota	125,465	McLaughlin	Elizabeth	107,045
Dooley	Dr. Kent	119,118	McWilliam	Susan	105,676
Doucette	Naomi	100,611	Morash	Barbara	353,197
Durdle	Heather	109,128	Morris	Susan	118,655
Ellsworth	Christine	111,209	Murray	Margaret	125,463
Embrett	Ryan	117,409	Nickerson	Richard	104,567
Fearon	Isabel	104,232	O'Leary	Gina	100,324
Ferguson	Diana	119,649	O'Neill	Nancy	116,946
Feron	Jennifer	253,345	O'Reilly	Diane	100,043
Fieldhouse	Elise	112,330	Osborne-Vincent	Heather	100,043
Flanagan	Helen	107,100	Oystreck	Darren	103,106
Fletcher	Bev	121,854	Perrin	Jaime	103,048
Gillespie	Eileen	100,043	Poisson	Marie	107,117
Gillespie	Joanne	107,059	Prole	Cherry	105,993
Gouthro	M. Charmaine	107,525	Rankin	Alasdair	101,126
Hamilton	April	105,314	Renshall	Kate	100,453
Hansford	Julie	100,130	Riddell	Christie	184,779
Hanson	Simeon	110,383	Rigby	Krista	100,043
Haque	Nargis	149,242	Robertson	Catherine	124,409
Harper	Julie	105,278	Shamout	Zaki	124,796
Harrison	Karen	184,444	Shipley	Cheryl	101,011
Hartlen	Tamara	113,112	Smigas	Halina	146,908
Hatchette	Jill	105,893	Smith	Jeanne	106,020
Higgins	Beverley	107,383	Stewart	Catherine	107,061
Hiltz	Mary-Ann	158,761	Thibeault	Mary	100,043
Hudgins	Sonya	122,864	Thorne	Glenda	112,905
Hyndman	John	304,572	Tremblay	Dr. Francois	129,507
Inglis	Darlene	100,043	Vine	Jocelyn	201,650
Jerrott	Susan	112,973	West	Jennifer	100,043
Johnson-Emberly	Debbie	109,530	Wolfe	Vicky	117,855
Johnston	Amber	107,081	Woodworth	Rosalind	102,982
Joyce	Ann	109,179	Woolfrey	Paula	107,855
Kaizer	Timothy	116,486	Xu	Jie	139,966
Kayfitz	Adam	109,146	Yazbek	Aimee	107,046
Kempton	Kristine	100,043			

See accompanying note to the Statement of Compensation
Required Pursuant to the Public Sector Compensation Disclosure Act

The Izaak Walton Killam Health Centre

Note to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act

March 31, 2016

Basis of Reporting

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.

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.

Compensation

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