



IWK Health

Statement of Compensation for the Public Sector
Compensation Disclosure Act

Izaak Walton Killam Health Centre

Year Ended March 31, 2024

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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 Health Centre") compliance with the Public Sector Compensation Disclosure Act (the Act) for the year ended March 31, 2024. The Act requires disclosure to the public of the amount of compensation the IWK Health Centre 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 Health Centre'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 Health Centre's compliance with the specified requirements.

Practitioner's Responsibility

My responsibility is to express a reasonable assurance opinion on the IWK Health Centre'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 Health Centre 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. Procedures including examining, on a test basis, evidence supporting the assessment, and evaluating the overall compliance with these requirements.

I believe the evidence I obtained is sufficient and appropriate to provide a basis for my opinion.

Independence and Quality Management

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 management, 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 Health Centre complied with the specified requirements established in the Public Sector Compensation Disclosure Act for the year ended March 31, 2024, in all significant respects.

I do not provide a legal opinion on the IWK Health Centre'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 20, 2024

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024
[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 2024, 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)
Aalders	Samantha	\$ 104,603
Aberg	Erika	\$ 109,001
Addison	Nicole	\$ 132,927
Affleck	Gregory	\$ 126,179
Algee	Brianna	\$ 105,264
Ali	Yasmin	\$ 125,996
Allain	Amanda	\$ 114,154
Alleyne	Naomi	\$ 111,479
Aquintey	Via Marie	\$ 132,025
Araujo	Haley	\$ 119,636
Armat	Elena Mihaela	\$ 101,558
Armsworthy	Lise	\$ 112,971
Arnold	Stephanie	\$ 104,622
Arsenault	Theresa	\$ 117,353
Arsenault	Lindsay	\$ 106,405
Arts	Helena	\$ 210,454
Ashton	Steven	\$ 255,211
Athanasiou	Dimitrios	\$ 112,257
Aucoin	Elaine	\$ 105,370
Awalt	Nicole	\$ 107,675
Awoyiga	Afolake	\$ 123,561
Bagnell	Darlene	\$ 122,852
Bailey	Allison	\$ 125,190
Bailey	Joslyn	\$ 117,537
Bailey	Jessica	\$ 113,516
Bailey	Laura	\$ 111,265

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Baikowski	Brian	\$ 114,884
Baillie Mackeil	Nicole	\$ 103,761
Baker	Kelsie	\$ 114,579
Baker	Amy	\$ 104,399
Balch	Marcie	\$ 141,149
Baldasso	Tamikea	\$ 104,659
Barnes	Heather	\$ 103,725
Barnett	Sierra	\$ 111,378
Barrett	Paula	\$ 112,155
Barrett	Julia	\$ 109,499
Barry	Jacqueline	\$ 123,779
Bartlett	Karen	\$ 114,142
Bartlett	Robert	\$ 101,169
Bawden	Harry	\$ 127,037
Beach	Lori	\$ 222,110
Beattie	Tricia	\$ 131,794
Bedard	Karen	\$ 210,300
Bedard	Hannah	\$ 104,738
Bedecki-Windsor	Paula	\$ 123,086
Bell	Amy	\$ 109,228
Bell	Troy	\$ 100,975
Bellefontaine	Veronica	\$ 122,567
Belliveau	Melodie	\$ 110,432
Bemient	Neseret	\$ 118,634
Bennett	Sarah	\$ 150,613
Bennett	Geoff	\$ 123,863
Bentley	Amy	\$ 118,222
Bentley	Allyson	\$ 114,683
Bernard	Maxine	\$ 130,923
Bessey	Jennifer	\$ 104,886
Bettle	Amanda	\$ 138,041
Betts	Laura	\$ 137,786
Beukema	Sean	\$ 108,886
Beyea	Steven	\$ 129,809
Bishop	Tanya	\$ 123,007
Blays	Barbara	\$ 125,124
Bogle	Darren	\$ 112,069

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Bohan	Kristin	\$ 114,100
Boileau	Kelly	\$ 100,771
Bolivar-Steeves	Jane	\$ 111,870
Boucher	Abigail	\$ 106,184
Boudreau	Jennifer	\$ 115,496
Boudreau	Erica	\$ 103,299
Boudreau	Crystal	\$ 100,565
Bourdages	Tracy	\$ 113,726
Bourgeois	Josee	\$ 123,256
Boutilier	Lee Anne	\$ 115,786
Boutilier	Jaime	\$ 107,117
Boutilier	Andy	\$ 102,265
Bowers	Rachel	\$ 127,802
Bowers	Chloe	\$ 106,877
Boyd	Marie-France	\$ 127,330
Boyd	Tamara	\$ 116,743
Bradley	Kristina	\$ 119,803
Brady	Jennifer	\$ 128,997
Brady	Erika	\$ 128,443
Breen	Glenn	\$ 101,421
Brennan	Maureen	\$ 149,813
Briand	Micheline	\$ 146,851
Briand	Alexandra	\$ 110,738
Brocklehurst	Staci	\$ 110,748
Brodersen	Etta	\$ 100,932
Broersma	Zoe	\$ 118,921
Brooks	Asha-Brynn	\$ 100,606
Broome	Elaine	\$ 128,894
Brothers	Kurt	\$ 131,618
Brown	M Kendra	\$ 115,020
Brown	Tracy	\$ 103,651
Bruce	Melissa	\$ 115,048
Bryden	John	\$ 120,125
Bryson	Carlee	\$ 109,629
Buchanan	Elise	\$ 112,468
Buckland	Kurt	\$ 120,653
Bulger	Stacy	\$ 110,958

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Bullen	Monique	\$ 119,972
Burgess	Stacy	\$ 172,148
Burke	Karen	\$ 114,945
Burke	Anita	\$ 103,011
Burns	C Danielle	\$ 118,518
Burns	Bridget	\$ 101,537
Cadegan	Michael	\$ 141,491
Cahill	Susan	\$ 100,848
Callaghan	Laura	\$ 152,025
Campbell	Mallory	\$ 135,023
Campbell	Lori	\$ 125,527
Campbell	Doug	\$ 104,665
Campbell-Lownie	Penelope	\$ 113,009
Canam	Leona	\$ 111,080
Carew	Jessica	\$ 115,799
Carew	Alycia	\$ 102,939
Carew	Maryann	\$ 101,759
Carey	Kayla	\$ 139,659
Carter	Karen	\$ 118,759
Cashen	Nancy	\$ 167,253
Cass	Olivia	\$ 111,909
Castilho	Edson	\$ 108,105
Cernjak	Victoria	\$ 112,553
Ceschi	Danielle	\$ 100,806
Chestney	Karen	\$ 113,504
Chidiac	Marguerite	\$ 111,913
Chitty	Dorothy	\$ 149,760
Christian	Erin	\$ 145,783
Christian	Christine	\$ 103,841
Clannon	Lorraine	\$ 122,997
Clark	Sharon	\$ 131,627
Clements	Paulette	\$ 109,719
Clements-Titcombe	Lisa	\$ 105,762
Clinton	David	\$ 136,290
Clouter	Wanda	\$ 113,934
Clyke	Brooke	\$ 120,281
Cole	Jane	\$ 116,524

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[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Collett	Kelsey	\$ 104,871
Collins	Tracy	\$ 116,436
Collins-Mcneil	Kelly	\$ 100,963
Connell	Gina	\$ 159,917
Connolly	April	\$ 107,480
Cooke	Heather	\$ 111,581
Coombs	Hannah	\$ 103,980
Cornish	Stephanie	\$ 117,242
Correll	Quinn	\$ 105,504
Cottreau	Jacqueline	\$ 122,525
Coulombe	Aimee	\$ 128,605
Courtney	Elizabeth	\$ 117,026
Cox	Pamala	\$ 111,925
Cox	Nicholas	\$ 107,562
Craig	Tessa	\$ 121,127
Crouse	Amber	\$ 103,895
Crowell	Amelia	\$ 103,040
Cummings	Corrina	\$ 105,982
Curl	Tiffany	\$ 122,264
Currie	Todd	\$ 109,266
D'Amour	Isabelle	\$ 110,055
Dauphinee	Kimberlea	\$ 111,202
Davidge	Annis	\$ 112,924
Day	Courtney	\$ 113,454
De Champlain	Rebecca	\$ 121,212
De Souza	Maria Quency	\$ 144,692
Debaie	Amy	\$ 110,184
Den Hollander	Lorrie	\$ 108,889
D'Entremont	Celine	\$ 124,699
D'Entremont	Martine	\$ 110,280
Deveau	Emma	\$ 124,148
Deyoung	Chantale	\$ 108,644
Digout	Carol	\$ 106,325
Dillon	Kristina	\$ 100,582
Doig	Amy	\$ 122,148
Dolan	Shauna	\$ 105,180
Domenie	Peggy	\$ 111,386

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[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Donnelly	Christine	\$ 112,018
Donovan	Molly	\$ 107,801
Doucette	Naomi	\$ 112,526
Douglas	Patricia	\$ 109,891
Downey	Agnes	\$ 120,500
Doyle	Stephen	\$ 121,244
Drake	Michael	\$ 101,886
D'Souza	Chantal	\$ 137,123
D'Souza	Brandon	\$ 123,794
Duffett	Megan	\$ 152,141
Duncan	Jill	\$ 121,203
Duncan	Lisa	\$ 114,063
Duncan	Rachael	\$ 103,810
Dunlap	Karlee	\$ 112,704
Dunlevy	Jessica	\$ 104,154
Dunn	Paula	\$ 116,996
Duperre	Marlene	\$ 103,497
Dupuis	Dawn	\$ 101,040
Durden	Ellie	\$ 107,016
Durdle	Heather	\$ 136,028
Duykers	Margaret	\$ 114,622
Eberle	Tracey	\$ 116,189
Elford	Lindsay	\$ 111,682
Elliott	Deborah	\$ 109,393
Elliott Rose	Annette	\$ 238,659
Eng	Amanda	\$ 124,355
England	Noelle	\$ 148,255
Estey	Jillian	\$ 101,261
Evangelista	Mardy	\$ 106,746
Evanson	Janet	\$ 134,494
Ezurike	Heather	\$ 122,142
Farrell	Riley	\$ 118,590
Feher	Ena	\$ 114,765
Feindel	Lauren	\$ 103,519
Ferguson	Maria	\$ 108,765
Ferguson	Alanna	\$ 103,968
Feron	Jennifer	\$ 209,355

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[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Fidler	Rebecca	\$ 114,790
Filbert	Katharine	\$ 125,755
Fitzpatrick	Kaley	\$ 112,258
Fitzpatrick	Lindsay	\$ 102,865
Flanders	Annette	\$ 107,226
Fleck	Linda	\$ 142,803
Flinn	Julie	\$ 107,703
Flynn	Coleen	\$ 104,593
Foley	Laura	\$ 124,405
Fong	Benjamin	\$ 102,085
Forbes	Jillian	\$ 109,372
Ford	Andrew	\$ 102,761
Forgeron	Joan	\$ 113,768
Forrest	Elizabeth	\$ 103,739
Foster	Kelly	\$ 111,529
Fougere	Raghan	\$ 104,645
Frank	Clifford	\$ 109,009
Fraser	Terri	\$ 111,081
Fraser	Amy	\$ 102,441
Fraughton	Stacy	\$ 105,762
Frederick	Laura	\$ 106,069
Fry	Andrea	\$ 108,561
Galbraith	Jordan	\$ 103,300
Gallant	Billijane	\$ 122,235
Gallant	Katherine	\$ 119,389
Gamache	Monique	\$ 112,706
Gamache	Chrissy	\$ 112,535
Garside	Catherine	\$ 113,411
Gaudet	Melissa	\$ 113,006
Gay	Matias	\$ 114,444
Geldart	Sara	\$ 103,424
Gillespie	Joanne	\$ 130,476
Gillespie	Emma	\$ 112,446
Gillis	Susan	\$ 109,534
Gillis	Heather	\$ 102,937
Glazier	Joan	\$ 112,470
Gniewek	Anne	\$ 112,647

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[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Goldie	Laura	\$ 111,479
Goodall	Amy	\$ 111,437
Gorman	Lindsay	\$ 129,371
Goulden	Samantha	\$ 101,551
Gouthro	Sheryle	\$ 111,506
Gouthro	James	\$ 108,351
Gouthro	Emily	\$ 108,091
Grant	Isobel	\$ 109,892
Grant	Sonya	\$ 109,821
Grant	Sarah	\$ 106,959
Greechan	Martha	\$ 112,599
Green	Layla	\$ 113,927
Greencorn	Emily	\$ 106,670
Greene	Elizabeth	\$ 115,769
Gribbin	Ruth	\$ 110,184
Griffin	Tina	\$ 157,765
Griffin	Kristina	\$ 131,976
Grimm	Nadine	\$ 130,630
Gritter	Alexandra	\$ 102,868
Guthrie	Charmaine	\$ 110,435
Halamay	Trisha-Lee	\$ 117,649
Hall	Christie	\$ 117,657
Hall	Dawn	\$ 100,610
Halladay	Nicole	\$ 106,494
Hammond	Rachel	\$ 107,240
Hanscomb	Jennifer	\$ 116,429
Hansford	Julie	\$ 137,542
Haque	Nargis	\$ 170,365
Harding	Kimberly	\$ 113,000
Harding	Jeff	\$ 101,109
Harkin	Paula	\$ 103,244
Harper	Julie	\$ 127,753
Harris	Lori	\$ 110,910
Hartlen	Tamara	\$ 134,721
Hartlen	Kelly	\$ 129,515
Hartman	Iain	\$ 122,415
Hatchette	Jill	\$ 125,410

Izaak Walton Killam Health Centre

Statement of Compensation

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Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Hazel	Eden	\$ 103,863
Height	Nina	\$ 102,834
Helm	Abigail	\$ 114,228
Henderson	Christina	\$ 110,620
Henderson	Karen	\$ 108,720
Henman	Krista	\$ 113,554
Hessen-Kayfitz	Joanna	\$ 131,348
Hewitt	Leah	\$ 101,965
Hickey	Anthony	\$ 104,731
Hicks	Teresa	\$ 114,150
Higgins	Brittany	\$ 100,067
Hines	Alicia	\$ 117,137
Hines	Gillian	\$ 103,890
Hogue	Melissa	\$ 157,462
Hollett	Andrea	\$ 105,522
Hollis	Kathryn	\$ 140,294
Holm-Laursen	Teri-Lyn	\$ 105,500
Houghton	Michelle	\$ 125,107
Hudgins	Sonya	\$ 204,320
Hudson	Hannah	\$ 101,330
Huffman	Jody	\$ 102,800
Humphrey	Jennifer	\$ 119,913
Humphreys	Tammy	\$ 114,240
Hutt-Macleod	Daphne	\$ 145,783
Huypungco	Ray	\$ 146,669
Inch	John	\$ 112,470
Isenor	Shauna	\$ 110,548
Isenor	Whitney	\$ 100,119
Isnor	Ann-Marie	\$ 116,319
Izatt	Shelley	\$ 108,290
Jangaard	Krista	\$ 363,521
Jangaard	Kirsti	\$ 105,623
Jay	Elaine	\$ 112,383
Je Bailey	Christine	\$ 110,729
Jeffers	Lisa	\$ 118,759
Johns	Amanda	\$ 110,245
Johnson	Teresa	\$ 112,764

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Johnston	Amber	\$ 108,315
Johnston	Kathy	\$ 108,153
Jollymore	Jennifer	\$ 123,061
Jordan	Tracey	\$ 130,335
Joyce	Elizabeth	\$ 117,258
Joyce	Ann	\$ 115,403
Jreige	Sami	\$ 127,563
Kaizer	Timothy	\$ 126,633
Kaluluma	Paula	\$ 122,615
Kalverda	Karen	\$ 114,568
Kaup	Shannon	\$ 121,518
Keddy	Roben	\$ 100,706
Keeping	Heather	\$ 111,519
Kelley	Catherine	\$ 120,712
Kelly	Johneen	\$ 103,204
Kelly	Brynn	\$ 102,017
Kendall	Rosa	\$ 109,789
Kennedy	Heather	\$ 204,371
Kennedy	Bernadette	\$ 111,138
Kennedy	Kathleen	\$ 109,759
Kennie	Jan	\$ 124,405
Kerley	Geyle	\$ 123,191
Kimpel	Stephanie	\$ 112,340
King	Sarah	\$ 113,409
Kingsbury	Emily	\$ 113,928
Kirouac	Angelique	\$ 121,522
Koken	Mehmet	\$ 104,652
Kotlev	Veronica	\$ 105,931
Kraus	Angela	\$ 109,753
Kuyp	Dionne	\$ 104,397
Lalanne	Denise	\$ 147,517
Lamontagne	Michelle	\$ 100,263
Landry	Amber	\$ 106,931
Lane	Linda	\$ 139,763
Lane	Tricia	\$ 128,409
Langelaan	Kathryn	\$ 106,283
Lanthier	Dawn	\$ 112,656

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Lapierre	Tanya	\$ 135,663
Lapointe	Myriam	\$ 113,307
Larade	Camryn	\$ 100,659
Larocque	Leeann	\$ 164,532
Lauzon	Leeanne	\$ 121,773
Lavoie	Cheryl	\$ 121,935
Lawrence	Tassia	\$ 109,836
Leadon	Kathleen	\$ 156,516
Leblanc	Mitchell	\$ 129,685
Leblanc	Darlene	\$ 122,131
Leblanc	Lyndsey	\$ 115,034
Leblanc	Theresa	\$ 101,879
Lebouthillier	Amy	\$ 121,297
Lebrun	Jeff	\$ 107,562
Leclerc	Ashley	\$ 108,355
Leduc-Robert	Myriam	\$ 101,187
Lefebvre	Celeste	\$ 127,741
Leger	Marie-Dominique	\$ 125,211
Leggett	Barbie	\$ 115,617
Leopold	Shelby	\$ 109,862
Leroux	Taylor	\$ 119,157
Leslie	Jessica	\$ 107,342
Lewis	Madison	\$ 120,964
Lezama	Sarah	\$ 111,837
Lezama	Bethany	\$ 101,289
Libbus	Alicia	\$ 108,295
Lockhart	Amy	\$ 130,352
Lough	Rhonda	\$ 114,636
Low	Samantha	\$ 102,655
Lowe-Pearce	Crystal	\$ 121,606
Lowther	Shelley	\$ 125,738
Luedey	Heather	\$ 111,689
Lynk	Nancy	\$ 100,975
Ma	Marlene	\$ 110,985
MacAskill	Arlene	\$ 101,514
MacDonald	Tamara	\$ 133,007
MacDonald	Arthena	\$ 129,560

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
MacDonald	Emma	\$ 127,753
MacDonald	Terri	\$ 118,609
MacDonald	Susan	\$ 113,263
MacDonald	Alexandra	\$ 112,614
MacDonald	Lisa	\$ 112,512
MacDonald	Amanda	\$ 111,338
MacDonald	Katrina	\$ 104,019
MacDonald	Kirsty	\$ 102,991
MacDonald	Esther	\$ 100,496
MacDonald	Amanda	\$ 100,033
MacEachern	Linda	\$ 105,310
MacGregor	Ellen	\$ 102,190
MacInnis	Melanie	\$ 132,987
MacInnis	Janet	\$ 114,117
MacIntosh	Lindsay	\$ 113,826
MacIntyre	Denise	\$ 139,179
MacIntyre	Lori	\$ 116,108
MacKay	Aarika	\$ 120,187
MacKay	Nancy	\$ 103,152
MacKay	Cora	\$ 101,052
MacKeen	Leanne	\$ 127,744
MacKenzie	Jillian	\$ 111,939
MacKie	Melissa	\$ 124,161
MacKie	Yvonne	\$ 108,856
MacLatchy	Heather	\$ 139,934
MacLean	Jillian	\$ 113,986
MacLean	Kimberley	\$ 109,120
MacLean	Derrick	\$ 101,403
MacLennan	Angeline	\$ 110,794
MacLennan	Vanessa	\$ 101,253
MacLeod	Grace	\$ 112,119
MacMaster	Francis	\$ 227,214
MacNeil	Catherine	\$ 137,593
MacNeil	Tracy	\$ 116,028
MacNeil	Bryanne	\$ 112,205
MacNeil	Jennifer	\$ 110,249
MacRae Sly	Gail	\$ 121,136

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Statement of Compensation

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Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
MacSween	Helen	\$ 120,517
Magnusson	Meghan	\$ 113,254
Maguire-Morrison	Shelley	\$ 101,712
Mahar	Samantha	\$ 114,741
Malette	Eryka	\$ 104,259
Mann	Cynthia	\$ 118,759
Marchand	Katie	\$ 124,065
Marche	Haylee	\$ 111,446
Marsh	Karen	\$ 102,780
Marshall	Leigh-Anne	\$ 114,581
Martell	Katey	\$ 110,684
Martinez	Victor	\$ 118,417
Mattie	Alannah	\$ 102,955
Maxwell	Bridget	\$ 120,503
Mayo	Katherine	\$ 115,624
McAllister	Laura	\$ 101,641
McAuley	Catherine	\$ 100,141
McCarron	Kailee	\$ 147,335
McCarron	Jennifer	\$ 118,876
McCarville	Samantha	\$ 137,039
McClure	Janine	\$ 108,562
McClure-Ellsmere	Barbara	\$ 125,310
McCord	Helen	\$ 170,196
McCready	Melanie	\$ 139,327
McCurdy	Stacy	\$ 112,895
McDougall	Katie	\$ 114,931
McDougall	Ainslie	\$ 102,221
McFadden	Kathryn	\$ 416,258
McGrath	Abigail	\$ 116,254
McGuire	Melanie	\$ 116,500
McGuirk	Christa	\$ 123,768
McGuirk	Brittany	\$ 118,326
McIntosh	Marie	\$ 104,873
McIsaac	Sarah	\$ 117,056
McKinnon	Darlene	\$ 174,206
McKinnon	Tabitha	\$ 109,571
McLaughlin	Elizabeth	\$ 102,705

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
McLean	Keltie	\$ 101,776
McLeod	Kellie	\$ 100,376
McLin	Sari	\$ 109,700
McMahon	Tara	\$ 147,447
McMullin	Nadine	\$ 101,587
McPhee	Deanna	\$ 115,777
McPhee	Catherine	\$ 108,430
McWilliam	Susan	\$ 125,642
Meagher	Krista	\$ 121,531
Melanson	Andrea	\$ 110,144
Mellor	Kylene	\$ 111,997
Melvin	Margaret	\$ 101,559
Mengual-Fanning	Carla	\$ 115,491
Mercer	Jordyn	\$ 107,417
Mevamanana	Saholy	\$ 101,580
Midgen	Craig	\$ 411,096
Miller	Beverly	\$ 206,218
Miller	Laura	\$ 122,705
Milley	Allison	\$ 112,318
Mitchell	Julie	\$ 116,707
Moore	Kathryn	\$ 102,390
Morris	Susan	\$ 140,181
Morrison	Sue	\$ 151,856
Morrison	Della	\$ 139,398
Morrison	Colin	\$ 114,025
Morrison	Lesley	\$ 106,991
Mosgrove	Jennifer	\$ 103,884
Mosher	Laurie	\$ 133,703
Mullin	Amy	\$ 100,591
Munn	Andrew	\$ 107,024
Murphy	Jillian	\$ 124,968
Murphy	Dawn	\$ 115,639
Murphy	Melissa	\$ 114,335
Murphy	Megan	\$ 113,217
Murphy	Chantelle	\$ 111,871
Murphy	Kathryn	\$ 106,109
Murphy	Holly	\$ 105,410

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Murray	Tanya	\$ 118,759
Myers	Kelly	\$ 113,112
Nason	Meaghan	\$ 120,487
Nelson	Jennifer	\$ 105,497
Newton	Kaleigh	\$ 140,609
Newton	Sandra	\$ 102,996
Nguyen	Joe	\$ 124,778
Nightingale	Michelle	\$ 113,853
Nixon	Steven	\$ 112,910
Noonan	Sarah	\$ 127,249
Norris	Nadeana	\$ 163,073
Noseworthy	Brianna	\$ 106,445
Nugent	Kendra	\$ 113,156
Nymark	Natalie	\$ 122,726
O'Hanley	Alexandra	\$ 118,606
O'Leary	Gina	\$ 152,861
O'Neil	Steve	\$ 114,177
Osborne-Vincent	Heather	\$ 119,703
Ott	Mindi	\$ 104,463
Oystreck	Darren	\$ 122,193
Pace	Laura	\$ 114,690
Pace	Sophie	\$ 113,088
Pallett	Kathryn	\$ 124,312
Palmer	Kathleen	\$ 118,168
Palmer	Jane	\$ 111,178
Pamenter	Jennifer	\$ 100,512
Paris	Juanita	\$ 119,084
Parker	Jennifer	\$ 105,155
Parsons	Margaret	\$ 112,435
Parsons	Cathryn	\$ 110,228
Pavey	Lila	\$ 102,517
Peach	Lorianne	\$ 111,974
Pease	Caroline	\$ 118,467
Pellerine	Kimberley	\$ 126,514
Penney	Andrea	\$ 113,760
Penny	Jennifer	\$ 128,530
Perlmutter	Tamara	\$ 103,757

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Perrin	Jaime	\$ 176,804
Perrott	Kyle	\$ 106,931
Perry	Kandace	\$ 112,476
Perry	Peter	\$ 108,738
Peters	Melissa	\$ 114,221
Petitpas	Kelley	\$ 102,344
Pickart	Theresa	\$ 116,389
Piercey	Melissa	\$ 125,309
Pike	Meredith	\$ 117,006
Pinaud	Bridget	\$ 131,867
Pink	Leah	\$ 152,798
Pitaro	Jenna	\$ 111,689
Poirier	Brennan	\$ 103,496
Power	Tammy	\$ 131,527
Power	Amy	\$ 100,150
Prasad	Isha	\$ 110,541
Prichard	Elizabeth	\$ 105,894
Pritchett	Christine	\$ 123,429
Purdy	Sharon	\$ 127,940
Purdy	Rachel	\$ 102,156
Putnam	Lorian	\$ 106,191
Rahman	Motiur	\$ 105,030
Redden	Kara	\$ 115,514
Redden	Julie	\$ 106,279
Rees	Ashley	\$ 111,695
Reinhardt	Danielle	\$ 121,845
Rempel	Sheri	\$ 105,373
Rice	Shelley	\$ 109,710
Richard	Jocelyn	\$ 117,528
Richard	Monique	\$ 117,127
Richardson	Shannon	\$ 111,906
Richardson	Amy	\$ 104,653
Richter	Anna	\$ 127,748
Ring	Erin	\$ 111,360
Robarts	Cristina	\$ 119,571
Roberts	Susan	\$ 130,248
Roberts	Allysa	\$ 115,053

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Robertson	Sarah	\$ 108,703
Robinson	Erika	\$ 118,401
Robinson	Bailey	\$ 116,170
Robinson	Betty	\$ 105,500
Robinson	Victoria	\$ 102,394
Robitaille	Melanie	\$ 104,472
Robson	Kelly	\$ 123,362
Rodgers	Heidi	\$ 100,975
Rogers	Matthew	\$ 106,458
Rogers-Currie	Nancy	\$ 102,256
Romkey	Julie	\$ 109,655
Roper	Susan	\$ 123,597
Rose	Glenna	\$ 118,759
Rosen	Lauren	\$ 134,161
Ross	Lindsey	\$ 142,344
Ross	Catherine	\$ 111,158
Rowe	Mary	\$ 118,958
Rozee	Victoria	\$ 102,725
Rubin	Richard	\$ 100,975
Russell	Katherine	\$ 103,210
Ryan	Stephanie	\$ 129,854
Sabeau	Michele	\$ 131,680
Saccary	John	\$ 101,846
Sadeghi-Zadeh	Roshanak	\$ 137,387
Sanford	Timothy	\$ 104,605
Sangster	Michael	\$ 112,536
Saunders	Shelley	\$ 102,691
Saxton	Julie	\$ 119,461
Scanlon	Lindsay	\$ 104,475
Schurman	Elizabeth	\$ 138,797
Seabrook	Shauna	\$ 132,652
Semple	Meghan	\$ 110,758
Settle	Lauren	\$ 113,299
Shanks	Krista	\$ 117,318
Sheffield	Kaitlyn	\$ 121,447
Sheppard	Tanya	\$ 118,759
Sheppard	Gail	\$ 100,575

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Sherren	Christine	\$ 122,894
Simmons	Shauna	\$ 112,160
Simpson	Jodi	\$ 125,858
Sinclair	Douglas	\$ 311,301
Skaling Lemay	Jan	\$ 118,119
Slaunwhite	Leslie	\$ 105,983
Slaunwhite	Sherry	\$ 100,975
Slawter	Lanaijah	\$ 100,586
Smith	Nadine	\$ 152,095
Smith	Stephen	\$ 142,845
Smith	Kyle	\$ 128,972
Smith	Shawna	\$ 128,637
Smith	Nicole	\$ 123,951
Smith	Shawn	\$ 121,791
Smith	Scarlett	\$ 111,293
Snow	Stephanie	\$ 135,230
Snyder	Sharon	\$ 117,421
Spencer	Jennifer	\$ 116,311
Spicer	Alana	\$ 111,433
Sponagle	Patricia	\$ 106,886
Stark	Melissa	\$ 112,471
Steele Quinn	Natalie	\$ 100,973
Stewart	Catherine	\$ 127,843
Stewart	Aimee	\$ 105,990
Stickings	Emma	\$ 117,538
Storimans	Kelsey	\$ 116,792
Stuart	Gillian	\$ 118,527
Stultz	Krista	\$ 104,591
Sullivan	April	\$ 127,740
Surette	Margaret	\$ 112,101
Sutherland	Carol	\$ 111,475
Swaine	Emma	\$ 116,341
Swanson	Brittany	\$ 123,237
Sweet	Krista	\$ 118,759
Sweet	Emily	\$ 109,140
Szego	Sarah	\$ 140,664
Tan-Macneill	Kim	\$ 122,009

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Taylor	Kristin	\$ 119,892
Taylor	Alexa	\$ 105,944
Thebault	Ashley	\$ 103,930
Therriault	Samantha	\$ 135,834
Therrien	Sophie	\$ 105,694
Thibault	Erin	\$ 101,368
Thomas	Leanne	\$ 109,674
Thomey	Anna-Karen	\$ 111,500
Thompson	Hayley	\$ 113,926
Thompson	Velma	\$ 109,819
Thoms	Jeffrey	\$ 100,715
Thorburn	Taylor	\$ 109,312
Thorpe	Jessica	\$ 107,053
Tobin	Holly	\$ 112,905
Tompkins	Leah	\$ 139,048
Topshee	Amelia	\$ 115,123
Tourneur	Kate	\$ 111,382
Tourneur	Bryan	\$ 107,129
Tran	Emily	\$ 106,958
Trask	Kelly-Ann	\$ 101,058
Trinh	Alison	\$ 100,976
Tugwell	Dara	\$ 106,045
Tully	Jason	\$ 122,169
Tutty	Amy	\$ 110,953
Tynes	Jennifer	\$ 120,787
Uhrich	Noah	\$ 115,762
Uman	Lindsay	\$ 136,026
Van Iderstine	Natasha	\$ 124,408
Van Patter	Katie	\$ 124,091
Van Ritchie	Patricia	\$ 115,623
Vandale	Tanya	\$ 104,693
Vaninetti	Gina	\$ 113,968
Vannieuwenhuizen	Jacquelin	\$ 120,575
VanTassel	Mary Lynn	\$ 195,708
Veenhuis	Jessica	\$ 112,647
Veysey	Andrew	\$ 115,456
Volodarsky	Michael	\$ 210,488

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Walsh	Melissa	\$ 135,904
Walsh	Deborah	\$ 120,841
Walsh	Neil	\$ 113,631
Ward	Sydney	\$ 116,580
Ward	Amy	\$ 109,961
Ward	Hannah	\$ 104,791
Warren	Bonnie	\$ 119,074
Waters	Andrea	\$ 106,071
Watson	Jennifer	\$ 120,974
Waybret	Ashleigh	\$ 118,252
Weagle	Andrea	\$ 113,535
Wentzell	Amanda	\$ 105,354
West	Jennifer	\$ 118,759
West	Carly	\$ 118,056
Whamond	Nicole	\$ 109,391
White	Scott	\$ 120,329
White	Allison	\$ 115,477
White	Jenna	\$ 107,252
White	Kaitlyn	\$ 100,356
Whitelaw	Catherine	\$ 104,161
Whitelaw	Emily	\$ 103,140
Wilcox	Shauna	\$ 119,458
Williams	Stephanie	\$ 138,795
Williams	Jessica	\$ 116,163
Williams	Jennifer	\$ 113,759
Williams	Courtney	\$ 101,587
Wing	Lisa	\$ 118,803
Wong	Adam	\$ 183,435
Wong	Kevin	\$ 103,457
Wood	Alison	\$ 130,389
Woodgate	Emily	\$ 107,968
Woodland	Olivia	\$ 100,962
Woodman	Bernadette	\$ 108,421
Woods	Alana	\$ 124,302
Woods	Margaret	\$ 114,375
Woodworth	Rosalind	\$ 133,840
Woolridge	D. Elaine	\$ 123,819

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

Last Name	First Name	Compensation Paid (\$) (rounded to the nearest dollar)
Worden	Ashlee	\$ 131,941
Works	Nicole	\$ 123,007
Wozney	Lori	\$ 123,592
Wright	Viki	\$ 111,300
Wyatt	Lois	\$ 122,418
Xu	Jie	\$ 176,784
Yazbeck Elramadi	Sylvia	\$ 111,486
Yazbek	Aimee	\$ 112,679
Young	Laurie	\$ 115,471
Yunker	Cathy	\$ 114,785
Youssef	Nicole	\$ 102,077
Yuill	Anne	\$ 142,954
Yuill	Marsha	\$ 131,457
Zinck	Kelsey	\$ 112,346
Zinck	Tina	\$ 112,058
Zinck	Jillian	\$ 111,382

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024
[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 payments

Eligible management, non-union and unionized staff were offered a Retention, Thank you, and Return to Nursing bonus in fiscal year 22-23. These one-time bonuses for health care and related workers were funded through a provincially funded program announced in fiscal year 22-23 but not paid out until fiscal year 23-24, thus considered compensation for reporting purposes, and are included in total compensation in this report. The bonuses ranged from \$1,250 - \$10,000 per person dependent on eligibility. Additionally, during the fiscal year 23-24 renewals of the Nursing and Administrative Professional collective agreements were finalized, resulting in retroactive payments to employees for the duration of each collective agreement lapse. These retroactive payments were included in total compensation in this report. The combination of these one-time bonus payments and collective agreement retroactive payments has led to an increase in the

Izaak Walton Killam Health Centre

Statement of Compensation

Required Pursuant to the Public Sector Compensation Disclosure Act

Year ended March 31, 2024

[in Canadian dollars]

number of employees surpassing the reporting threshold for this year. This is deemed an anomaly year, and it is anticipated that reporting levels will revert to the average groupings seen in previous years in the upcoming year.