

December 12, 2011

Dr. Russel Fleming  
Psychiatrist in Chief

Dear Russ,

As you know, the hospital has established variable compensation under the *Excellent Care for All Act* effective April 1, 2011. The *Act* provides that, as a member of the senior team, a percentage of your compensation is tied to the results of the yearly Quality Improvement Plan.

The hospital has targeted 1% of compensation as at risk. Each senior team member participating in variable compensation is held accountable for each item identified in the Quality Improvement Plan and each target is equally weighted. The amount available and payable to you for each item is dependent on the level of achievement of the objective.

Payout will be calculated after the completion of the fiscal year 2011-12, based on an evaluation of the organization's performance for each objective.

Please contact me if you have any questions regarding this process.

Yours truly,



Carol Lambie  
President & CEO  
Waypoint Centre for Mental Health Care

[clambie@waypointcentre.ca](mailto:clambie@waypointcentre.ca)

June 22, 2011

Dr. Russ Fleming  
Psychiatrist in Chief  
Waypoint

Dear Russ:

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,

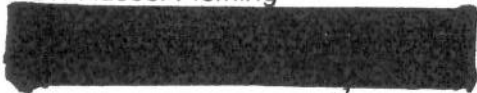


(Mrs.) Michelle Quealey  
Vice-President, Human Resources and  
Organizational Development

Mental Health Centre Penetanguishene  
Le Centre de santé mentale de Penetanguishene

October 30, 2008

Dr. Russel Fleming



s.21(1) FIPPA

Dear Dr. Fleming: *Russ*

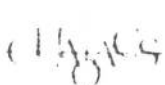
I am writing to welcome you to the new Mental Health Centre Penetanguishene corporation. This letter is an offer of employment, the specific terms of which will be set out in an agreement between you and the Hospital.

As you know, the government recently gave formal approval for the transfer of the Mental Health Centre to the Penetanguishene General Hospital which will be received in a new corporation, the Mental Health Centre Penetanguishene designated as a public hospital under the provisions of the Public Hospitals Act. 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. The new corporation is an incorporated body which will be governed by a board of directors composed of local citizens including you as the Psychiatrist in Chief and the President of the Medical Staff Association. 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 a leader and partner 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 contract with the new Hospital will provide for continued work at your present work location in your position of Chief Psychiatrist. We acknowledge all of your prior service with the Crown, and your continuous service date remains [redacted]. Please note that the appointment of Chief Psychiatrist is subject to final approval of the Board of Directors. Your new severance credit date will be the Change-Over Date. Your hours of work will remain unchanged.

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

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

You will be paid a salary of \$322,170 per year effective December 15, 2008. Each year's salary is subject to all statutory deductions and required remittances. This salary will be inclusive of "pay for performance" and "salary allowances" paid to medical staff by your previous employer. Your salary will be reviewed regularly in conjunction with all physician compensation.

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

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.

If you currently receive benefits, 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. For clarity, please note that post-retirement benefits have been a benefit provided by the OPS based on 10 years of service in the Public Service Pension Plan (PSPP); these benefits will not be provided to you by MHCP.

The MHCP has decided to participate in the HOOPP Pension Plan for purposes of providing pension benefits to transferring staff on and after the Change-Over Date. In connection with that decision, the MHCP has applied to HOOPP for participation status. If you are currently a member of PSPP, your participation in HOOPP will automatically 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. If you are not currently participating in the PSPP, you may elect to enroll in HOOPP as of the Change-Over Date, subject to the eligibility provisions of HOOPP.

As all persons, professionals and non-professionals will be subject to relevant provisions of the Public Hospitals Act; this will represent change for physicians. All physicians will be subject to the appointment and credentialing requirements set out under the Act and incorporated within the Hospital's By-Laws.

FIPPA  
Exclusion  
s65(6) 5

[REDACTED] steps are being undertaken to provide a temporary appointment to each physician so as to effect a seamless transition.

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