

West Nipissing General Hospital Performance Management Program

The West Nipissing General Hospital has a very comprehensive and rigorous performance management program. Annually members of the senior management team have their performance measured through a large number of criteria that is directly linked to financial indicators in our Quality Improvement Plan (QIP). The performance management program takes in the following components:

1. Performance
2. Recognized achievements
3. Goals and objectives
4. Occupational Health & Safety performance
5. Management skills
6. Key responsibilities
7. Job description
8. Attendance management

- The West Nipissing General Hospital has a 5 step salary grid that allows for salary increases for the management team annually until the maximum of the salary grid is reached. Compensation is determined through performance and an external compensation benchmarking review.
- The WNGH Executive & Governance Committee makes recommendations to the Board of Directors for the CEO salary following the annual Performance Appraisal.
- The West Nipissing General Hospital has been compliant with the 2 year legislated wage freeze for management and non-union employees as per the guidelines.
- Following the Excellent Care for All Act (2012) the WNGH developed a Quality Improvement Plan (QIP) as per legislation with a Pay @ Risk set for the senior management team based on indicators and performance.
- The WNGH offers a benefit program which includes health care benefits, disability and insurance coverage in keeping with the union and non union/non management benefits program.
- The WNGH has a travel and expense policy that is applicable to all members of the staff, executive team and board members. Employees and management are only reimbursed for expenses incurred while on hospital business.
- All employees and executive members pay for parking- there is no parking assigned to the senior leader.

- The CEO has no other financial assistance or club membership built into her executive contract or benefits that are presently being exercised.
- There is no retirement allowance or gratuity provided to employees or executives at the WNGH.

The West Nipissing General Hospital executive and employees salaries that exceed \$100,000.00 can be access on the Ministry of Finance website under Public Sector Salary Disclosure. The website can be accessed through the following link:

<http://www.fin.gov.on.ca/en/publications/salarydisclosure/2011/hospit11.html>

The Quality Improvement Plan (QIP) which provides details on quality indicators linked to performance and executive expense reporting can be located through the following link:

<http://www.wngh.ca/accountability.php>

Cynthia Desormiers RN BScN MHA
President & CEO

Roch Pilon
Board Chair