

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

December 31, 2023

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, 2023 ("the statement").

In our opinion, the financial information in the statement of the Organization for the year ended December 31, 2023 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

Winnipeg, Manitoba

June 7, 2024

REHABILITATION CENTRE FOR CHILDREN, INC.
Statement of Public Sector Compensation Disclosure
For The Year Ended December 31, 2023

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, 2023:

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 \$85,000 individually; and
3. The following employees received compensation in excess of \$85,000:

NAME	TITLE	COMPENSATION
Austin, Leanne	Occupational Therapist	\$ 111,560
Bayes, Rebecca	Occupational Therapist	99,177
Becker, Pam	Director Outreach Therapy	100,868
Berkowitz, Shiri	Physiotherapist	98,062
Borton, Barb	Director of Therapy and Clinical Services	113,817
Brown, Hannah	Occupational Therapist	93,131
Brown, Michelyn	Occupational Therapist	99,836
Campbell, Melissa	Occupational Therapist	99,360
Cox, Sebastian	Physiotherapist	94,761
Dobie, Meghan	Occupational Therapist	90,991
Dojack, Erin	Occupational Therapist	92,713
Froese, Christine	Occupational Therapist	86,487
Gamey, Erin	Outreach Manager	104,698
Gillespie, Karen	Occupational Therapist	85,580
Guglich, Meghan	Orthotist/Prosthetics Certified	88,933
Haluk, Meghan	Occupational Therapist	94,818
Hunt, Shea	Engineer Bio-Med	93,343
Ilinsky, Tia	Physiotherapist	99,277
Johnston, Chad	Physiotherapist	87,499
Kahanovitch, Deborah	Speech Pathologist	121,536

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NAME	TITLE	COMPENSATION
Kaktins, Julie	Physiotherapist	\$ 110,438
Klassen, Danielle	Physiotherapist	94,698
Klassen, Viola	Occupational Therapist	89,918
Koop, Mallory	Occupational Therapist	85,961
Kordstrom, Chelsea	Clinic Services Leader - Orthotist	113,077
Lao, Carmine	Occupational Therapist	96,513
Larose, Faith	Social Worker	93,963
Leclair, Nicole	Physiotherapist	91,805
Lee, Edward	Orthotist	98,646
Lepla, Branigan	Occupational Therapist	86,364
Leveille, Kelly	SSCY IT Coordinator	93,988
Mandryk, Carrie	Occupational Therapist	97,238
Marshall, Sheryle	Project Manager	104,230
McLeod, Sarah	Physiotherapist	91,438
Motruk, Pavlo	Director of Finance	116,644
Nicdao, Jennifer	Occupational Therapist	98,773
Norquay, Sarah	Physiotherapist	95,709
Nylen, Amy	Occupational Therapist	98,622
Reimer, Stuart	Physiotherapist	89,662
Renaud, Diana	Manager FASD	113,465
Scheepers, Kellsey	Clinical Specialist OT	79,722
Shaw, Jodi	Supervisor CDC	101,695
Sheffield, Corinne	Physiotherapist	106,706
Slater, Brittany	Occupational Therapist	102,124
Stitz, Dena	Occupational Therapist	86,141
Stott, Madisson	Occupational Therapist	86,040
Susinski, Cheryl	Executive Director	122,555
Swirsky, Amy	Physiotherapist	115,465
Taiwo, Gbolabo	SSCY Facility Manager	96,702
Thomas, Robyn	Occupational Therapist	90,240
Wakeman, Caitlin	Occupational Therapist	88,969
Ward, Jason	Engineer MDS	100,291
Williams, Deborah	Nurse Clinician	86,865
Williams, Taylor	Occupational Therapist	85,530
Woods, Maya	Rec Coordinator	86,567