



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

The Izaak Walton Killam Health Centre

March 31, 2017

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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, 2016 to March 31, 2017 (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, 2016 to March 31, 2017, 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 12, 2017



Chartered Professional Accountants
Licensed Public Accountants

The Izaak Walton Killam Health Centre

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

March 31, 2017

Board Members, Officers, Employees, Contractors and Consultants

For the year ended March 31, 2017, 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	195,131	Johnston	Amber	107,071
Balch	Marcie	100,071	Joyce	Ann	111,583
Bawden	Harry	110,793	Kaizer	Timothy	107,816
Beach	Lori	180,307	Kayfitz	Adam	107,054
Beattie	Tricia	108,663	Kennedy	Heather	117,811
Bergeron	Barbara	100,046	Khanna	Vijay	140,557
Betts	Laura	106,309	Kitch	Tracy	296,289
Beyea	Steven	109,775	Lalanne	Denise	105,936
Bishop	Ian	105,553	Larocque	Leeann	129,217
Boliver	Darlene	126,094	Leadbetter	Heather	111,061
Bowen	Christopher	101,861	Leadon	Kathleen	114,521
Brady	Erika	131,872	LeDrew	Michelle	128,829
Brennan	Maureen	109,069	Lee	Richard	125,206
Briand	Micheline	115,157	Lefebvre	Celeste	107,871
Burgess	Stacy	100,046	MacDonald	Tamara	112,560
Campbell	Matthew	117,932	MacInnis	Melanie	112,442
Carter	Ruth	121,676	MacLatchy	Heather	109,872
Champion	Margaret	128,687	McCord	Helen	125,845
Chapman	Kristina	107,354	McGrath	Patrick	252,640
Chapman	Debra	104,106	McKinnon	Darlene	114,665
Chitty	Dorothy	126,061	McLaughlin	Elizabeth	107,048
Clark	Sharon	101,130	McWilliam	Susan	105,081
Connell	Gina	140,643	Morris	Susan	118,658
Coulombe	Aimee	100,099	Mowatt	Ashley	103,522
D'Arcy	Stephen	197,241	Munn	Andrew	100,135
Dewtie	Una	116,275	Murray	Margaret	125,353
Dickey	Leota	125,556	O'Leary	Gina	103,389
Doucette	Naomi	107,466	O'Neill	Nancy	161,277
Dryden	Tracy	100,046	O'Reilly	Diane	100,046
Durdle	Heather	109,721	Osborne-Vincent	Heather	100,046
Elliot	Judy	110,330	Oystreck	Darren	103,121
Ellsworth	Christine	110,793	Piercey	Brenda	105,323
Embrett	Ryan	117,411	Pike	Meredith	102,316
Feron	Jennifer	175,256	Riddell	Christie	184,782
Fieldhouse	Elise	114,182	Rigby	Krista	100,046
Flanagan	Helen	107,048	Saunders	Shelley	100,046
Fletcher	Bev	101,797	Shamout	Zaki	133,507
Frankton	Lyn	100,047	Smigas	Halina	141,512
Gavin-Brown	Josephine	124,863	Smith	Jeanne	105,628
Gillespie	Eileen	100,046	Stewart	Catherine	109,943
Gillespie	Joanne	107,048	Sullivan	April	100,628
Halawa	Nadine	109,902	Theriault	Samantha	103,518
Hanson	Simeon	107,671	Thibeault	Mary	100,046
Haque	Nargis	142,986	Tremblay	Dr. Francois	136,309
Harper	Julie	106,802	Van	Karen	111,060
Harrison	Karen	180,793	Vanier	Melanie	108,282
Hartlen	Tamara	117,471	Verge	Jo-Anne	111,455
Hatchette	Jill	104,821	Vine	Jocelyn	208,984
Hessen-Kayfitz	Joanna	101,098	West	Jennifer	100,046
Hiltz	Mary-Ann	163,680	Wolfe	Vicky	117,666
Hudgins	Sonya	107,510	Woolfrey	Paula	113,395
Inglis	Elrene	100,046	Xu	Jie	133,791
Irving	Elizabeth	104,128	Yazbek	Aimee	107,062
Jangaard	Krista	270,077	Yuill	Anne	108,178
Jerrott	Susan	109,573			

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, 2017

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.