

Misericordia Health Centre

**Schedule of compensation for the
Manitoba Public Sector Compensation Disclosure Act
Year ended December 31, 2018**



**Building a better
working world**

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, 2018, 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 of Compensation for the *Manitoba Public Sector Compensation Disclosure Act* of **Misericordia Health Centre** for the year ended December 31, 2018 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 financial statements 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 the basis of accounting described in the note, and for such internal control as management determines is necessary to enable the preparation of a financial statement 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Winnipeg, Canada
June 18, 2019

Ernst & Young LLP

Chartered Professional Accountants



Misericordia Health Centre

Schedule of compensation for the Manitoba Public Sector Compensation Disclosure Act

Year ended December 31, 2018

Note:

The compensation amount is calculated in accordance with the requirements of the *Manitoba Public Sector Compensation Disclosure Act* [the "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 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 \$50,000 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 \$50,000 or more.

On June 4, 2018, the Act had been amended by striking out the \$50,000 threshold and substituting it with \$75,000 and adjusts that amount for inflation every five years. This act comes into effect on January 1, 2019.

For the year ended December 31, 2018:

- [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 \$50,000 individually; and
- [iii] the following officers or employees received total compensation in excess of \$50,000:

Name	Job title	Compensation \$
Jaworsky, Caroline	President and Chief Executive Officer	149,485.40
Hill, James	Chief Financial Officer	130,556.73
Toth, Gillian	Chief Nursing Officer	121,632.23
Martel, Rachelle	Nurse 2	119,200.53
McCormac, Karen	Director – Quality Ptnt Safety Educ Serv	118,819.35
Doyle-Zebrun, Diana	Clinical&Quality Initiatives Coordinator	118,276.68
Cottrell, Leslie	2nd Class Power Engineer	118,173.93
Fabros, Shiela	Nurse 2	117,944.76
Scaletta, Reghan	Director Human Resources	117,810.24
Klos, Brian	Director – PHCC	116,633.03
Belanger, Ronald	Director – Plant Services PIO	116,458.50
Chartrand, Shannon	Director Long Term Care	114,839.88
Weiss, Brenda	Manager of Patient Care	114,805.04
Duff, Myles	Manager Clinical Services	114,797.87
Killbery, Thomas	Supervisor Carpenter	113,401.84
Rozmus, Conrad	2nd Class Power Engineer	113,106.90
McGinn, Martine	Manager – Residential Care	112,719.97

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

Year ended December 31, 2018

Name	Job title	Compensation \$
Ludba, Renee	Nurse 2	112,472.98
Marek, Victoria	Manager – Residential Care	110,333.33
Duncan, Vera	Clinical Nurse Specialist	109,100.22
Johnston, Burnice	Manager – Operations-PHCC	109,010.79
Fransishyn, Roberta	Director Acute Care	108,632.21
Navarro, Estela	Nurse 2	106,343.71
Dyck, Gayle	Manager – Residential Care	104,075.01
Morgan, Stacey	Manager – Residential Care	103,854.79
Chojno, Karen	Manager of Patient Care	102,746.66
Mendoza, Yvonne	Nurse 2	101,609.20
Loughlin, Karen	Clinical Resource Nurse (N3)	100,442.17
Carriere, Tamara	Manager – Diagnostic Imaging	99,246.48
Varga, Jimmy	Director – Finance	98,359.12
Nyagudi, Robert	Director – Materials Management	98,358.46
Klaschka, Heidi	Director – Communications & Info Tech	97,979.80
Lee, Linda	Nurse 4	97,969.77
Ritchot, Elisa	Supervisor – Intake & After Hours Program	97,756.39
Anis, Alexander	Nurse 2	96,710.78
Hamonic, Maureen	Manager – Rehab Serv & Sleep Disorder Ctr	96,594.99
Keyser, Tara	Case Manager PRIME	96,446.99
Arado-Alberto, Joy	Nurse 2	96,184.41
Cormack, Kelly	Manager – Plant Services	95,497.11
Wurtz, Paula	Nurse 3 (N3)	95,392.51
Frederick, Clayton	Power Engineer (3rd Class) – Misericordia	94,815.18
Dudych, Theresa	Nurse 2	94,669.76
Porteous, Carrie	Charge Radiology Technologist	93,375.09
Watson, Barbara	Clinical Resource Nurse (N3)	93,331.26
Mayham, Peggy	Nurse 3 (N3)	92,937.39
Nichiporick, Kimberley	Clinical Resource Nurse (N3)	92,497.80
Fehr, Michelle	Clinical Specialist – Resp Therapy	92,323.47
Pokrant, Linda	Nurse 2	92,225.57
Lesey, Patricia	Nurse 2	91,745.81
Samborski, Jennifer	Supervisor – Intake & After Hours Program	91,657.44
Sokolowski, Vicki	Nurse 2	90,984.40
Jassal, Gurjeet	Supervisor – Intake & After Hours Program	90,950.87
Singh, Jane	Nurse 2	90,717.71
Tsang, Roger	2nd Class Power Engineer	90,355.13
Desautels, Jaclyn	Manager of Patient Care	90,227.54
Tesfaye, Tsegaye	Nurse 2	90,117.39
Blundell, Candace	Case Manager PRIME	89,328.57

Misericordia Health Centre

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

Year ended December 31, 2018

Name	Job title	Compensation \$
Hallock, Kelly	Nurse 4	89,172.51
Estabillo, Gertrudes	Nurse 2	89,033.33
Little, Karen	Nurse 2	88,704.55
Wong, Brenda	Senior Radiology Technologist	88,526.14
Burnell, Kelly	Sr Eye Bank Technician	88,244.74
Lindgren, April	Senior Radiology Technologist	87,929.92
Lynch Deighton, Allison	Manager – Social Work	87,444.30
Sotto, Maria	Nurse 2	87,424.71
House, Sherrie	Nurse 2	87,296.74
Gimby, Judy	Nurse 2	87,023.06
Ouellette, Patricia	Nurse 2	86,683.84
Rapinchuk, Brenda	Staff Respiratory Therapist	86,514.36
Buduhan, Juana	Nurse 2	86,457.54
Lamont-Dreger, Debbie	Nurse 2	86,349.12
King, Deborah	Nurse 2	85,891.71
Garlicki, Charlotte	Nurse 3 (N3)	85,550.17
Yahya, Lina	Nurse 2	85,210.29
Kaur, Parveenjit	Nurse 2	84,224.05
Gorantla, Siva Sreenu Pavan	Polysomnography Technologist – Certified	84,143.71
Hill, Coralee	Clinical Service Lead – Dial a Dietitian	84,058.17
Sangalang, Michael	Nurse 2	83,954.22
Banero, Cecilia	Nurse 2	82,906.40
Vallejo, Betty	Social Worker (BSW)	82,825.03
Bannatyne, Kristen	General Duty Sonographer	82,406.63
Magsumbol, Archie	Nurse 3 (N3)	82,320.78
Gowler, April	Nurse 2	82,093.34
Reilly, Bobby-Joe	Supervisor – Intake & After Hours Program	82,040.65
Mancs, Lenard	Nurse 2	81,949.80
Van Der Vis, Barbara	Social Worker (BSW)	81,769.01
Cuthbertson-Black, Crystal	Social Worker (BSW)	81,455.93
Jacuzzi, Rosie	President & COO	80,703.81
Hudson, Erin	Human Resources Consultant	80,210.55
Mulenga, Mutinta	Nurse 2	79,863.57
Shaw, Louise	Nurse 2	79,829.07
Maryalaya, Tania	Manager – Residential Care	79,597.10
Bayona, Maria	Licensed Practical Nurse	79,592.54
Pluta, Brian	Supervisor – Plumber – Refrigeration	79,414.24
Tetro, Kathy	Nurse 2	78,880.28
Watson, Kenneth	Journeyman Carpenter	78,750.05
Perez de Tagle, Maireen	Nurse 2	78,746.72

Misericordia Health Centre**Schedule of compensation for the
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Year ended December 31, 2018

Name	Job title	Compensation \$
Lucas, Bradley	Staff Therapist – PT	78,705.75
Johannson, Dorothy	Clinical Resource Nurse (N3)	78,480.28
Martens, Valerie	Nurse 2	78,123.94
Sosnowski, Joanne	Staff Therapist – PT	78,089.73
Malchuk, Nadia	Staff Therapist – OT	77,981.16
Chubenko, Colleen	Nurse 2	77,803.82
Brown, Tyler	Manager – Security Services	77,783.09
Kim, Byunghun	Senior Radiology Technologist	77,726.17
Watson, Robert	Plumber Journeyman	77,630.56
Tao, Xiao Yan	Staff Respiratory Therapist	77,560.99
Medrano, Jennifer	Nurse 2	77,440.19
Timmerman, Lise	Clinical Dietitian	77,058.35
Masyk, Mike	Supervisor – Electrical	76,561.23
Bingham, Sheena	Case Manager PRIME	76,406.68
Stratton, Jessica	Nurse 2	75,810.09
Thompson, Wayne	Coordinator – Sleep Lab	75,732.90
Filipiak, Wanda	Nurse 2	75,694.51
Stuart, Jill	Accountant	75,681.47
Cupida, Tristan	Budget Analyst	75,681.47
Martis, Thania	Positive Parenting Program Consultant	75,637.15
Veranga, Ramon	Nurse 2	75,378.45
Rona, Antonia	Clinical Resource Nurse (N3)	75,254.69
Reich, Roxanne	Nurse 2	75,222.12
Nohlgren, Stacey	Nurse 2	75,029.73
Valencia, Jaezi	Licensed Practical Nurse	75,026.53
Beacom, Dorothy	Nurse 2	74,988.85
Black, Brad	Nurse 2	74,719.22
McMahon, Donna	Senior Sonographer	74,564.87
Magpantay, Riza	Nurse 2	74,456.21
Horton, Evelyn	Nurse 2	74,403.57
Gesualdo, Dina	Nurse 2	73,589.03
Ren, Tingting	Nurse 2	73,386.81
Novak, Angela	Nurse 2	73,245.71
Ducut, Mary	Nurse 2	73,104.00
Plett, Donald	Spiritual Care Associate	73,068.78
Rakocija, Dusanka	Polysomnography Technologist – Certified	72,467.13
Johnson, Francisca	Nurse 2	72,446.90
Carr, Paul	Industrial Mechanic – Lead Hand	72,257.71
Squire, Valerie	Staff Respiratory Therapist	72,221.56
Rutledge, Dorothy	Nurse 2	72,201.15

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Year ended December 31, 2018

Name	Job title	Compensation \$
Osborne, Gail	Nurse 2	72,031.65
Kuzina, Shelley	Nurse 2	71,968.64
Brandt, Patricia	Nurse 2	71,896.77
Tod, Wendy	Case Manager PRIME	71,853.45
De Matta, Maria	Polysomnography Technologist – Certified	71,758.21
Dumore, Colleen	Nurse 2	71,493.32
Sala Pastora, Michele	Spiritual Care Associate	71,039.41
Yi, Seng	Polysomnography Technologist – Certified	70,993.58
Geddes, Sharon	Nurse 2	70,465.03
Laqui, Ramon	Polysomnography Technologist – Certified	70,243.43
Hunter, Shana	Nurse 2	69,932.12
Sepehri-Broojeni, Nasrin	Social Worker (BSW)	69,832.69
Egan, Tanya	Polysomnography Technologist – Certified	69,760.68
Anderson, Andrea	Licensed Practical Nurse	69,354.46
Tang, Hong	Mechanic – Refrigeration – Journeyman	69,308.03
Buen, Alexandra	Nurse 2	69,239.95
Parisien, Heather	Nurse 2	69,143.35
Reimer, Richard	Electrician Journeyman	69,073.91
Matsalla, Andrea	Nurse 2	69,045.84
Regnier, Jeannine	Nurse 2	68,980.95
Halliday, Connie	Nurse 2	68,815.01
Gonzalez, Nelson	Nurse 2	68,653.44
Willis, Lydia	Nurse 2	68,333.40
Greenshtein, Yan	Biomedical Engineering Technologist 1	68,190.33
Papastephanou, Chris	Journeyman Carpenter	67,844.05
Levesque, Tracey	Nurse 2	67,533.27
Olivson, Sandra	Manager – Patient Resident Food Services	67,384.87
Carruthers, Michele	Nurse 2	67,192.58
O'Connell, Dan	Power Engineer (3rd Class) – Misericordia	67,080.87
Suthern, Tanis	Nurse 2	67,040.49
Peterson, Teresa	Staff Therapist – OT	66,603.32
Baldes, Tamara	Nurse 2	66,106.85
Locke, Ellen	Manager – Recreation	65,947.56
Dado, Jennifer	Nurse 2	65,418.62
Tureckiy, German	Supervisor – Distribution Services	63,995.69
De Matta, Bernard	Polysomnography Technologist – Certified	63,933.49
Ksiazkiewicz, Monika	Polysomnography Technologist – Certified	63,727.44
King, Sarah	Licensed Practical Nurse	63,349.14
Anos, Marilyn	Licensed Practical Nurse	63,323.95
Smith, Stephanie	General Duty Sonographer	63,037.36

Misericordia Health Centre

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

Year ended December 31, 2018

Name	Job title	Compensation \$
Iwanchuk, Judith	Nurse 2	63,036.83
McGregor, Karen	Nurse 3 (N3)	63,010.76
Bosc, Lois	Clinical Dietitian	62,804.30
Clarke, Carolyn	Nurse 2	62,589.45
Martens, Talia	Nurse 3 (N3)	62,564.12
McGregor, Catherine	Ophthalmic Photographer	62,499.63
Willms, Ruth	Nurse 2	62,461.45
Tucker, Johanna	Licensed Practical Nurse	61,922.18
Masesar, Mary Ann	Nurse 4	61,714.70
Darvill, Patty	Ophthalmic Photographer	61,608.97
Dacquay, Rachel	Manager – Residential Care	61,367.71
Pankratz, Ella	Nurse 2	61,244.66
Kitt, Felona	Licensed Practical Nurse	60,728.21
Stoller, Lorne	Intake Operator	60,688.59
Siaux, Sylvie	Nurse 2	60,645.71
Ali, Bernadette	Licensed Practical Nurse	60,523.96
Wiens, Dorothy	Nurse 2	60,376.69
Maharajh, Carrie	Clinical Dietitian	60,370.28
Lane, Donna	Nurse 2	60,278.47
Lambert, Kelly	Nurse 2	60,124.31
Nicholls, Bradley	Polysomnography Technician	59,924.88
Glazman, Nina	Licensed Practical Nurse	59,782.42
Gjema, Kathleen	Polysomnography Technician	59,648.88
Crabtree, F.	Clinical Serv Leader Spiritual Hth Serv	59,418.25
Rodgers, Barry	Lead Hand – Painter	59,185.33
Anderson, Kristy	Executive Assistant – Corporate	59,045.00
Vida, Marilou	Licensed Practical Nurse	58,698.96
Fortier, Yvette	Licensed Practical Nurse	58,559.90
Knaus, Maria	Manager – Nutrition Services	58,477.90
Parker, Ronald	Nurse 2	58,240.83
Bilynskyy, Stepan	Director of Spiritual Care	58,203.99
Dumont, Heather	Polysomnography Technician	58,179.59
Gillies, Marsha	General Duty Sonographer	57,704.64
Williams, Judith	Intake Operator	57,215.92
Bruske, Shauna	Nurse 2	56,848.99
Goddard, Sarah	Nurse 2	56,641.19
Butac, Jensen	Nurse 2	56,556.50
Ngo, Christopher	Nurse 2	56,291.89
Descoteau, Kathleen	Licensed Practical Nurse	55,910.48
Miller, Nadine	Nurse 2	55,651.99

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

Year ended December 31, 2018

Name	Job title	Compensation \$
Coates, Eileen	Nurse 4	55,318.93
Withoos, Wilma	Supervisor – Central Processing	55,036.95
Edwards, Donna	Nurse 2	55,025.66
Flores, Marlyn	Licensed Practical Nurse	54,895.84
Bienert, Emily	Licensed Practical Nurse	54,843.41
Carroll, David	Orthopedic Technologist	54,837.89
Stewart, Anne	Nurse 2	54,616.90
Perreaux, Ronald	Supervisor – Environmental Services	54,533.94
Whyte-Hibbert, Havalee	Intake Operator	54,390.33
Romanjuk, Brian	Intake Operator	54,367.22
Bermejo, Katherine	Licensed Practical Nurse	54,340.86
Laing, Mildred	Nurse 2	54,190.22
Joseph, Vincenza	Protocol Analyst	53,973.20
Fast-Miller, Beverley	Nurse 2	53,941.13
Docking, Catherine	Intake Operator	53,705.28
Barr, Jaime	Eye Bank Technician – Uncertified	53,511.78
Magalong, Emmanuel	Licensed Practical Nurse	53,264.37
Goossen, Holly	Nurse 2	52,900.31
Kearney, Honora	Nurse 2	52,587.42
Saj, Jeanne	Nurse 2	52,412.01
Aviso, Ann Margaret	Nurse 2	52,079.43
Dyszy, Julie	General Duty Sonographer	51,997.95
Yumang, Chantelle	Licensed Practical Nurse	51,787.22
Davis, Gabriela	Intake Operator	51,748.11
Devlin, Carrie	Administrative Assistant Corporate	51,588.44
Dumin, Cheryl	Licensed Practical Nurse	51,586.08
Clarete, Cachel	Licensed Practical Nurse	51,431.33
Sylvester, Philbert	Trades Helper	51,405.19
Bastounis, Janice	Nurse 2	51,370.09
Guyot, Lois	Staffing Officer	50,914.09
Haslbeck, Coreen	Staff Therapist – OT	50,904.98
Leslie, Colleen	Polysomnography Technologist – Certified	50,701.83
Elston, Jacqueline	Communication Clerk	50,576.24
Veilleux, Sheli-Anne	Office Team Lead	50,463.02
Boyd, Sydney	Nurse 2	50,439.03
Martinenko, Linda-Clare	Recreation Facilitator	50,413.35
Macdonald, Tracy	Licensed Practical Nurse	50,240.29