

Executive Compensation

Background

After an eight year pay freeze, the Ontario government has recently introduced a new framework for executive compensation that applies to a range of public sector organizations, including universities, colleges, hospitals, school boards and other public bodies.

Regulation 304.16: Executive Compensation Framework (the “Regulation”) sets out how these employers must establish and post executive compensation programs for executives. The Regulation requires all designated employers to have a written Executive Compensation Program (the “program”) that describes the compensation they may provide to executives.

Under the Regulation and Directive, the Board of Directors of Cornwall Community Hospital is responsible for:

- Approving all wage increases for designated executives;
- Developing an Executive Compensation Program that includes a compensation philosophy, sets salary and performance related caps based on a comparative analysis of each designated executive position using at least eight (8) comparable organizations, specifies a maximum rate by which the total designated executive salary and performance-related pay envelope could be increased in each year, and outlines any elements of compensation provided exclusively to designated executives with a corresponding rationale;
- Submitting by September 29, 2017, to the Ministry of Health and Long-Term Care, the proposed Executive Compensation Plan;
- After receiving approval by the Ministry to do so, seek public comment by posting its proposed Executive Compensation Plan on its public facing website for 30 days;
- Submitting to the Ministry the summary of public feedback received and any changes being made to the program;
- Securing approval by the Minister of comparator organizations and of the proposed maximum rate of increase to its salary and performance-related pay envelope;
- Approving the final Executive Compensation Plan and post it on its website.

As a designated Broader Public Sector employer, the Cornwall Community Hospital has followed the required process for the development of its Executive Compensation Plan.

The proposed Plan was submitted to the Ministry of Health and Long-Term Care for review and the Hospital has received direction to proceed with posting its Executive Compensation Plan for public review and comment.

In accordance with the Regulation, Cornwall Community Hospital is posting its proposed Executive Compensation Plan for 30 days. We welcome comments on the manner in which the hospital Board of Directors has determined its compensation. Comments will be received until February 19, 2018 after which the Hospital Board of Directors will review the feedback.

Please use the following link to access the Cornwall Community Hospital's [Executive Compensation Framework](#).

If you wish to provide feedback, please send an email to:
communications@cornwallhospital.ca

Thank you for your interest.

Nancee Cruickshank
Chair, Board of Directors
Cornwall Community Hospital

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