



**IWK Health**

Statement of Compensation for the Public Sector  
Compensation Disclosure Act

**Izaak Walton Killam Health Centre**

Year Ended March 31, 2023

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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, 2023. 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 the Canadian Standard on Quality Management 1 – *Quality Management for Firms that Perform Audits or Review of Financial Statements, or Other Assurance or Related Services 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.

In conducting my work, 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, 2023, 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, flowing style.

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

Halifax, Nova Scotia  
June 22, 2023

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[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 2023, the following employees received compensation of \$100,000 or more:C

Employees, Contractors and Consultants		
Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Aberg	Erika	\$ 101,108
Adams	David	\$ 107,170
Addison	Nicole	\$ 106,816
Affleck	Gregory	\$ 108,472
Ali	Yasmin	\$ 121,196
Ancliffe	Margery	\$ 121,816
Arts	Helena	\$ 199,869
Ashton	Steven	\$ 230,795
Athanasίου	Dimitrios	\$ 103,849
Bagnell	Darlene	\$ 100,024
Bailey	Allison	\$ 106,958
Bailkowski	Brian	\$ 102,780
Balch	Marcie	\$ 132,677
Bawden	Harry	\$ 123,347
Beach	Lori	\$ 214,847
Beattie	Tricia	\$ 119,178
Bedard	Karen	\$ 201,410
Bedecki-Windsor	Paula	\$ 102,458
Bell	Carolyn	\$ 104,070
Bemient	Neseret	\$ 109,078
Bennett	Sarah	\$ 120,314
Bernard	Maxine	\$ 106,194
Bettle	Amanda	\$ 112,095
Betts	Laura	\$ 110,976
Beyea	Steven	\$ 121,214
Bishop	Tanya	\$ 110,694
Blays	Barbara	\$ 103,823
Bocking	Tina	\$ 105,783

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[in Canadian dollars]

<b>Last Name</b>	<b>First Name</b>	<b>Compensation Paid (\$)</b> (rounded to the nearest dollar)
Bogle	Darren	\$ 103,501
Boutilier	Lee Anne	\$ 104,375
Bowers	Rachel	\$ 100,530
Bradley	Kristina	\$ 125,367
Brady	Erika	\$ 119,178
Brennan	Maureen	\$ 142,253
Briand	Micheline	\$ 122,970
Broersma	Zoe	\$ 110,727
Brothers	Kurt	\$ 106,114
Buckland	Kurt	\$ 109,503
Burgess	Stacy	\$ 157,356
Burke	Anita	\$ 104,634
Burns	C Danielle	\$ 116,376
Callaghan	Laura	\$ 122,802
Campbell	Matthew	\$ 151,340
Campbell	Mallory	\$ 120,078
Campbell	Lori	\$ 101,198
Carew	Jessica	\$ 104,025
Carey	Kayla	\$ 110,779
Carter	Karen	\$ 110,694
Cashen	Nancy	\$ 124,722
Chitty	Dorothy	\$ 140,980
Clannon	Lorraine	\$ 113,577
Clark	Sharon	\$ 123,368
Clinton	David	\$ 126,782
Connell	Gina	\$ 156,215
Coulombe	Aimee	\$ 119,480
Countway	Julia	\$ 102,231
Craig	Tessa	\$ 101,339
De Champlain	Rebecca	\$ 102,967
De Souza	Maria Quency	\$ 121,982
D'Entremont	Celine	\$ 103,699
Dickey	Leota	\$ 138,552
Domenie	Peggy	\$ 103,640
Doucette	Naomi	\$ 120,479
Downey	Agnes	\$ 111,027
Doyle	Stephen	\$ 105,759
D'Souza	Brandon	\$ 111,995
Duffett	Megan	\$ 112,808

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Duncan	Jill	\$ 108,886
Durdle	Heather	\$ 126,839
Elliott Rose	Annette	\$ 215,800
Ellsworth	Christine	\$ 123,550
Eng	Amanda	\$ 103,291
England	Noelle	\$ 126,302
Evangelista	Mardy	\$ 101,701
Evanson	Janet	\$ 107,166
Feron	Jennifer	\$ 204,001
Fleck	Linda	\$ 106,919
Gallant	Katherine	\$ 102,145
Gamache	Monique	\$ 104,892
Gamache	Chrissy	\$ 103,707
Gillespie	Joanne	\$ 121,877
Gillespie	Eileen	\$ 110,482
Glazier	Joan	\$ 112,383
Gorman	Lindsay	\$ 105,308
Griffin	Tina	\$ 117,305
Griffin	Kristina	\$ 111,026
Grimm	Nadine	\$ 113,273
Halamay	Trisha-Lee	\$ 107,294
Hanscomb	Jennifer	\$ 104,269
Hansford	Julie	\$ 101,110
Haque	Nargis	\$ 169,929
Harper	Julie	\$ 119,209
Hartlen	Tamara	\$ 131,508
Hatchette	Jill	\$ 116,942
Helm	Nichole	\$ 115,575
Hessen-Kayfitz	Joanna	\$ 114,267
Hudgins	Sonya	\$ 178,338
Hutt-Macleod	Daphne	\$ 114,429
Huypungco	Ray	\$ 108,727
Inch	John	\$ 104,580
Inglis	Darlene	\$ 141,856
Ivany	Allana	\$ 104,634
Jackson	Kerry	\$ 101,342
Jangaard	Krista	\$ 368,427
Jay	Elaine	\$ 104,903
Jeffers	Lisa	\$ 110,482

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Johnson	Teresa	\$ 104,371
Johnson-Emberly	Debbie	\$ 120,643
Jones	Karlee	\$ 106,374
Joyce	Elizabeth	\$ 105,425
Joyce	Ann	\$ 104,927
Jreige	Sami	\$ 115,474
Kaizer	Timothy	\$ 116,596
Kaluluma	Paula	\$ 100,031
Kaupp	Shannon	\$ 111,080
Kennedy	Heather	\$ 169,048
Lalanne	Denise	\$ 142,791
Lane	Linda	\$ 110,395
Lapierre	Tanya	\$ 109,315
Larocque	Leeann	\$ 142,840
Lauzon	Leeanne	\$ 100,209
Leadon	Kathleen	\$ 149,195
Leblanc	Mitchell	\$ 117,637
Leblanc	Darlene	\$ 101,427
Leclerc	Ashley	\$ 105,652
Lefebvre	Celeste	\$ 122,814
Leggett	Barbie	\$ 104,576
Lockhart	Amy	\$ 107,926
Lough	Rhonda	\$ 106,164
Lowe-Pearce	Crystal	\$ 110,708
Lowther	Shelley	\$ 100,046
Ma	Marlene	\$ 102,943
MacDonald	Tamara	\$ 124,599
MacDonald	Emma	\$ 119,270
MacDonald	Alexandra	\$ 109,827
MacDonald	Amanda	\$ 100,671
MacDonald	Arthena	\$ 100,531
MacInnis	Melanie	\$ 124,582
MacIntyre	Denise	\$ 112,238
MacKie	Melissa	\$ 110,519
MacLatchy	Heather	\$ 127,568
MacMaster	Francis	\$ 137,418
MacNeil	Tracy	\$ 107,500
MacNeil	Jennifer	\$ 106,625
MacNeil	Bryanne	\$ 102,962



# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
MacNeil	Catherine	\$ 102,245
Mann	Cynthia	\$ 110,269
Martinez	Victor	\$ 110,150
Mccarron	Jennifer	\$ 110,482
Mcclure-Ellsmere	Barbara	\$ 105,243
Mccord	Helen	\$ 174,280
Mccready	Melanie	\$ 109,856
McDonald	Katie	\$ 105,463
McFadden	Kathryn	\$ 394,390
McKinnon	Darlene	\$ 159,082
McMahon	Tara	\$ 103,373
McPhee	Catherine	\$ 107,676
McWilliam	Susan	\$ 116,942
Meagher	Krista	\$ 105,008
Mengual-Fanning	Carla	\$ 103,193
Midgen	Craig	\$ 391,390
Miller	Beverly	\$ 189,185
Morris	Susan	\$ 132,043
Morrison	Sue	\$ 122,848
Morrison	Della	\$ 109,168
Mosher	Laurie	\$ 102,293
Munn	Andrew	\$ 103,941
Murphy	Jillian	\$ 103,681
Murphy	Robert	\$ 103,113
Murray	Tanya	\$ 110,978
Nabuurs	Heather	\$ 114,114
Nauffts	Adele	\$ 104,680
Newton	Kaleigh	\$ 113,844
Nixon	Steven	\$ 102,692
Noonan	Sarah	\$ 103,637
Norris	Nadeana	\$ 120,361
Nymark	Natalie	\$ 102,195
Oakley	Melanie	\$ 104,210
O'Hanley	Alexandra	\$ 105,703
O'Leary	Gina	\$ 127,678
Osborne	Carol-Anne	\$ 102,068
Osborne-Vincent	Heather	\$ 110,694
Oystreck	Darren	\$ 114,050
Palmer	Jane	\$ 138,694

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Parris	A.	\$ 105,833
Pellerine	Kimberley	\$ 100,309
Penney	Andrea	\$ 107,175
Perrin	Jaime	\$ 151,092
Pickart	Theresa	\$ 110,715
Pickup	Sarah	\$ 119,758
Pink	Leah	\$ 120,329
Prichard	Elizabeth	\$ 116,937
Pritchett	Christine	\$ 100,926
Purdy	Sharon	\$ 102,377
Rahman	Motiu	\$ 106,464
Reinhardt	Danielle	\$ 110,138
Richard	Monique	\$ 102,553
Richards	Jennifer	\$ 128,743
Richter	Anna	\$ 120,569
Ring	Erin	\$ 101,303
Robinson	Erika	\$ 102,387
Romkey	Julie	\$ 101,732
Roper	Susan	\$ 104,562
Rose	Glenna	\$ 110,694
Rosen	Lauren	\$ 126,704
Rowe	Mary	\$ 103,759
Ryan	Stephanie	\$ 119,896
Sadeghi-Zadeh	Roshanak	\$ 122,562
Sangster	Michael	\$ 102,527
Saoud	Wafa	\$ 108,181
Saunders	Shelley	\$ 110,538
Schurman	Elizabeth	\$ 121,736
Seabrook	Shauna	\$ 110,848
Shearing	Sebrina	\$ 102,342
Sheppard	Tanya	\$ 110,694
Simpson	Jodi	\$ 109,007
Sinclair	Douglas	\$ 295,598
Slyater	Kathryn	\$ 100,250
Smith	Stephen	\$ 139,888
Smith	Nadine	\$ 122,573
Smith	Jeanne	\$ 117,082
Smith	Shawn	\$ 110,428
Smith	Nicole	\$ 103,675

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023

*[in Canadian dollars]*

<b>Last Name</b>	<b>First Name</b>	<b>Compensation Paid (\$)</b> (rounded to the nearest dollar)
Smith	Kyle	\$ 103,133
Snow	Stephanie	\$ 126,597
Spicer	Alana	\$ 111,386
Stewart	Catherine	\$ 119,979
Sullivan	April	\$ 119,202
Sutherland	Carol	\$ 102,695
Sweet	Krista	\$ 110,978
Szego	Sarah	\$ 105,633
Tan-Macneill	Kim	\$ 109,268
Taylor	Kristin	\$ 110,695
Theriault	Samantha	\$ 110,454
Thomas	Shillu	\$ 114,234
Tompkins	Leah	\$ 113,756
Tully	Jason	\$ 110,555
Tynes	Jennifer	\$ 101,348
Uman	Lindsay	\$ 125,952
Van Patter	Katie	\$ 101,123
Vaninetti	Gina	\$ 103,075
VanTassel	Mary Lynn	\$ 143,883
Veysey	Andrew	\$ 104,260
Volodarsky	Michael	\$ 120,105
West	Jennifer	\$ 110,694
Whitewood	Amanda	\$ 172,527
Williams	Jennifer	\$ 110,694
Williams	Stephanie	\$ 103,400
Wong	Adam	\$ 157,846
Wood	Alison	\$ 123,346
Woods	Alana	\$ 100,232
Worden	Ashlee	\$ 104,911
Works	Nicole	\$ 110,765
Wyman	Michelle	\$ 101,370
Xu	Jie	\$ 175,303
Yazbeck Elramadi	Sylvia	\$ 102,715
Yazbek	Aimee	\$ 111,789
Yuill	Anne	\$ 139,169
Yuill	Marsha	\$ 109,104

# Izaak Walton Killam Health Centre

## Statement of Compensation

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

Year ended March 31, 2023  
*[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.