

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

Misericordia Health Centre

Year ended December 31, 2020



Independent auditor's report

To the Board of Directors of
Misericordia Health Centre

Opinion

We have audited the accompanying Schedule of Compensation for the *Manitoba Public Sector Compensation Disclosure Act* of **Misericordia Health Centre** [the "Centre"] for the year ended December 31, 2020, and the summary of other explanatory information [together, the "schedule"]. The schedule has been prepared by management based on Section 2 of the *Manitoba Public Sector Compensation Disclosure Act*.

In our opinion, the Schedule for the year ended December 31, 2020 is prepared, in all material respects, in accordance with Section 2 of the *Manitoba 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 *Manitoba 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 *Manitoba 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 24, 2021

Ernst + Young LLP

Chartered Professional Accountants



Misericordia Health Centre

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

Year ended December 31, 2020

Note 1:

The compensation amount is calculated in accordance with the requirements of the *Manitoba 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 *Manitoba 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.

On June 4, 2018 the *Manitoba Public Sector Compensation Disclosure Act* was amended by striking out the \$50,000 threshold and substituting it with a \$75,000 threshold, and that amount will be adjusted for inflation every five years. These changes came into effect on January 1, 2019.

For the year ended December 31, 2020:

- [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:

Name	Job title	Compensation \$
Jaworsky, Caroline	President and Chief Executive Officer	155,342.78
Hill, James	Chief Financial Officer	135,577.07
Toth, Gillian	Chief Nursing Officer	135,325.45
Scaletta, Reghan	Lead - Labour Relations [Secondment]	125,074.90
Fabros, Shiela	Nurse 2	123,445.73
McCormac, Karen	Director - Quality Ptnt Safety Educ Serv	123,381.67
Duff, Myles	Manager Clinical Services	123,165.91
Jenin, Anita	Director - PHCC	121,112.74
Taylor, Jennifer	Director Long Term Care	121,108.78
Fransishyn, Roberta	Director Acute Care	120,740.93
Rona, Antonia	Clinical Resource Nurse (N3)	119,374.86
McGinn, Martine	Manager - Residential Care	119,211.16
Mayham, Peggy	Clinical Resource Nurse (N3)	118,949.66
Duncan, Vera	Clinical Nurse Specialist	117,050.50
Belanger, Ronald	Director - Plant Services [PIO]	117,038.61
Wurtz, Paula	Clinical Resource Nurse (N3)	116,455.36

Misericordia Health Centre

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

Year ended December 31, 2020

Name	Job title	Compensation \$
Djukic, Ruzica	Manager of Patient Care	116,004.32
Keyser, Tara	Manager - Residential Care	115,476.63
Dyck, Gayle	Manager - Residential Care	115,335.78
Chojno, Karen	Manager of Patient Care	114,363.65
Ludba, Renee	Nurse 2	114,248.84
Johnston, Burnice	Manager - Operations-PHCC	113,321.01
Loughlin, Karen	Clinical Resource Nurse (N3)	112,054.65
Gimby, Judy	Nurse 2	111,703.08
Mendoza, Yvonne	Nurse 2	109,855.06
Morgan, Stacey	Manager - Residential Care	108,806.83
Zawadski, Dawn	Nurse 4	108,282.05
Desautels, Jaclyn	Manager of Patient Care	108,055.86
Hamonic, Maureen	Manager - Rehab Serv & Sleep Disorder Ctr	107,930.93
Ha, Vincent	Clinical Resource Nurse (N3)	107,914.35
Lee, Linda	Nurse 4	107,442.15
Maszcak, Marta	Nurse 2	106,578.50
Magsumbol, Archie	Clinical Resource Nurse (N3)	106,434.17
Killbery, Thomas	Supervisor Carpenter	106,388.60
Anis, Alexander	Nurse 2	105,786.73
Yahya, Lina	Nurse 2	105,422.59
Magpantay, Riza	Nurse 2	104,402.10
Clarke, Carolyn	Nurse 2	102,198.12
Nyagudi, Robert	Director - Materials Management	102,147.12
Klaschka, Heidi	Director - Communications & Info Tech	101,740.90
Kunderman, Colleen	Nurse 2	101,236.08
Pokrant, Linda	Nurse 2	101,160.58
Malchuk, Nadia	Staff Therapist - OT	100,676.75
Arado-Alberto, Joy	Manager - Residential Care	100,262.86
Ritchot, Elisa	Supervisor - Intake & After Hours Program	99,710.76
Cauthers, Courtney	Clinical Resource Nurse (N3)	99,629.82
Nohlgren, Stacey	Clinical Resource Nurse (N3)	98,909.51
Nichiporick, Kimberley	Clinical Resource Nurse (N3)	98,447.31
Watson, Barbara	Clinical Resource Nurse (N3)	97,281.91
Samborski, Jennifer	Supervisor - Intake & After Hours Program	97,267.21
Tesfaye, Tsegaye	Nurse 2	96,801.11
Sarmiento, Mayren	Nurse 2	96,275.75
Cormack, Kelly	Manager - Plant Services	96,196.86
Lynch Deighton, Allison	Manager - Social Work	96,023.22
Baldes, Tamara	Registered Psychiatric Nurse (N2)	95,920.30
Fehr, Michelle	Clinical Specialist - Resp Therapy	95,893.27
Sotto, Maria	Nurse 2	95,575.26

Misericordia Health Centre

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

Year ended December 31, 2020

Name	Job title	Compensation \$
Jassal, Gurjeet	Supervisor - Intake & After Hours Program	95,556.85
Buduhan, Juana	Nurse 2	95,406.13
Kapelus, Tetyana	Nurse 2	95,143.74
Dudych, Theresa	Nurse 2	95,045.64
Lesey, Patricia	Nurse 2	94,618.81
Blundell, Candace	Case Manager PRIME	94,015.58
Hill, Coralee	Clinical Service Lead - Dial a Dietitian	93,575.06
Kaur, Parveenjit	Nurse 2	93,216.02
Singh, Jane	Nurse 2	92,866.21
Varga, Jimmy	Director - Finance	92,697.90
Willis, Lydia	Nurse 2	92,689.45
King, Deborah	Nurse 2	92,145.90
Lamont-Dreger, Debbie	Nurse 2	91,959.46
Little, Karen	Nurse 2	91,910.75
Estabillo, Gertrudes	Nurse 2	91,880.27
Johannson, Dorothy	Clinical Resource Nurse (N3)	91,777.67
Bruske, Shauna	Nurse 2	90,742.97
House, Sherrie	Nurse 2	90,234.14
Martel, Rachelle	Nurse 2	89,913.92
Acheson, Teresa	Manager - Health Information Services	89,211.86
Lindsay, Alison	Nurse 2	89,119.59
Roberts, Leanne	Clinical Resource Nurse (N3)	88,570.88
Bayona, Maria	Licensed Practical Nurse	88,536.03
Banero, Cecilia	Nurse 2	87,936.89
Goddard, Sarah	Clinical Resource Nurse (N3)	87,819.93
Gowler, April	Nurse 2	87,402.86
Reich, Roxanne	Nurse 2	86,998.32
Van Der Vis, Barbara	Social Worker (BSW)	86,561.00
Tucker, Johanna	Licensed Practical Nurse	85,993.66
Rapinchuk, Brenda	Staff Respiratory Therapist	85,773.54
Cabading, Wendy	Nurse 2	85,569.05
Ducut, Mary	Nurse 2	85,353.51
Horton, Evelyn	Nurse 2	85,178.68
Hudson, Erin	Human Resources Consultant	84,963.19
Convery, Michelle	Nurse 2	84,914.28
Sonestone, Violet	Clinical Resource Nurse (N3)	84,906.70
Novak, Angela	Nurse 2	84,548.13
Cuthbertson-Black, Crystal	Social Worker (BSW)	84,184.61
Papastephanou, Chris	Journeyman Carpenter	83,961.72
Medrano, Jennifer	Nurse 2	83,792.62
Tetro, Kathy	Nurse 2	83,717.49

Misericordia Health Centre

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

Year ended December 31, 2020

Name	Job title	Compensation \$
Reilly, Bobby-Joe	Supervisor - Intake & After-Hours Program	83,676.52
Valencia, Jaezi	Licensed Practical Nurse	83,652.00
Stratton, Jessica	Nurse 2	83,500.94
Mulligan, Shannon	Social Worker (BSW)	83,461.14
Bingham, Sheena	Case Manager PRIME	83,428.83
Pluta, Brian	Supervisor - Plumber-Refrigeration	83,014.19
Lucas, Bradley	Staff Therapist - PT	82,712.17
Grossi, Antonio	Staff Therapist - PT	82,492.36
Watson, Robert	Plumber Journeyman	81,439.99
Tod, Wendy	Case Manager PRIME	81,079.12
Gorantla, Siva Sreenu Pavan	Polysomnography Technologist Certified	81,013.33
Tao, Xiao Yan	Staff Respiratory Therapist	80,543.86
Buen, Alexandra	Nurse 2	80,527.44
Timmerman, Lise	Clinical Dietitian	80,161.14
Gohal, Harwinder	Power Engineer (3rd Class)-Misericordia	79,856.49
Martens, Valerie	Nurse 2	79,705.63
Hunter, Shana	Nurse 2	79,542.24
Burnell, Kelly	Sr Eye Bank Technician	79,368.85
White, Matt	Power Engineer (3rd Class)-Misericordia	79,284.37
Bowley, Fred	Power Engineer (3rd Class)-Misericordia	79,061.52
Magalong, Emmanuel	Licensed Practical Nurse	78,915.22
Rowe, David	Social Worker (BSW)	78,860.07
Frederick, Clayton	Power Engineer (3rd Class)-Misericordia	78,667.21
Cupida, Tristan	Financial Analyst	78,587.14
Brown, Tyler	Manager - Security Services	78,584.97
Paguaia, Sheryl	Nurse 2	78,581.24
Thompson, Wayne	Coordinator - Sleep Lab	78,408.26
Rutledge, Dorothy	Nurse 2	78,236.41
Masyk, Mike	Supervisor - Electrical	78,017.21
Matsalla, Andrea	Nurse 3 (N3)	77,847.31
Tahimic, Mae-Lyn	Nurse 2	77,797.57
Burog, Kristel	Nurse 2	77,600.00
Yi, Seng	Polysomnography Technologist - Certified	77,132.35
Velasquez, Lilibeth	Nurse 2	76,895.40
De Matta, Maria	Polysomnography Technologist - Certified	76,832.93
Rakocija, Dusanka	Polysomnography Technologist - Certified	76,794.10
Chubenko, Colleen	Nurse 2	76,774.62
Laqui, Ramon	Polysomnography Technologist - Certified	76,740.89
Doyle-Zebrun, Diana	Clinical & Quality Initiatives Coordinator	76,642.72
Black, Brad	Nurse 2	76,556.62
Plett, Donald	Spiritual Health Practitioner	75,390.72