

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

December 31, 2022

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, 2022 (the statement).

In our opinion, the financial information in the statement of the Organization for the year ended December 31, 2022, 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 *Auditors 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.

Auditors 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 25, 2023

REHABILITATION CENTRE FOR CHILDREN, INC.

Statement of Public Sector Compensation Disclosure

For The Year Ended December 31, 2022

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 the trustee's 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, 2022:

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 | \$ 85,113 |
| Bayes, Rebecca | Occupational Therapist | 79,869 |
| Bennett, Laura | Occupational Therapist | 79,992 |
| Bisson, Rheanne | Social Worker - MSW | 83,480 |
| Bohn, Ryan | Clinical Technologist | 79,332 |
| Borton, Barb | Director of Therapy and Clinical Services | 128,027 |
| Chow, Johnson | MD&S Supervisor | 88,304 |
| Gamey, Erin | Outreach Manager | 98,321 |
| Guglich, Meghan | Orthotist/Prosthetics Certified | 93,805 |
| Hodgson, Kaley | Speech Language Pathologist | 94,704 |
| Hunt, Shea | Engineer Bio-Med | 93,665 |
| Kahanovitch, Deborah | Speech Pathologist | 98,156 |
| Kaktins, Julie | Physiotherapist | 82,722 |
| Klein, Kimberly | P&O Intern | 75,035 |
| Korstrom, Chelsea | Clinic Services Leader- Orthotist | 110,465 |
| Leclair, Nicole | Physiotherapist | 79,169 |
| Lee, Edward | Orthotist | 107,806 |
| Leveille, Kelly | SSCY IT Coordinator | 105,463 |
| Marshall, Sheryle | Project Manager | 80,758 |
| Motruk, Pavlo | Director of Finance | 130,107 |
| Norquay, Sarah | Physiotherapist | 78,845 |

REHABILITATION CENTRE FOR CHILDREN, INC.

Statement of Public Sector Compensation Disclosure

For The Year Ended December 31, 2022

| NAME | TITLE | COMPENSATION |
|--------------------|---|---------------------|
| Nylen, Amy | Occupational Therapist | \$ 78,352 |
| Phillips, Kizzy | HR Specialist | 84,458 |
| Rayner, Juila | Orthotist | 100,083 |
| Renaud, Diana | Manager FASD | 117,556 |
| Robinson, Maynan | Occupational Therapist | 91,678 |
| Sheffield, Corinne | Physiotherapist | 82,714 |
| Susinski, Cheryl | Executive Director | 132,707 |
| Swirsky, Amy | Physiotherapist | 89,463 |
| Taiwo, Gbolabo | SSCY Facility Manager | 88,899 |
| Wagner, Sarah Kate | P&O Technician Dual Registered | 88,814 |
| Ward, Jason | Engineer MDS | 96,821 |
| Wild, Chaye | Occupational Therapist | 84,406 |
| Williams, Deborah | Nurse Clinician | 98,190 |
| Wilson, Collette | Director of Client Services & SSCY Facility Management | 76,456 |