

Statement of Compensation for the
Public Sector Compensation Disclosure Act of

Annapolis Valley District Health Authority
Year ended March 31, 2013

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
Annapolis Valley District Health Authority

We have audited the accompanying Statement of Compensation for the Public Sector Compensation Disclosure Act of the Annapolis Valley District Health Authority [the "Authority"] for the year ended March 31, 2013, and a summary of other explanatory information [together, the "statement"]. The statement has been prepared by management based on Section 4 of the Public Sector Compensation Disclosure Act.

Management's responsibility for the statement

Management is responsible for the preparation of this statement in accordance with Section 4 of the Public Sector Compensation Disclosure 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.

Auditors' 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 auditors' 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 auditors consider internal control relevant to the Authority'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 Authority'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 in the Statement of Compensation for the Public Sector Compensation Disclosure Act of the Annapolis Valley District Health Authority for the year ended March 31, 2013 is prepared, in all material respects, in accordance with Section 4 of the Public Sector Compensation Disclosure Act.

Basis of accounting

Without modifying our opinion, we draw attention to section 2 of the statement, which describes the basis of accounting. The statement is prepared to assist the Authority to meet the requirements of Section 4 of the Public Sector Compensation Disclosure Act. As a result, the statement may not be suitable for another purpose.

Ernst & Young LLP

Halifax, Canada,
July 18, 2013.

Chartered Accountants

Annapolis Valley District Health Authority

STATEMENT OF COMPENSATION REQUIRED PURSUANT TO THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2013

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.

For the year ended March 31, 2013, the following board members, officers and employees received compensation of \$100,000 or more:

Name	Title	Compensation paid \$
Anthony, Andrew	Psychologist IV	103,243.46
Arsenault, Dylana	Director, Pharmacy Services	100,525.64
Berry, Glen	Psychologist IV	103,356.21
Campbell, John	Director, Mental Health & Addictions Services	108,016.34
Cochrane, Patricia	VP Community Health and Continuing Care	122,001.19
Desormeau, Michel	Registered Nurse	105,726.14
Duggan, Fran	Director, Health Programs - Seniors Care	100,525.56
Guest, Tim	VP Acute Care & Chief Nursing Officer	146,660.28
Harrigan, Lynne	VP Medicine & Chief of Staff	225,309.09
Harvey, Jacinta	Nurse Practitioner	107,443.40
Higgins McGray, Sheila	Nurse Practitioner	103,373.28
Huntley, Donna	Registered Nurse	109,090.84
Hurley, Stefani	Psychologist IV	103,249.35
Kennedy, Norma	Psychologist IV	103,244.68
Knox, Janet	President & Chief Executive Officer	238,190.24
Lutz, Carol	Nurse Manager	103,981.07
MacKinnon, Carol	Director, Public Health (AVH, SSH, SWH)	106,723.10
MacTavish, Stuart	VP Operations	125,170.03
Matthews, Wanda	Chief Financial Officer	120,785.20
McGrath, John	Director, Financial Shared Services	107,608.03
Shaw, Eileen	Director, Site Operations & Health Program	100,525.53
Snyder, Elizabeth	Director, Inter-professional Practice	100,722.90
Steeves, Paulette	Registered Nurse	106,726.38
Strok, Edward	Psychologist IV	108,095.27
Szuskiewicz, Tara	Psychologist IV (Clinical Leader)	103,470.57
Young, Barbara	Registered Nurse	100,896.76
Zwicker, Peter	Project Manager	103,384.77

Annapolis Valley District Health Authority

STATEMENT OF COMPENSATION REQUIRED PURSUANT TO THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT Year ended March 31, 2013

1. NOTE TO THE STATEMENT OF COMPENSATION

As a result of overtime payouts, retirement or severance payments, vacation payments and retroactive pay, in addition to base compensation, eight of the twenty seven individuals reached the threshold of \$100,000 and are therefore included in this statement.

2. BASIS OF REPORTING

This Statement has been prepared by the Annapolis Valley District Health Authority, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Act (the "Act") of the Province of Nova Scotia.

The management of Annapolis Valley District Health Authority 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 Annapolis Valley District Health Authority or in a statement prepared for the purposes of the Act and certified by its auditors.

3. COMPENSATION

Section 2(b) of the Act defines compensation as the total amount or the value of all cash, 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 of imputed-interest benefits from loans,
- iii. long-term incentive pay 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 exception 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.