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healthy
together

November 14, 2011

Dr. Rhonda Crocker Ellacott

Dear Rhonda,

Re: Executive Compensation - Quality Improvement Plan

Congratulations on your appointment as Executive Vice President, Patient Care, Health Professions & CNE at Thunder Bay Regional Health Sciences Centre. You will be transferred to this position effective November 14, 2011 at your current salary of \$204,268.35, subject to review in line with organizational changes.

Under the provision of Bill 46 the posted Quality Improvement Plan requires, in part, that some of the objectives of the organization are tied to 'at risk pay'. For fiscal 2011/12 this represents 2% of your total salary. Therefore, your salary has been adjusted to \$200,182.98 plus 'at risk pay'.

The following Quality Indicators have been linked to compensation:

1. Safety – Hand Hygiene
2. Patient Centred Care – Overall Patient Satisfaction
3. Effectiveness – Average Length of Stay
4. Effectiveness – Margin

Under the provisions of Bill 16 we were not able to increase your salary to provide for this 'at risk pay'; therefore your salary was reduced by 2% in the amount of \$4,085.37.

On April 1, 2012, I will assess your team achievements against the quality indicators listed above on the basis of .5% for each of the indicators. The resulting amount will be paid to you retroactively to April 1, 2011 and will go into your base salary.

Your benefits will remain the same. I have attached a summary of the Management group benefits package for information. I am confident you will do well with your new responsibilities and I look forward to working with you to achieve the high standards we have set in our 2015 Strategic Plan.

Sincerely,

A handwritten signature in black ink that reads "A. Robichaud".

Andrée G. Robichaud
President & CEO

Enclosure

- c. Human Resources personnel file

