



BOARD MANUAL

PROCEDURE

SECTION: Administration
- General

NUMBER: BD 4-9

APPROVED: Board of Directors

DATE APPROVED: May 21, 2014

EXECUTIVE COMPENSATION FRAMEWORK

Refer to: BD 4-8

Market Comparisons

The “market” for comparison purposes is hospitals across Ontario with 300 to 500 beds, budget in excess of \$100 million and Region 1 community hospitals and Northwestern Ontario public sector organizations of comparable magnitude and responsibility. Comparisons are done every three years.

The compensation and benefits program is designed to be competitive with programs provided by organizations with whom SJCG competes for talent and that are of similar size. In general, programs are considered competitive when they are at median levels as measured against these competitor organizations.

The compensation and benefits program will comply with all legislation, including the Excellent Care for All Act, 2010 (ECFAA), and the Broader Public Sector Perquisites Directive, issued by Management Board of Cabinet, effective August 2, 2011.

The OHA survey of Salaries of Management positions in Ontario Hospitals and the Hay Group Executive Compensation Survey of Ontario Hospitals will be taken into consideration.

Annual Compensation

In accordance with ECFAA, a portion of executive compensation shall be withheld annually until the results of the required annual SJCG Quality Improvement Plan (as per ECFAA) is determined. The Board of Directors approves the recommended quality improvement indicators to be held at risk annually for the President and CEO, the Chief of Staff and the Vice Presidents.

Where legislation does not prohibit salary increases compensation adjustments will be provided on an annual basis. The annual effective date for adjustments to executive compensation is April 1.

The President & CEO will be accountable for the performance of members of the Leadership Team, and determining the level of salary for each member of the Leadership Team. The President & CEO will provide the Ad Hoc Executive Compensation/Performance Review Committee with information relating to the rationale for executive compensation decisions.