

Schedule of compensation for the
The Public Sector Compensation Disclosure Act of

Misericordia Health Centre

Year ended December 31, 2023

Independent auditor's report

To the Board of Directors of
Misericordia Health Centre

Opinion

We have audited the accompanying schedule of compensation for *The Public Sector Compensation Disclosure Act* of **Misericordia Health Centre** [the "Centre"] for the year ended December 31, 2023, and the summary of other explanatory information [together, the "schedule"]. The schedule has been prepared by management based on Section 2 of *The Public Sector Compensation Disclosure Act*.

In our opinion, the schedule for the year ended December 31, 2023 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the schedule* section of our report. We are independent of the Centre in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter – basis of accounting

We draw attention to note 1 of the schedule, which describes the basis of accounting. The schedule is prepared to assist the Centre to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of management and those charged with governance for the schedule

Management is responsible for the preparation and fair presentation of the schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Centre's financial reporting process.

Auditor's responsibilities for the audit of the schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Centre's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Canada
June 18, 2024

Chartered Professional Accountants

Misericordia Health Centre

Schedule of compensation for *The Public Sector Compensation Disclosure Act*

Year ended December 31, 2023

Note 1:

The compensation amount is calculated in accordance with the requirements of *The Public Sector Compensation Disclosure Act*. Compensation includes all salaries and allowances, overtime payments, retirement or severance payments, lump-sum payments, vacation pay-outs, retroactive payments and taxable benefits and bursaries.

The Public Sector Compensation Disclosure Act requires public sector bodies to disclose:

- [i] The compensation paid to the Chairperson of its Board of Directors, if the Chairperson's compensation is \$85,000 or more;
- [ii] The compensation paid to the members of the Board of Directors; and
- [iii] The individual compensation paid to its officers and employees whose compensation is \$85,000 or more.

For the year ended December 31, 2023:

- [i] Compensation paid to members of the Board of Directors amounted to nil in aggregate;
- [ii] There were no members of the Board of Directors receiving compensation in excess of \$85,000 individually; and
- [iii] The following officers or employees received total compensation in excess of \$85,000:

Names	Job title	Compensation \$
Jaworsky, Caroline	President and Chief Executive Officer	219,928.87
Chan, Hugh	Director Health Services	209,672.32
Dhillon, Gurinder	2nd Class Power Engineer	191,248.32
Jenin, Anita	Director - PHCC	169,320.23
Nohlgren, Stacey	Manager Health Services	153,622.20
Keyser, Tara	Manager Health Services	152,831.88
Arado-Alberto, Joy	Director - Quality Patient Safety Education Services	150,977.05
Hundal, Onkar	Power Engineer (3rd Class)-Misericordia	145,923.33
Fabros, Shiela	Clinical Resource Nurse (N3)	143,388.42
Labun, Nina	Chief Nursing Officer	142,831.36
Taylor, Jennifer	Director Health Services	141,887.26
Faustino, Vida	Licensed Practical Nurse	139,971.96
Mayham, Peggy	Clinical Resource Nurse (N3)	137,035.65
Ludba, Renee	Nurse 2	132,278.22
Zografos, Sotirios	Power Engineer (3rd Class)-Misericordia	131,654.85
LaBrie, Cheryl	Human Resources Consultant	130,669.37
McCormac, Karen	Director - Quality Patient Safety Education Services	130,010.84
Belanger, Ronald	Director - Plant Services [PIO]	128,772.31
Clarke, Carolyn	Nurse 2	127,752.22
Goddard, Sarah	Manager Health Services	127,679.97
Magsumbol, Archie	Clinical Resource Nurse (N3)	126,264.36

Misericordia Health Centre

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Year ended December 31, 2023

Names	Job title	Compensation \$
Sarmiento, Mayren	Nurse 2	126,248.50
Buduhan, Juana	Nurse 2	124,178.89
Mendoza, Yvonne	Nurse 2	123,383.23
Roberts, Leanne	Clinical Resource Nurse (N3)	122,112.10
Duncan, Vera	Clinical Nurse Specialist	122,089.96
Little, Karen	Nurse 2	121,122.28
Anis, Alexander	Nurse 2	120,890.09
Medrano, Jennifer	Nurse 2	120,861.07
Blundell, Candace	Case Manager PRIME	120,372.13
Wurtz, Paula	Clinical Resource Nurse (N3)	120,262.20
Tucker, Johanna	Licensed Practical Nurse	119,865.47
Johnston, Burnice	Manager – Operations - PHCC	119,427.03
Chojno, Karen	Manager of Patient Care	119,288.35
King, Sarah	Licensed Practical Nurse	119,077.62
Tesfaye, Tsegaye	Nurse 2	118,279.54
Magpantay, Riza	Nurse 2	117,591.38
Yahya, Lina	Nurse 2	117,315.63
Thalman, Leyda	Manager Health Services	117,301.68
Enzlberger, Sarah	Manager Health Services	116,766.61
De Matta, Bernard	Polysomnography Technologist - Certified	116,711.40
Paguia, Sheryl	Nurse 2	115,684.14
Ritchot, Elisa	Supervisor-Intake & After Hours Program	115,497.19
Janzen Roth, Angela	Case Manager PRIME	114,983.48
Veranga, Ramon	Nurse 2	114,943.60
Carroll, David	Orthopedic Technologist	114,818.06
Hamonic, Maureen	Manager Health Services	114,152.60
Priela, Dikie	Nurse 2	113,959.94
Jassal, Gurjeet	Supervisor-Intake & After Hours Program	112,474.35
Duke, Karen	Nurse 3 (N3)	112,452.65
Lee, Linda	Nurse 4	112,018.58
Foronda, Jezebel	Nurse 2	111,599.34
De Matta, Maria	Polysomnography Technologist - Certified	111,313.81
Cabading, Wendy	Clinical Resource Nurse (N3)	111,251.36
Valencia, Jaezl	Licensed Practical Nurse	111,200.69
Watson, Barbara	Clinical Resource Nurse (N3)	110,954.52
Van Der Vis, Barbara	Social Worker (BSW)	110,617.93
Lesey, Patricia	Nurse 2	110,472.82
Yi, Seng	Polysomnography Technologist - Certified	109,965.33
Cuevas, Lawrence	Clinical Resource Nurse (N3)	109,184.12
Egan, Tanya	Polysomnography Coordinator	108,452.70
Pokrant, Linda	Nurse 2	108,015.47

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Names	Job title	Compensation \$
Hansen, Laura	Nurse 2	107,879.72
Ferrer, Roscel Stephanie Yap	Manager Health Services	107,812.51
Klaschka, Heidi	Director - Corporate Affairs &Engagement	107,636.65
Boo, Marlyn	Licensed Practical Nurse	107,312.00
Kaur, Parveenjit	Nurse 2	106,762.75
Lubiano Rios, Ivan	Manager Health Services	106,728.02
King, Deborah	Nurse 2	106,393.30
Rowe, David	Social Worker (BSW)	106,355.97
Cuthbertson-Black, Crystal	Social Worker (BSW)	106,351.51
Nichiporick, Kimberley	Clinical Resource Nurse (N3)	106,270.38
Marion, Lindsay	Clinical Quality Initiatives Coordinator	106,204.42
Laqui, Ramon	Polysomnography Technologist - Certified	105,654.20
Magalong, Emmanuel	Clinical Resource Nurse - LPN	105,361.66
Lucas, Bradley	Staff Therapist - PT	104,627.03
Huppe, Miranda	Manager Clinical Services	104,175.86
Gorospe, Alfredo	Clinical Specialist - Resp Therapy	103,982.37
Grossi, Antonio	Staff Therapist - PT	103,010.77
David, Llewelyn	Nurse 2	102,207.86
Kitt, Felona	Licensed Practical Nurse	102,174.99
Tao, Xiao Yan	Staff Respiratory Therapist	102,027.14
Timmerman, Lise	Clinical Dietitian	101,538.02
Lamont-Dreger, Debbie	Nurse 2	100,678.54
Bruske, Shauna	Nurse 2	99,985.84
Banero, Cecilia	Nurse 2	99,715.87
Garlicki, Charlotte	Nurse 2	99,083.19
Ducut, Mary	Nurse 2	98,961.72
Nguyen, Kevin	Business and Finance Lead	98,854.36
Martel, Rachelle	Nurse 2	98,313.96
Lindsay, Alison	Nurse 2	97,363.78
Huntley, Patricia	Case Manager PRIME	96,732.14
Maszczak, Marta	Nurse 2	96,408.72
Bingham, Sheena	Case Manager PRIME	96,350.80
Toews, Gregory	Staff Therapist - OT	95,464.21
Bosc, Lois	Clinical Dietitian	95,350.97
Reilly, Bobby-Joe	Supervisor-Intake & After Hours Program	95,288.10
Ament, Katherine	Nurse 2	95,223.87
Beaumont, Shannon	Supervisor-Intake & After Hours Program	94,175.06
Groening, Michelle	Nurse 2	93,068.69
Bermejo, Katherine	Licensed Practical Nurse	92,851.49
Stratton, Jessica	Nurse 2	92,711.80
Hunter, Shana	Nurse 2	92,351.55

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Names	Job title	Compensation \$
Page, Jennifer	Staff Therapist - PT	92,229.74
Sangalang, Michael	Nurse 2	92,224.67
Burog, Kristel	Nurse 2	92,000.41
Baldes, Tamara	Registered Psychiatric Nurse (N2)	91,781.04
Novak, Angela	Nurse 4	91,157.27
Velasquez, Lilibeth	Nurse 2	91,068.58
Viado, Michael	Nurse 2	90,829.87
Gaudet, Travis	Manager - Plant Services	90,442.35
Vida, Marilou	Licensed Practical Nurse	89,906.58
Timog, Ada Carria	Nurse 2	89,424.58
Johnson, Francisca	Nurse 2	89,337.87
Baudet, Jeremy	Clinical Quality Initiatives Coordinator	89,253.90
Dyck, Chynae	Nurse 3 (N3)	89,206.63
Mazariegos, Amanda	Nurse 2	88,990.09
Kotz, Brian	Nurse 3 (N3)	88,940.13
Hiebert, Roxanne	Nurse 2	88,714.45
Douglas, Vanessa	Nurse 2	88,501.79
Kuzina, Shelley	Nurse 2	87,903.62
Rosario, Maricar	Registered Psychiatric Nurse (N2)	87,421.53
Fernandez, Laurenz	Nurse 2	87,410.83
Fortier, Yvette	Licensed Practical Nurse	87,020.81
Bernardo, Gil	Nurse 2	86,445.93
Planas, Aireen	Health Care Aide & Aide Porter	85,251.44
Fehr, Elliotte	Nurse 2	85,214.50
Gowler, April	Nurse 2	85,179.32
Glick, Evgenia	Nurse 2	85,105.44