

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

December 31, 2019

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, 2019 ("the statement").

In our opinion, the financial information in the statement of the Organization for the year ended December 31, 2019 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.

Deloitte LLP

Chartered Professional Accountants

May 28, 2020
Winnipeg, Manitoba

REHABILITATION CENTRE FOR CHILDREN, INC.
Statement of Public Sector Compensation Disclosure
For The Year Ended December 31, 2019

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, 2019:

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 \$75,000 individually; and
3. The following employees received compensation in excess of \$75,000:

NAME	TITLE	COMPENSATION
Austin, Leanne	Occupational Therapist	\$ 81,676
Bonin, Gale Lynn	Nurse Clinician	90,009
Borton, Barb	Director of Therapy and Clinical Services	100,863
Clinton, Kally Anna	Speech Language Pathologist	80,565
Finnson, Brittany	Occupational Therapist	76,753
Foyle, Neil Ian	SSCY Facilities Manager	85,926
Froese, Christine	Occupational Therapist	88,765
Gilmour, Jacqueline	P&O Orthotist Certified	79,882
Huish, Julie	Sr. Occupational Therapist	81,756
Kahanovitch, Deborah	Speech Pathologist	96,535
Kaktins, Julie	Physiotherapist	78,321
Kirchmann, Gina	Manager SOS	88,872
Lee, Edward	Orthotist Certified	93,071
Leveille, Kelly	SSCY IT Coordinator	82,068
Marshall, Sheryle	Project Manager	84,096
Millar, Mary	Manager FASD & CDC	98,924
Motruk, Pavlo	Director of Finance	101,138
Motuz, Stephannie R	Speech Pathologist	100,150
Paterson, Marie	Clinical Service Leader - PT	93,916
Proven, Shelley	Clinical Specialist	85,815

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NAME	TITLE	COMPENSATION
Schwab, Dorothy	Clinical Specialist	\$ 92,076
Susinski, Cheryl	Executive Director	101,597
Thiessen, Kimberly	Occupational Therapist	77,806
Waldron, Marlene	Director of Outreach Therapy Services	94,440
Williams, Deborah	Nurse Clinician Director of Client Services	75,613
Wilson, Collette	and SSCY Facility Management	79,025