



NORTHUMBERLAND HILLS HOSPITAL

NEWS RELEASE – FOR IMMEDIATE RELEASE

Public Sector Salary Disclosure, Northumberland Hills Hospital

NORTHUMBERLAND COUNTY, Wednesday, March 31, 2010 – The Public Sector Salary Disclosure (PSSD) list is scheduled for release by the Government of Ontario today, Thursday, March 31.

Now in its fourteenth 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.

Hospitals and other health care agencies are among the sectors included in the PSSD. For calendar year 2009, the following Northumberland Hills Hospital employees (8 individuals) are on the list:

Name	Position	Salary in 2009	Taxable Benefits
Biron, Robert	President and CEO	\$230,969.98	\$1,169.10
Brenner, Helen	Vice President, Patient Services and Chief Nursing Executive	\$140,594.88	\$713.31
Burn, Janet	Program Director	\$110,171.15	\$560.49
Flay, Catherine	Registered Nurse	\$107,361.62	\$413.76
Garratt, Pamela	Pharmacy Manager	\$100,923.96	\$497.27
Turk, Cheryl	Vice President, Finance and Information Systems, Chief Financial Officer and Chief Privacy Officer	\$132,692.21	\$684.06
Vosburgh, Elizabeth	Vice President, Human Resources and Quality, Chief Human Resource Officer.	\$121,896.65	\$628.20
Weir, Brenda	Program Director	\$112,759.43	\$578.35

By comparison, eleven NHH employees appeared on the PSSD list in 2008. This information is shared for your reference below.

Name	Position	Salary in 2008	Taxable Benefits
Burn, Janet	Program Director	\$100,923.66	\$571.44
Busch, Patricia	Team Leader	\$100,363.85	\$467.88
Flay, Catherine	Registered Nurse	\$114,636.94	\$443.79
Knott, Pamela	MRI Charge Technologist	\$100,522.59	\$465.60
Lyttle, Lisa	Registered Nurse	\$101,688.27	\$440.50
Prentice, Sandra	Registered Nurse	\$104,328.39	\$436.68
Ross, Joan	President and CEO	\$238,199.51	\$1,358.76
Shill, Mary Anne *	Vice President, Patient Care Services	\$109,870.68	\$579.09
Turk, Cheryl	Chief Operating Officer	\$135,419.08	\$719.07
Vosburgh, Elizabeth	Director, Human Resources and Risk Management, Chief Human Resources Officer	\$118,283.46	\$670.54
Weir, Brenda	Program Director	\$110,984.20	\$634.53

** Retired August 31, 2008*

Hospitals are the most complex and highly regulated organizations to operate and manage. Competitive compensation programs and policies are essential to attract and retain qualified staff with the necessary experience, skills and expertise.

Today there is a significant shortage of health care professionals in most disciplines: clinical staff, physicians, technical staff, administrative staff and management. In order to retain and recruit these individuals, then NHH must compete not only in Ontario, but in Canada and North America. In order to meet expectations of our community to have access to core services and to top quality patient care, then NHH must compensate its staff in a competitive manner.

Members of our management team hold a high degree of experience and education in order to meet the extensive legal and regulatory requirements, ensure best practices for quality care and patient safety are implemented, and to ensure the Hospital operates most effectively and efficiently.

For the 2008/09 fiscal year (the latest year for which comparative figures are available), the percentage of NHH's total expenditures spent on administrative functions (7.5%) is substantially less than the provincial hospital average at 10.4%, Central East LHIN hospital average at 9.7%, large community hospital average at 9.1%, and small community hospital average at 12.7%.

The Ontario Hospital Association (OHA) reports that the median salary of a Chief Executive Officer (CEO) of an Ontario hospital in 2008 (the latest full year for which figures are available) was approximately \$241,000, meaning half were above and half were below; the average salary for an Ontario hospital CEO in the same year was \$300,000.

For more details on how NHH's administrative costs compare to other hospitals in the province, please see the related *Backgrounder – Administrative and Management Costs* or contact Jennifer Gillard at 905-377-7757 or jgillard@nhh.ca.

About Northumberland Hills Hospital – The Northumberland Hills Hospital (NHH) is located approximately 100 kilometres east of Toronto. The acute care hospital delivers a broad range of services, including emergency and intensive care, medical/surgical care, complex/long-term care, rehabilitation, palliative care and obstetrical care. A variety of ambulatory care clinics are also offered at NHH. In addition to these, 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 close to 600 people and relies on the additional support provided by physicians and volunteers. NHH is an active member of the Central East LHIN. For more information, please visit www.nhh.ca.