



Administrative Policy Manual

Title: Executive Compensation

Policy Number: 3.30.002		
Section:	Compensation	Revision Date: December 14, 2011
Issued by:	WCH Board of Directors	Review Date: September 24, 2008
Approved by:	Executive Committee, Board of Directors	Original Date: June 19, 2008

Policy Statement:

The Board of Directors of Women's College Hospital is responsible for establishing policies which will ensure the organization will be able to achieve its vision of becoming "a pre-eminent ambulatory care hospital and a world leader in women's health". Key amongst these policies is the requirement to retain and attract a highly skilled executive team that will provide leadership to the Hospital in the course of implementing Board policies.

To ensure the organization retains and attracts the necessary executive skills, the Board has established a compensation framework which is designed to maintain an affordable, attractive and competitive compensation package for its executives.

APPLICATION OF POLICY:

This policy applies to compensation for the following:

- Vice Presidents
- Strategic Directors as designated by the President and CEO

The term "*Hospital Executives*" as used in this policy shall refer to the above-noted employees.

1. Compensation Policy

The Executive Committee of the Board, with the assistance of an external compensation consultant, determined that the total cash compensation of the Hospital Executives shall approximate the 75th percentile of the compensation paid by a comparator group comprising large community hospitals in the Toronto/GTA Region and small and mid-size Ontario academic health science centres.

The comparator group is:

Children's Hospital of Eastern Ontario*	Southlake Regional Health Centre
Credit Valley Hospital	St. Joseph's Health Centre
Humber River Regional Hospital	St. Joseph's Health Centre (Hamilton)*



Kingston General Hospital*

Lakeridge Health

Mount Sinai Hospital*

North York General Hospital

Rough Valley Health System

**Academic Health Science Centres*

The Scarborough Hospital

Toronto East General Hospital

Trillium Health Centre

William Osler Health Centre

York Central Hospital

2. Compensation Structure

The total cash compensation for the Hospital Executives will be provided by means of base salary plus incentive pay, as follows:

- A range shall be set for base salary, with the range maximum set at the 75th percentile of market.

3. Maintenance

The President and CEO shall be responsible for administering the Hospital Executive salaries within the framework established by this policy, and shall discuss with the Executive Committee any adjustments to the pay structure (salary ranges and target bonus) or actual compensation.

Salary ranges shall be adjusted annually based on economic conditions. A more formal market review shall be conducted every three years.

The President and CEO shall annually review the compensation of the Hospital Executives. Any adjustments deemed necessary as a result of this review will be subject to the incumbents meeting performance expectations as determined through the annual performance review process. The President and CEO shall consult with the Executive Committee

The compensation policy shall be reviewed every three years, or if there is a major change in organizational strategy.

-- END OF POLICY --