Statement of Compensation for the
Public Sector Compensation Disclosure Act of

Annapolis Valley District Health Authority

Year ended March 31, 2015

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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, 2015, 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, 2015 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 note 1 to 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,
June 30, 2015.

Chartered Accountants

Annapolis Valley District Health Authority

STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2015

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, 2015, the following board members, officers and employees received compensation of $100,000 or more:

Employee name	Title	Compensation paid $
ARSENAULT DONNA	Manager Inpatient Units/VAC	$ 107,102.90
ARSENAULT DYLANA	Pharmacy Director	$ 109,524.52
BERRY GLEN	Psychologist IV	$ 108,279.86
BREHAUT LINDA	Senior Lab Technologist	$ 100,544.37
CAMPBELL JOHN	Mental Hlth and Addiction Srvc Director	$ 119,692.13
CHAFE SHARON	Registered Nurse	$ 106,576.50
CHURCHILL-KEATING BECKY	Psychologist IV	$ 107,197.95
COCHRANE PATRICIA	VP Community Health & Continuing Care	$ 159,228.28
DUGGAN EILEEN	Director Continuing Care, Health Prog.	$ 122,236.83
DULONG JUDITH	Social Worker III	$ 120,575.24
FAIRFAX JOANNE	Public Health Nurse/Registered Nurse	$ 113,446.44
GASH PAULETTE	Palliative Care Consultation Nurse	$ 101,805.35
GUEST TIM	VP Acute Care & Chief Nursing Officer	$ 165,684.92
HAGGERTY ALICIA	Registered Nurse	$ 105,791.09
HARRIGAN LYNNE	VP Medicine	$ 237,800.20
HARRIS BEVERLEY	Dietician	$ 102,419.22
HARVEY JACINTA	Nurse Practitioner	$ 106,175.21
HARVEY STEPHANIE	Nurse Mgr OR/RR/Endoscopy/Med Surg	$ 103,480.24
HIGGINS-MCGRAY SHEILA	Nurse Practitioner	$ 107,875.16
HURLEY STEFANI	Psychologist IV	$ 107,289.58
JENKINS KAREN	Manager Ambulatory Care & Rehab Svc	$ 101,525.77
KNOX JANET	Chief Executive Officer	$ 254,834.02
LARKIN KAREN	Registered Nurse	$ 135,088.68
MACKINNON CAROL	Shared Srvc Public Health Director	$ 115,093.06
MACPHAIL CHARLENE	Registered Nurse	$ 100,928.59
MACTAVISH STUART	VP Operations / Acting CEO	$ 172,319.95
MAILMAN DONNA	Registered Nurse	$ 113,116.13
MATTHEWS WANDA	Chief Financial Officer	$ 126,610.36
MCBAY NANCY	Director Health Prog & EKM Site Mgr	$ 126,194.90
MCGRATH JOHN	Financial Shared Services Director	$ 116,882.49

Annapolis Valley District Health Authority

STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2015

MCLEARN MICHELLE	Food & Nutrition Svc Director	$ 101,597.47
RAFUSE DARREN	Lab Technologist	$ 105,214.17
RAFUSE KAREN	Registered Nurse	$ 100,276.53
RANKIN SHEILA	Director People and Org Development	$ 122,203.70
SHAW EILEEN	Director Site Operation & Health Prog.	$ 108,623.12
SMITH ANGUS	Eng & Maintenance Svc District Mgr	$ 102,546.17
SNYDER ELIZABETH	Director Interprofessional Practice	$ 113,037.91
STEEVES PAULETTE	Registered Nurse	$ 108,160.02
STROK EDWARD	Psychologist IV	$ 149,218.50
SZUSZKIEWICZ TARA	Psychologist IV (Clinical Leader)	$ 107,218.40
VAN-OOSTRUM MARY	Ultrasonographer	$ 104,950.84
WHITE-YOUNG LEE	Nurse Practitioner	$ 108,373.62

See accompanying notes

Annapolis Valley District Health Authority

NOTES TO THE STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2015

STATEMENT OF COMPENSATION

As a result of overtime payouts, retirement or severance payments, vacation payments and retroactive pay, in addition to base compensation, 19 of the 42 individuals reached the threshold of $100,000 and are therefore included in this statement.

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 the 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.

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.