

June 22, 2011

Mr. Rob Desroches
Director, Patient Flow
Waypoint

Dear Rob:

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, 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

Mr. Rob Desroches

[Redacted] Mental Health Centre Penetanguishene

s. 21(1) + s. 21(3)(d)(f)

Dear Rob:

s. 21(1) + s. 21(3)(d)(f)

Your position as [Redacted] has been evaluated in pay level band 11. The following is the pay scale for your position:

Effective date	Notes	Minimum	Step 2	Step 3	Step 4	Maximum
01/04/09	Hay report	\$99,691	\$104,089	\$108,487	\$112,885	\$117,283
01/04/09	2.5% COLA conversion to hrly	\$102,182.81	\$106,690.88	\$111,198.94	\$115,707.01	\$120,215.08
01/04/09	7.5/day	\$52.40144	\$54.71327	\$57.02510	\$59.33693	\$61.64876

s. 21(1) + s. 21(3)(f) FIPAA

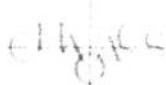
Our records indicate that your current salary is [Redacted] and that you have greater than 5 years service with MHCP as a manager. Therefore you have been placed at the second step of this grid. Note that the same grid applies to your home position (copy attached). You will progress to the next step on the grid on your anniversary date (continuous service date).

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

Please see me if you have any questions.

Yours truly,

(Mrs.) Michelle Quealey
Project Manager
Human Resources



Catholic Health Association of Ontario
Association Catholique de la Santé de l'Ontario

Sponsor - Catholic Health Corporation of Ontario • 2009-2010 • 100th Anniversary • 100 ans d'existence • 100 años de fundación

Sponsor - Catholic Health Partners - Religious Hospitaliers of St. Joseph • 2009-2010 • 100th Anniversary • 100 ans d'existence • 100 años de fundación

Sponsor - St. Joseph's Health System • 2009-2010 • 100th Anniversary • 100 ans d'existence • 100 años de fundación

Sponsor - St. Joseph's Health Care Society • 2009-2010 • 100th Anniversary • 100 ans d'existence • 100 años de fundación

Sponsor - Missionary Sisters of the Precious Blood • 2009-2010 • 100th Anniversary • 100 ans d'existence • 100 años de fundación