

Statement of Public Sector Compensation Disclosure of
**REHABILITATION CENTRE FOR CHILDREN,
INC.**

December 31, 2018

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of Rehabilitation Centre for Children, Inc.

Opinion

We have audited the accompanying Statement of Public Sector Compensation Disclosure of Rehabilitation Centre for Children, Inc. (the "Organization") for the year ended December 31, 2018 ("the statement").

In our opinion, the financial information in the statement of the Organization for the year ended December 31, 2018 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

Basis of Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the statement in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

We draw attention to the statement, which describes the basis of accounting. The statement is prepared to assist the Organization to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. As a result, the statement may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this statement in accordance with Section 2 of The Public Sector Compensation Disclosure Act and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The logo for Deloitte CP, featuring the word "Deloitte" in a cursive script followed by "CP" in a bold, sans-serif font.

Chartered Professional Accountants

May 23, 2019
Winnipeg, Manitoba

REHABILITATION CENTRE FOR CHILDREN, INC.
Statement of Public Sector Compensation Disclosure
For The Year Ended December 31, 2018

Compensation for senior-level staff at the Rehabilitation Centre for Children, Inc. (the "Centre") reflects this organization's breadth, depth, and diversity as a provincial health care facility providing services to children with physical disabilities throughout the Province of Manitoba.

It also reflects trustee responsibility to ensure that the mission of the Centre is fulfilled and that public trust in the Centre is maintained. It further reflects the philosophy of the Board of Trustees that the Centre must continue to build on its role as the provincial leader in pediatric rehabilitation supporting children and families in their natural settings throughout the Province.

In order to achieve its goals and maintain its status the Centre must have high quality leadership. Attracting and retaining senior staff who possess the necessary skills, experience, and expertise requires adequate compensation. Also considered are compensation levels in similar health care organizations throughout the province and throughout the country.

For the year ended December 31, 2018:

1. Compensation paid to the Board of Directors amounted to \$NIL in aggregate;
2. There were no members of the Board of Directors receiving compensation in excess of \$50,000 individually; and
3. The following employees received compensation in excess of \$50,000:

NAME	TITLE	COMPENSATION
Susinski, Cheryl	Executive Director	\$ 103,826
Mazur, Dan	Director of Prosthetics and Orthotics	103,447
Streit, Marni	Occupational Therapist	95,541
Motuz, Stephannie R	Speech Pathologist	94,996
Hodgson, Kaley	Speech Pathologist	94,511
Waldron, Marlene	Director of Outreach Therapy Services	94,420
Paterson, Marie	Clinical Service Leader - PT	93,914
Borton, Barb	Director Rehabilitation Services	93,368
Lee, Edward	Orthothist Certified	92,970
Millar, Mary	Manager FASD & CDC	92,278
Schwab, Dorothy	Clinical Specialist	92,074
Austin, Leanne	Occupational Therapist	91,531
Kaktins, Julie	Physiotherapist	91,124
Bonin, Gale Lynn	Nurse Clinician	90,007
Kahanovitch, Deborah	Speech Pathologist	88,710
Kirchmann, Gina	Manager, SOS/STS (OT)	86,777
Proven, Shelley	Clinical Specialist - SLP	85,621
Huish, Julie	Sr. Occupational Therapist	82,981
Leveille, Kelly	SSCY IT Manager	81,625
Foyle, Neil Ian	SSCY Facilities Manager	81,585

REHABILITATION CENTRE FOR CHILDREN, INC.
Statement of Public Sector Compensation Disclosure
For The Year Ended December 31, 2018

NAME	TITLE	COMPENSATION
Sheffield, Corinne	Physiotherapist	\$ 80,506
Leclaire, Simone	Occupational Therapist	79,764
Quanbury, Joanna	Occupational Therapist	79,189
Hales, Susan	Clinical Service Leader - OT	76,799
Marshall, Sheryle	FASD Network Coordinator	76,137
Loewen, Alexandra C	Physiotherapist	75,987
Chow, Johnson	Clinical Technologist	74,857
Finnson, Brittany	Occupational Therapist	74,571
Gilmour, Jacqueline	P&O Intern	74,510
Williams, Deborah	Nurse Clinician	74,483
Hoare, Travis J	Occupational Therapist	74,335
Wilson, Collette	Director of Client Services and Community Relations	74,029
Johnston, Chad	Physiotherapist	72,870
Shaw, Jodi	Supervisor, CDC	72,846
Klassen, Rachel	Occupational Therapist	71,854
Mcnish, Alyssa B	Physiotherapist	70,251
Wild, Chaye	Occupational Therapist	70,095
Norquay, Sarah	Physiotherapist	69,895
Gillespie, Karen	Occupational Therapist	69,395
Bennett, Laura	Occupational Therapist	68,914
Ewanyshyn, Holly	Physiotherapist	67,479
Dojack, Erin K	Occupational Therapist	66,888
Dookeran, Randy	P&O Technician	66,698
Hoffman, Sun	Occupational Therapist	66,563
Brown, Michelyn	Occupational Therapist	66,510
Reimer, Steuart R	Physiotherapist	65,609
Janzen, Douglas Gordon	Orthotics Technician	65,578
Leclair, Nicole	Physiotherapist	64,873
Scheepers, Kellsey	Clinical Specialist OT	64,814
Kehler, Carol A	Physiotherapist	64,181
Lachowski, George	Clinical Technologist	62,284
Zary, Pamela D	Occupational Therapist	62,227
Phillips, Kizzy	Executive Assistant/HR Specialist	62,069
Swirsky, Amy	Physiotherapist	62,030
Hidara, Silvia	Director of Finance	61,159
Ward, Jason	P&O Intern	60,911
Guglich, Meghan	P&O Intern	60,293
Gamey, Erin	Occupational Therapist	58,675

REHABILITATION CENTRE FOR CHILDREN, INC.
Statement of Public Sector Compensation Disclosure
For The Year Ended December 31, 2018

NAME	TITLE	COMPENSATION
Mccubbin, Rozlyn K	Occupational Therapist	\$ 57,820
Belton, Lianne	Occupational Therapist	57,689
Ryz, Kristin	Occupational Therapist	57,342
Wagner, Sarah Kate	Orthotics Technician	56,740
Magnus, Wendy	Occupational Therapist	55,854
Braunstein, Amy	Occupational Therapist	55,717
Ratzlaff, Emily	Physiotherapist	55,685
Carruthers, Laura E	Occupational Therapist	55,341
Johnson, Debra	Medical Records Technician	54,599
Unrau, Erynn	Physiotherapist	54,478
Roberts, Tracy	Occupational Therapist	53,361
Alansalon, Maricar	Occupational Therapist	53,164
Motruk, Pavlo	Director of Finance	52,586
Negus, Sarah	Early Child Development Facilitator	52,135
Kelly, Pat	Occupational Therapist	50,848
Mott, Daniel	Technician MD&S	50,629