

BOARD OF DIRECTORS

Health Sciences North / Horizon Santé-Nord

ISSUED BY: Board of Directors
AUTHORIZED BY: Board of Directors
ISSUE DATE: July 8, 2003

CATEGORY: Part II – Provides for Excellent Management
SUBJECT: **EXECUTIVE COMPENSATION**

NUMBER: II-4
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REVIEW DATE:
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Executive compensation practices set out in this policy apply to the roles identified as being the President and Chief Executive Officer (CEO) and the Chief of Staff (COS) of Health Sciences North (HSN). Determination of HSN's executive compensation ranges and other compensation components will target the 75th percentile of peer organizations.

HSN will engage in a formal compensation review to determine the appropriateness of all components of the executive compensation package every five years or as decided by the Board of Directors (Board).

The Executive Committee of the Board will review and recommend to the Board the total compensation program for the President and CEO and the COS based on appropriate information (executive compensation pool).

Review of executive compensation packages will include similar-sized Ontario hospitals, and may include other appropriate Ontario teaching hospitals and/or other appropriate comparator organizations.

As determined by the Board, an external organization specializing in compensation practices will be engaged to review HSN's executive compensation package and practices. Although compensation practice is targeted at the 75th percentile, it is recognized that statutory obligations, market conditions, performance indicators, recruitment and other unique factors may influence the compensation of a particular position or grid at times.

Executive compensation will be based on the achievement of performance goals linked to HSN's Strategic Plan, defined by legislation, or as determined by the Board.

Policy Review Log

Date	Activity
July 8, 2003	Issued
April 11, 2006	Revised
March 8, 2011	Revised
November 8m, 2011	Revised
January 17, 2013	Revised
October 17, 2013	Revised
March 10, 2015	Revised
January 12, 2016	Revised

November 17, 2016	Reviewed
March 28, 2023	Revised