

Background:

Waypoint Centre for Mental Health Care was established on December 15, 2008. Prior to that date, all employees, including executives, were employed by the government of Ontario. Therefore, all executive contracts are effective as of the earlier date of December 15, 2008 or the date of hire. Contracts are in the form of offer letters (all original employees transferred as of December 15, 2008) or full legal contracts.

Components of compensation plan:

COMPONENT	EXPLANATION
Total compensation <i>As reported for the Public Sector Salary Disclosure Act</i>	Compensation grids were established in 2009 based on a full market assessment completed by an independent consultant. There is a job evaluation system to evaluate new positions created. Progress on the grid is based on acceptable performance (as documented in completed annual performance reviews).
Compensation at risk <i>As required under the Excellent Care for All Act and reported in the Quality Improvement Plan.</i>	Effective April 1, 2010, Waypoint introduced “variable compensation”/pay-at-risk, as required under the <i>Excellent Care for All Act</i> . All executives who report to the CEO, and the CEO, have a percentage of salary tied to the achievement of goals listed in the Quality Improvement Plan.
Health and dental benefits <i>Defined in common documents: terms and conditions of employment for non-union; and benefits summary</i>	All executives are eligible for the benefits defined for the non-union group. All executives pay a portion of the premium for benefits such as drugs, dental, semi-private coverage, and paramedical coverage. Benefits and fees were determined based on a review of the hospital market.
Vacation <i>Defined in common document: terms and conditions of employment for non-union</i>	All executives are eligible for vacation as defined for the non-union group, based on years of service. Carry-forward of accrued vacation is permitted from year to year.
Travel	The standard mileage rates and travel policies apply to all executives. The CEO receives a set amount of travel as an allowance each month due to the amount of travel required for the position.
Severance <i>Defined in common document: terms and</i>	Severance is defined by the non-union terms and conditions of employment or by contract.

<p><i>conditions of employment for non-union; or by contract</i></p>	<p>Severance is only provided upon termination to mitigate financial loss until another position can be found. There is no voluntary resignation allowance or retirement allowance provided</p>
<p>Other perquisites <i>As defined in the Broader Public Service Perquisites Directive</i></p>	<p>Some contracts provide a signing bonus and/or professional membership fees reimbursement for professional development. No senior leader has any other perqs built into their executive contract.</p>