

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

*December 31, 2020*

## 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, 2020 ("the statement").

In our opinion, the financial information in the statement of the Organization for the year ended December 31, 2020 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 27, 2021  
Winnipeg, Manitoba

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**For The Year Ended December 31, 2020**

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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, 2020:

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:

<b>NAME</b>	<b>TITLE</b>	<b>COMPENSATION</b>
Austin, Leanne	Occupational Therapist	\$ 83,492
Becker, Pam J	Director, Outreach Therapy	101,189
Berkowitz, Shiri	Physiotherapist	75,166
Bonin, Gale Lynn	Clinical Nurse Specialist	94,159
Borton, Barb	Director of Therapy and Clinical Services	104,581
Brako, Whitey	Speech Language Pathologist	78,866
Campbell, Melissa	Occupational Therapist	79,488
Chow, Johnson	MD&S Supervisor	77,847
Clinton, Kally Anna	Speech Language Pathologist	85,426
Finnson, Brittany	Occupational Therapist	76,965
Foyle, Neil Ian	SSCY Facility Services Manager	84,791
Froese, Christine	Occupational Therapist	93,712
Gale, Matthew	Manager, Prosthetics and Orthotics	94,411
Kaktins, Julie	Physiotherapist	83,671
Kirchmann, Gina	Manager of SOS	92,291
Leclair, Nicole	Physiotherapist	75,640
Lee, Edward	Orthotist	97,382
Leveille, Kelly	SSCY IT Coordinator	87,077
Marshall, Sheryle	Project Manager	79,316
Motruk, Pavlo	Director of Finance	106,960

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<b>NAME</b>	<b>TITLE</b>	<b>COMPENSATION</b>
Motuz, Stephannie R	Speech Language Pathologist	\$ 98,149
Norquay, Sarah	Physiotherapist	83,766
Paterson, Marie	Clinical Service Leader - PT	97,529
Proven, Shelley	Clinical Specialist	89,615
Schwab, Dorothy	Clinical Specialist	95,619
Susinski, Cheryl	Executive Director	108,006
Thiessen, Kimberly	Occupational Therapist	79,269
Waldron, Marlene	Director of Outreach Therapies	76,363
Wild, Chaye	Occupational Therapist	76,833
Williams, Deborah	Nurse Clinician	77,954