



HÔPITAL NOTRE-DAME HOSPITAL (HEARST)

November 22, 2024

RE: Amendment to Executive Compensation Agreements

In light of the suspension of the Broader Public Sector Executive Compensation Act, our Executives at HNDH have not had any fair and equitable adjustments to their compensation plan agreement since March 2010. Over the past 14 years significant responsibilities have been added to the positions of the following Executives without additional compensation.

- Chief Executive Officer;
- Chief Nursing Officer;
- Chief Financial Officer;
- Chief Ancillary Officer; and
- Chief Information Officer.

While new requirements are added annually by the Ministry of Health and Ontario Health, the following summary highlights responsibilities that have significantly and materially changed these executive positions:

1. Expansion of clinical services including but not exhaustive to:
 - a. Mattice Nurse Practitioner clinic
 - b. Medical Locum Clinic
 - c. Nord Aski Diabetes Education Centre
 - d. Aging at Home program
 - e. Oncology including chemotherapy program
 - f. COVID Assessment Centre since October 2020
 - g. CT Scan equipment and development of the best Stroke protocol recognition award in Northern Ontario
 - h. Withdrawal Management program
2. Creation of a greater campus for one stop health care services for patients. Expansion of our rehabilitation centre and pharmacy, incorporation of all our Specialist's clinic, and Cardio-Respiratory dept and expansion of our waiting area for our lab, DI and Specialty clinics with adherence to new pandemic distancing protocol.
3. Implementation of Geriatric Pathway services.
4. Implementation of Nurse Practitioner services in the Emergency department.
5. Additional programs and services from other hospitals, such as IT and Finance which contribute to an increase in the hospital revenues from \$ 15.2M in 2010 to \$ 24.6M in 2024. This equals a 61.8% increase of the earned revenues in 14 years.

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Taking into consideration the changes related to the obligations and responsibilities of our Executive Team, to have a fair and equitable compensation package consistent with their roles, and to ensure our commitment to sustainability of the hospital's long-term success, we are confirming that all terms and conditions in the existing contracts of the Executive Team remain unchanged with the exception of the following increases to the Executive team's remuneration as follows:

- The base salary of \$177,700.00 for the "Chief Executive Officer" effective April 1, 2023;
- The base salary of \$128,750.00 for the "Chief Nursing Officer" effective November 22 2024;
- The base salary of \$154,502.00 for the "Chief Financial Officer" effective November 22 2024;
- The base salary of \$139,054.00 for the "Chief Ancillary Officer" effective November 22, 2024
- The base salary of \$144,200.00 for the "Chief Information Officer" effective November 22, 2024;

Because of the ongoing suspension of the Broader Public Sector Executive Compensation, the Hospital will have to maintain the above salaries amendment as is unless significant responsibilities have been added or changes are brought forward by the Broader Public Sector Executive Compensation Act.

On behalf of the HNDH Board of Directors, we thank the Executive Team for their leadership and dedication to the organization and trust that you will agree to the revised amendments to your contracts.

Sincerely

Julien Plourde

HNDH Board Chair