



# NORTHUMBERLAND HILLS HOSPITAL

*inspiring strength, dignity and compassion*

## NEWS RELEASE

### Public Sector Salary Disclosure, Northumberland Hills Hospital

**NORTHUMBERLAND COUNTY, Friday, March 28, 2008** – The Public Sector Salary Disclosure (PSSD) list is scheduled for release by the Government of Ontario on Monday, March 31.

#### ***What is the PSSD?***

Now in its twelfth year, the PSSD (also known as the “Sunshine List”) was first published in 1996 to provide taxpayers with the names, positions and salaries of those in nine public sectors who earned more than \$100,000 in salary and benefits during the previous taxation year.

#### ***Are hospital employees included on the list?***

Yes, hospitals and other health care agencies are among the nine sectors included in the PSSD. In 2007—the year covered in the March 31, 2008 release—the following Northumberland Hills Hospital employees will be on the list:

<b>Name</b>	<b>Position</b>	<b>Salary in 2007</b>	<b>Taxable Benefits</b>
Joan Ross	President and CEO	\$226,508.15	\$1,269.80
Mary Anne Shill	Vice President, Patient Care Services	\$147,248.72	\$837.44
Cheryl Turk	Director of Finance	\$114,933.22	\$652.96
Elizabeth Vosburgh	Director of Human Resources and Risk Management	\$109,635.69	\$623.32
Lisa Lyttle	Registered Nurse	\$108,337.26	\$441.99
Catherine Flay	Registered Nurse	\$107,609.31	\$426.99
Brenda Weir	Nursing Program Director, Acute Services	\$103,805.38	\$594.64
Sandra Prentice	Registered Nurse	\$103,275.31	\$419.43
Soon Lim	Team Leader	\$102,615.01	\$449.55

***Were any NHH employees on the PSSD list last year?***

Yes, five NHH employees appeared on the PSSD list in 2006. The change in 2007 reflects the rise expected in the number of RNs earning over \$100,000, due in part to increased over-time related to a system-wide shortage of nurses.

***Why are salaries such as these being paid out when the hospital is in a deficit position?***

Health care is a “people” business. Not surprisingly, of the \$52 million in operating expenses for NHH in 2006-2007, 52 per cent went to staff salaries. We know, through the Ontario Hospital Association and the Ministry of Health and Long-Term Care, that this percentage is consistent across the hospital sector. We also know that, over the lifetime of the PSSD, hospitals have ranked between 7<sup>th</sup> to 9<sup>th</sup> out of the 9 PSSD sectors—less than school boards, colleges and municipalities.

***How are salaries determined at NHH?***

Highly-skilled leaders must be compensated at levels appropriate to their education, experience and responsibility. Demanding, as they do, such a large portion of a hospital’s operating revenue, salaries are closely scrutinized both at the time they are set and each year, when it comes time for review. Salaries in hospitals are determined one of two ways: through union negotiation or market surveys (scans of the current market rate for a particular skill or profession, based on a set of criteria such as experience, level of responsibility, etc.). As always, a balance must be struck between paying the appropriate rate for the best candidate in a role (be that by union or market determination) and the hospital’s overall responsibility to deliver the best in patient care within the budget constraints.

***Will the current recruitment for a new President and CEO and Vice President, Patient Services, require higher salaries for these positions next year?***

In reviewing compensation, hospital boards look at hospital performance, the executives’ performance in meeting set goals, independent analysis and other salary research. The senior level recruitment exercises underway at NHH right now will include all of the above. NHH’s recruitment efforts will be unsuccessful unless market salaries are offered.

***How does NHH’s CEO’s salary compare to that of her counterparts at other hospitals?***

The Ontario Hospital Association (OHA) reports that the median salary of a Chief Executive Officer (CEO) of an Ontario hospital in 2007 was approximately \$228,683.17, meaning half are above and half are below. The OHA has also calculated the percentage of hospital employees earning more than \$100,000. In 2006, approximately 1.3 per cent on Ontario’s 200,000 hospital employees earned more than \$100,000. Of these, approximately 0.73 per cent were hospital executives; the remainder were nurses, medical staff, pharmacists, technologists and paramedics.

For more information, contact Jennifer Gillard at 905-377-7757 or [jgillard@nhh.ca](mailto:jgillard@nhh.ca).

**About Northumberland Hills Hospital** – The Northumberland Hills Hospital (NHH) is located approximately 100 kilometres east of Toronto. The 137-bed acute care hospital delivers a broad range of core services, including medical/surgical care, complex/long-term care, rehabilitation, palliative care, obstetrical care and intensive care. NHH also sponsors a Community Mental Health Centre and an Assertive Community Treatment Team. The hospital serves the catchment area of west Northumberland County. A mixed urban and rural population of approximately 60,000 residents, west Northumberland comprises the Town of Cobourg, the Municipality of Port Hope and the townships of Hamilton, Cramahe and Alnwick/Haldimand. NHH employs over 500 people and is an active member of the Central East LHIN. For more information, please visit [www.nhh.ca](http://www.nhh.ca).