

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

Misericordia Health Centre

Year ended December 31, 2022



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, 2022, 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, 2022 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 9, 2023

Ernst & Young LLP

Chartered Professional Accountants

Misericordia Health Centre

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

Year ended December 31, 2022

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 \$75,000 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 \$75,000 or more.

For the year ended December 31, 2022:

- [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 \$75,000 individually; and
- [iii] The following officers or employees received total compensation in excess of \$75,000:

Names	Job title	Compensation
		\$
Chan, Hugh	Director Acute Care	218,140.89
Toth, Gillian	Chief Nursing Officer	171,973.44
Dhillon, Gurinder	2nd Class Power Engineer	170,640.25
Mendoza, Yvonne	Nurse 2	158,010.75
Jaworsky, Caroline	President and Chief Executive Officer	152,197.31
Taylor, Jennifer	Director Long Term Care	150,349.34
Fabros, Shiela	Clinical Resource Nurse (N3)	149,218.39
Horton, Evelyn	Nurse 2	147,028.70
Belanger, Ronald	Director - Plant Services [PIO]	141,723.10
Ludba, Renee	Nurse 2	141,030.36
Mayham, Peggy	Clinical Resource Nurse (N3)	137,979.18
Varga, Jimmy	Business and Finance Lead	137,941.19
Jenin, Anita	Director - PHCC	137,896.93
Keyser, Tara	Manager - Residential Care	136,575.80
Johnston, Burnice	Manager - Operations - PHCC	135,182.06
Nohlgren, Stacey	Manager of Patient Care	135,092.17
Buduhan, Juana	Nurse 2	133,286.48
Arado-Alberto, Joy	Manager - Residential Care	132,903.36
Nyagudi, Robert	Manager Materials Management	132,700.05
Cuevas, Lawrence	Clinical Resource Nurse (N3)	131,852.63
Klaschka, Heidi	Director - Communications & Info Tech	129,760.59

Misericordia Health Centre

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

Year ended December 31, 2022

Names	Job title	Compensation
		\$
McCormac, Karen	Director - Quality Patient Safety Education Services	127,479.80
Bonatsos, Christine	Director Human Resources	125,882.22
Scaletta, Reghan	Lead - Labour Relations [Secondment]	125,583.03
Sarmiento, Mayren	Nurse 2	125,547.46
Roberts, Leanne	Clinical Resource Nurse (N3)	125,374.28
Duncan, Vera	Clinical Nurse Specialist	124,271.00
Chojno, Karen	Manager of Patient Care	123,163.55
Magsumbol, Archie	Clinical Resource Nurse (N3)	121,794.53
Yahya, Lina	Manager - Residential Care	120,477.10
Valencia, Jaezi	Licensed Practical Nurse	120,418.60
Hundal, Onkar	Power Engineer (3rd Class)-Misericordia	120,351.01
Wurtz, Paula	Clinical Resource Nurse (N3)	119,541.99
Pokrant, Linda	Nurse 2	118,983.61
Anis, Alexander	Nurse 2	117,306.07
Hamonic, Maureen	Manager - Rehab Serv & Sleep Disorder Ctr	117,254.39
Clarke, Carolyn	Nurse 2	112,724.99
Samborski, Jennifer	Supervisor - Intake & After Hours Program	112,303.52
Killbery, Thomas	Supervisor Carpenter	112,174.82
Lee, Linda	Nurse 4	112,121.24
Magalong, Emmanuel	Clinical Resource Nurse - LPN	111,525.69
Enzberger, Sarah	Manager - Residential Care	111,023.98
Ritchot, Elisa	Supervisor - Intake & After Hours Program	110,807.18
Tesfaye, Tsegaye	Nurse 2	110,618.37
Jassal, Gurjeet	Supervisor - Intake & After Hours Program	110,274.30
Medrano, Jennifer	Nurse 2	109,684.40
Paguia, Sheryl	Nurse 2	109,121.82
Tucker, Johanna	Licensed Practical Nurse	109,004.69
Gowler, April	Nurse 2	107,564.49
Sotto, Maria	Nurse 2	107,562.17
Magpantay, Riza	Nurse 2	107,231.66
Goddard, Sarah	Manager - Residential Care	106,634.34
Little, Karen	Nurse 2	105,837.81
Baldes, Tamara	Registered Psychiatric Nurse (N2)	105,327.44
Kaur, Parveenjit	Nurse 2	104,285.56
Watson, Barbara	Clinical Resource Nurse (N3)	104,250.68
Tetro, Kathy	Nurse 2	103,928.40
Huppe, Miranda	Manager Clinical Services	103,892.94
Bruske, Shauna	Nurse 2	103,442.85
Novak, Angela	Nurse 4	103,378.11
Cormack, Kelly	Manager - Plant Services	103,316.32
Nichiporick, Kimberley	Clinical Resource Nurse (N3)	103,290.64

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Year ended December 31, 2022

Names	Job title	Compensation
		\$
Baudet, Jeremy	Clinical & Quality Initiatives Coordinator	103,212.21
King, Sarah	Licensed Practical Nurse	102,133.90
Cabading, Wendy	Clinical Resource Nurse (N3)	101,299.99
Lesey, Patricia	Nurse 2	101,294.38
Martel, Rachelle	Nurse 2	101,037.06
Lamont-Dreger, Debbie	Nurse 2	100,704.74
Veranga, Ramon	Nurse 2	99,399.19
King, Deborah	Nurse 2	98,914.54
Thalman, Leyda	Manager Allied Health and Rehab Programs	98,751.76
Boo, Marlyn	Licensed Practical Nurse	98,710.25
Tahimic, Mae-Lyn	Nurse 2	97,986.22
Faustino, Vida	Licensed Practical Nurse	96,654.14
Willis, Lydia	Nurse 2	96,208.79
Kitt, Felona	Licensed Practical Nurse	96,195.43
Banero, Cecilia	Nurse 2	95,770.66
Brown, Tyler	Manager - Security Services	95,458.56
Duke, Karen	Nurse 3 (N3)	95,397.67
Shantz, John	Power Engineer (3rd Class) - Misericordia	95,119.52
Nguyen, Kevin	Senior Financial Accountant [PIO]	95,117.74
Reilly, Bobby-Joe	Supervisor - Intake & After Hours Program	93,912.73
Maszczyk, Marta	Nurse 2	93,785.75
Velasquez, Lilibeth	Nurse 2	93,418.93
Blundell, Candace	Case Manager PRIME	92,536.00
Kotz, Brian	Nurse 3 (N3)	92,531.21
Sangalang, Michael	Nurse 2	92,161.93
Lindsay, Alison	Nurse 2	92,032.54
Stratton, Jessica	Nurse 2	91,095.00
Maryalaya, Tania	Manager - Residential Care	90,929.88
Ducut, Mary	Nurse 2	90,853.59
Janzen Roth, Angela	Case Manager PRIME	90,723.83
Hunter, Shana	Nurse 2	90,215.70
Martens, Valerie	Nurse 2	89,757.86
Masyk, Mike	Supervisor - Electrical	89,337.08
Pluta, Brian	Supervisor - Plumber - Refrigeration	88,678.85
Reimer, Richard	Electrician Journeyman	88,110.42
Kuzina, Shelley	Nurse 2	87,727.33
Burog, Kristel	Nurse 2	87,713.05
Sacopla, Perla	Health Care Aide & Aide Porter	86,771.22
Hiebert, Roxanne	Nurse 2	86,237.82
Grossi, Antonio	Staff Therapist - PT	86,189.01
De Matta, Maria	Polysomnography Technologist - Certified	85,704.81

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Names	Job title	Compensation
		\$
Rona, Antonia	Clinical Resource Nurse (N3)	85,154.09
Labun, Nina	Chief Nursing Officer	85,049.89
Bermejo, Katherine	Licensed Practical Nurse	85,012.29
Van Der Vis, Barbara	Social Worker (BSW)	84,968.29
Rowe, David	Social Worker (BSW)	84,918.31
Gallano, Giselle Ann	Nurse 2	84,810.77
Talbot, Jamie	Supervisor Health Information Services	84,723.79
De Guzman, Riza	Licensed Practical Nurse	84,699.78
Egan, Tanya	Coordinator - Sleep Lab	84,490.58
Groening, Michelle	Nurse 2	84,426.05
Yi, Seng	Polysomnography Technologist - Certified	84,341.59
Fernandez, Laurenz	Nurse 2	84,305.03
Carr, Paul	Industrial Mechanic - Lead Hand	83,814.07
Brown, Andrew	Clinical Resource Nurse (N3)	83,303.18
Laqui, Ramon	Polysomnography Technologist - Certified	82,747.59
Thompson, Wayne	Coordinator - Sleep Lab	81,827.86
De Matta, Bernard	Polysomnography Technologist - Certified	81,719.05
Johnson, Francisca	Nurse 2	81,657.17
Dyck, Chynae	Nurse 2	81,239.72
Gorantla, Siva Sreenu Pavan	Polysomnography Technologist - Certified	80,844.22
Timog, Ada Carria	Nurse 2	80,625.63
Geddes, Sharon	Nurse 2	80,593.53
Bernardo, Gil	Nurse 2	80,586.27
Papastephanou, Chris	Journeyman Carpenter	80,521.30
Mancs, Lenard	Nurse 2	80,420.11
Johnston, Doug	Mechanic – Refrigeration - Journeyman	80,301.88
McGinn, Martine	Manager - Residential Care	80,249.83
Gonzalez, Nelson	Nurse 2	80,111.87
Estabillo, Gertrudes	Nurse 2	80,098.55
Lucas, Bradley	Staff Therapist - PT	79,818.72
Negissie, Miseret	Health Care Aide & Aide Porter	79,803.33
Tureckiy, German	Supervisor - Distribution Services	79,256.05
Watson, Robert	Plumber Journeyman	79,219.61
Caron, Wendy	Nurse 2	79,101.97
Gorospe, Alfredo	Staff Respiratory Therapist	78,908.15
Perez de Tagle, Maureen	Nurse 2	78,668.17
Davies, Jennifer	Nurse 2	78,355.34
Descoteau, Kathleen	Licensed Practical Nurse	78,210.20
Hay, Ian	Clinical Specialist - Resp Therapy	77,902.43
Toews, Gregory	Staff Therapist - OT	77,872.74
Klos Walker, Jennifer	Manager - Spiritual Health & Therapeutic Services	77,869.69

Misericordia Health Centre

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

Year ended December 31, 2022

Names	Job title	Compensation
		\$
Walder, Amanda	Licensed Practical Nurse	77,852.02
Tao, Xiao Yan	Staff Respiratory Therapist	77,726.21
Stoller, Lorne	Intake Operator	77,534.11
Black, Brad	Nurse 2	77,431.83
Timmerman, Lise	Clinical Dietitian	77,217.51
San Juan, Mary Eileen	Licensed Practical Nurse	76,872.67
Adams, Serina	Nurse 2	76,748.50
Bingham, Sheena	Case Manager PRIME	76,694.79
Oborne, Gail	Nurse 3 (N3)	76,528.26
Bosc, Lois	Clinical Dietitian	76,389.27
David, Llewelyn	Nurse 2	76,138.98
Lockhart, Tanis	Nurse 2	75,850.80
Dam, Czarina	Nurse 2	75,667.80
McTavish, Melissa	Nurse 2	75,599.14
Medina, Minda	Health Care Aide & Aide Porter	75,491.16
Garlicki, Charlotte	Nurse 2	75,191.30
Suthern, Tanis	Nurse 2	75,055.86