

June 22, 2011

Mrs. Deborah Duncan  
Vice-President, Regional Programs  
Waypoint

Dear Deborah:

Thank you for your submission of a job fact sheet to assist in the re-evaluation of your position. The re-evaluation was completed by the Hay Group in response to the re-organization of Waypoint's organizational structure in 2010. You will recall that at the time of the implementation of the new organization structure and as confirmed by letter to you, your classification and rate of pay were guaranteed until March 31, 2011. Waypoint undertook to evaluate the impact of the change on positions arising from the re-organization for the purposes of determining what (if any) changes need to occur regarding classifications and rates of pay effective April 1, 2011.

This letter will confirm that your position remains classified in the same salary band as previously. Therefore, no change is being made to the classification of your position and no change in compensation is being implemented.

Thank you for your participation in this process.

Yours truly,



(Mrs.) Michelle Quealey  
Vice-President, Human Resources and  
Organizational Development



Mental Health Centre Penetanguishene  
Le Centre de santé mentale de Penetanguishene

500 Church Street, Penetanguishene ON L9M 1G3  
500, rue Church, Penetanguishene ON L9M 1G3

April 22, 2009

Mrs. Deborah Duncan  
Vice-President, Tertiary Care & CNE  
Mental Health Centre Penetanguishene

Dear Deborah:

Your position as Vice-President, Tertiary Care and CNE has been evaluated in pay level band 13. The following is the pay scale for your position:

Effective date	Notes	Minimum	Step 2	Step 3	Step 4	Maximum
15/12/08	Hay report	\$136,000	<b>\$142,000</b> ✓	\$148,000	\$154,000	\$160,000
01/04/09	2.5% COLA conversion to hrly	\$139,400.00	<b>\$145,550.00</b>	\$151,700.00	\$157,850.00	\$164,000.00
01/04/09	7.5/day	\$71.48718	<b>\$74.64103</b>	\$77.79487	\$80.94872	\$84.10256 ✓

Our records indicate that your current salary is \$104,500 ✓ and that you have more than 5 ✓ years service with MHCP as a manager. Therefore you have been placed at the second step of the grid. You will progress to the next step on the grid on your anniversary date (continuous service date).

As previously communicated, you will see your new rate of pay on May 14<sup>th</sup>; and the retroactive portion of your payment on May 28<sup>th</sup>.

Please see me if you have any questions.

Yours truly,

(Mrs.) Michelle Quealey  
Project Manager  
Human Resources



# Mental Health Centre Penetanguishene Le Centre de santé mentale de Penetanguishene

October 8, 2008

Deborah Duncan



S.21(1) FIPPA

Dear Mrs. Duncan: *Deborah*

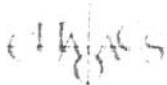
I am writing to welcome you to the new Mental Health Centre Penetanguishene corporation.

As you know, the government recently gave formal approval for the transfer of the Mental Health Centre to the Penetanguishene General Hospital and will be received in a new corporation, the Mental Health Centre Penetanguishene. This transfer is currently expected to occur on December 15, 2008. This decision reflects the recommendations of Dr. Kevin Smith in his review of governance of health care services in the Midland-Penetanguishene area. The Mental Health Centre is the last divestment of a provincial psychiatric hospital to the public hospital sector in Ontario. A new corporation has been created using the historical name of the MHCP in recognition of the long tradition of this facility in the community. We are pleased to continue local health care services through MHCP and are excited to be moving into the mental health field. We will be looking to you as leaders and partners as we move forward into the future.

This new corporation is sponsored by the Catholic Health Corporation of Ontario and as such brings with it its Catholic mission and values which reflect the values of respect, dignity and compassion. Catholic healthcare has a tradition of providing service to society's most vulnerable populations. In fact, 5 of the previous mental health divestments have been to Catholic-sponsored agencies. We believe the values of Catholic health care provide an excellent and inclusive environment in which to offer service to our clients.

I appreciate that change such as this raises many questions about what it will mean for you and your employment status. Effective on the date the current MHCP is transferred to the newly-formed public hospital MHCP (the "Change-Over Date"), your employment will continue at your present work location in your position of Chief, Tertiary Care Division/CNO at a salary level of \$104,500 classified at Senior Management Group 1. We acknowledge all of your prior service with the Crown and your continuous service date remains September 14, 1987. Your new severance credit date will be the Change-Over Date. Your hours of work will remain unchanged.

In addition to the salary noted above, it is our intention to recognize your senior position. Therefore, the above salary will be adjusted on a retroactive basis to the Change-Over Date based on rates finalized in the compensation plan to be developed by the Hay Group (expected by spring of 2009).



Catholic Health Association of Ontario

Association Catholique de la Santé de l'Ontario

Sponsor: Catholic Health Corporation of Ontario

Sponsor: Catholic Health Pastoral Religious Hospitals of St. Joseph's

Sponsor: St. Joseph's Health System

Sponsor: St. Joseph's Health Care Society

Sponsor: Missionary Sisters of the Precious Blood

Office Address: Midland

400 St. Mary's

*Deborah Duncan*

Sponsor: Centre for Health Care Services

A summary of the working conditions for Management employees is attached. You will note that the working conditions remain reasonably equivalent to those you are currently receiving in the Ontario Public Service. As the MHCP is establishing its Human Resources policies and programs, you will be kept apprised of any changes. Having competitive Human Resources policies and programs to attract and retain managers will be key to our success.

The MHCP has decided to participate in the HOOPP Pension Plan for transferring management staff. In connection with that decision, the MHCP has applied to HOOPP for participation status. Your participation in HOOPP will begin as of the Change-Over Date, subject to the terms of HOOPP, provided MHCP's application for participating employer status is accepted as of the Change-Over Date.

In addition, if you are currently eligible for group benefits coverage, I am pleased to inform you that MHCP will provide you with a benefits package on and after the Change-Over Date that is reasonably equivalent to the package you are currently receiving and you will not have any waiting period once you have enrolled in the MHCP's plan with our benefits carrier Great-West Life. You will be required to complete an enrolment form and will receive a new benefits card from Great West Life. Please note that the MHCP benefits program does not provide post-retirement benefits to any MHCP employees.

I have arranged for members of the Human Resource team to be available by phone at 549-3181 ext. 2287 and email ([jarobitaille@mhcp.on.ca](mailto:jarobitaille@mhcp.on.ca)) to address any questions you may have about the transfer. I encourage you to contact them so that you have all the information you need to make informed decisions about this development in your career.

This is an exciting time for our organization and a great opportunity for all of us to work together to continue to make a strong contribution to our region and province. I look forward to meeting with you and telling you more about our plans for the future as they unfold.

Once again, I am delighted to confirm this offer of continued employment with the Mental Health Centre Penetanguishene as of the Change-Over Date and look forward to welcoming you to our team.

Sincerely,



Carol Lambie  
Chief Executive Officer (Interim)

c. MHCP Human Resources  
MOHLTC Human Resources

