

Office of the President

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www.sjhc.london.on.ca

May 29, 2014

Roy Butler

Vice President

Quality and Clinical Support

Personal and Confidential

Dear Roy:

The purpose of this letter is to share the results of the 2013/14 Quality Improvement Plan (QIP), specifically as it relates to your performance-based compensation for the 2013/14 fiscal year.

As communicated to you three percent (3%) of your annual base salary is based on St. Joseph's achieving the four targets outlined in our QIP. These four indicators carry equal weight (25% each) and each indicator has three levels of possible achievement:

- less than 50% of target achieved = no compensation awarded for that indicator
- 50%-99% of target achieved = prorated based on per cent of target achieved for that indicator
- 100% or more of target achieved = 100% of compensation awarded for that indicator

The results of the four indicators are listed below:

QIP Indicator	Baseline 2012/13	Target	2013/14 final results	% Indicator Earned
Corporate Hand Hygiene Compliance Before Patient Contact (Moment 1)	87%	90% (year end audit)	85.5%	0%
Corporate Influenza Vaccination Rate (Staff and Physician)	57%	65%	74%	100%
Parkwood Hospital and Mount Hope: Falls with Injury (total number per quarter)	180 per quarter	144 (by Q3/Q4)	134 (Q3/Q4 average)	100%
Parkwood Hospital: Methicillin Resistant Staphylococcus Aureus (total number per quarter)	22 per quarter	10 (by Q3/Q4)	27.5 (Q3/Q4 average)	0%
				RESULTS ACHIEVED: 100% of two indicators and 0% of two indicators earned = 50% of 3% of annual base salary

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Given the corporate performance detailed above, you have earned 50% of your performance-based compensation. As such, a one-time payment of 1.5% of your annual base salary in the amount \$2,621.00 will be paid to you on your regular pay of June 5, 2014.

I would like to thank you for the considerable work that was done this year by the team to achieve the results outlined above. Your commitment to quality and continual improvement is evident.

Lastly, I would also like to confirm the 2014/15 annual performance based compensation goals are outlined in the St. Joseph's posted QIP.

If you have any questions please do not hesitate to contact me.

Sincerely,

Gillian Kernaghan, MD, CCFP, FCFP
President and Chief Executive Officer

cc: HR File

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May 2, 2014

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Roy Butler
Vice President, Quality and Clinical Support
St. Joseph's Health Care London

Dear Roy,

Further to our discussion regarding changes to the executive leadership structure for St. Joseph's, I'm delighted to confirm your appointment to the role of Vice President, Patient Care and Quality. In this new portfolio you will support St. Joseph's as Vice President with accountability for the clinical programs at Parkwood Hospital and Mount Hope Centre for Long Term Care. In addition, you will have corporate accountability for Decision Support and Quality Evaluation. The effective date of this appointment will be July 7, 2014.

Given the above changes, your annual base salary will increase to \$200,129. An additional payment of \$5,997, or portion thereof, will be dependent on the corporate performance within the annual quality improvement plan (QIP). All other components of your compensation and benefits will remain unchanged.

Roy, I'm delighted you have agreed to take on the challenge of this role. I look forward to continuing to work with you in this new capacity. If you have any questions, please contact me directly.

Sincerely,

Gillian Kernaghan, MD, CCFP, FCFP
President and Chief Executive Officer

cc. HR file

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June 14, 2013

Roy Butler
Vice President
Quality and Clinical Support
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Dear Roy:

The purpose of this letter is to share the results of the 2012/2013 Quality Improvement Plan (QIP), specifically as it relates to your performance-based compensation for the 2012/2013 fiscal year.

As communicated to you three percent (3%) of your annual base salary is based on St. Joseph's achieving the four targets outlined in our QIP. These four indicators carry equal weight (25% each) and each indicator has three levels of possible achievement:

- less than 50% of target achieved = no compensation awarded for that indicator
- 50%-99% or target achieved= prorated based on per cent of target achieved for that indicator
- 100% or more of target achieved = 100% of compensation awarded for that indicator

The results of the four indicators are listed below:

QIP Indicator	Current	50% of Target	Target	2012/2013 final results	% Indicator Earned
Hand Hygiene	75%	80%	85%	87.1%	100%
Influenza Vaccination	49%	52%	55%	56.2%	100%
Breast Care wait time (last two quarters of 2011/12)	16 weeks	14.5 weeks	13 weeks	8.5 weeks	100%
MRSA Parkwood Hospital	0.6/1000 patient days	0.45/1000 patient days	0.3/1000 patient days	0.69/1000 patient days	0%
				RESULTS ACHIEVED: 100% of three indicators and 0% of one indicator earned = 75% of 3% annual base salary	

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As discussed, Bill 55 – Strong Action for Ontario Act (budget measures) received Royal Assent on June 20, 2012 and amendments were made to the Broader Public Sector Accountability Act, 2010. Section 7 of the Act provides that "every designated employer shall ensure that its performance pay envelope for any performance cycle falling, in whole or in part, within the restraint period does not exceed its performance pay envelope for the last performance cycle..." At this time there is no determined date for when these restraint measures will be lifted.

Given the corporate performance detailed above, you have earned 75% of your performance-based compensation. However, in order to remain in compliance with the restrictions under Bill 55, your payment will be limited to 50% of your eligible performance-based compensation. As such, a one-time payment of 1.5% of your annual base salary in the amount of \$2,620.50 will be paid to you on your regular pay of June 20, 2013.

I would like to thank you for the considerable work that was done this year by the team to achieve the results outlined above. Your commitment to quality and continual improvement is evident.

Lastly, I would also like to confirm the 2013/2014 annual performance based compensation goals are outlined in the St. Joseph's posted QIP.

If you have any questions please do not hesitate to contact me.

Sincerely,

Gillian Kernaghan, MD, CCFP, FCFP
President and Chief Executive Officer

cc: HR File

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July 12, 2012

Roy Butler
Vice President,
Quality and Clinical Support
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Dear Roy:

This past year has once again been a year full of unique challenges for St. Joseph's Health Care London. One of my proudest accomplishments has been leading a team of talented senior executives as we continue our commitment as a key partner for health and well-being in our community.

The purpose of this letter is to share the results of the 2011/2012 Quality Improvement Plan (QIP), specifically as it relates to your performance-based compensation for the 2011/2012 fiscal year.

As communicated to you at the beginning of the fiscal year, three percent (3%) of your annual base salary is based on St. Joseph's achieving the four targets outlined in St. Joseph's QIP. These four indicators carry equal weight (25% each) and each indicator has three levels of possible achievement:

- less than 50% of target achieved = no compensation awarded for that indicator
- 50%-99% of target achieved = prorated based on per cent of target achieved for that indicator
- 100% of target achieved = 100% of compensation awarded for that indicator

The results of the four indicators are listed below:

	Baseline	50% of Target	Target	2011/2012 final results	% Indicator Earned
Hand Hygiene	55%	65%	75%	83%	25%
Influenza Vaccination	43%	49%	55%	49%	12.5%
Breast Care wait time (last two quarters of 2011/12)	16 weeks	14.5 weeks	13 weeks	15 weeks	0%
MRSA Parkwood Hospital	0.45/1000 patient days	0.325/1000 patient days	0.2/1000 patient days	0.54/1000 patient days (19 cases) (Q4)	0%
				RESULTS ACHIEVED: 37.5% of 3% annual salary = 1.125% annual salary	

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Given the corporate performance noted above, you are eligible to receive a one-time payment of 1.125% of your annual salary as your performance-based compensation. This amount is \$1,965.00 and it will be paid to you on your regular pay of July 19, 2012.

In addition, I would also like to confirm with you the 2012/2013 annual performance based compensation goals are outlined in the St. Joseph's posted QIP. You will once again be eligible to earn annual performance based compensation of up to 3% of your annual base salary.

If you have any questions please do not hesitate to contact me.

Sincerely,

Gillian Kernaghan, MD, CCFP, FCFP
President and Chief Executive Officer

cc: HR File