

Healthcare Excellence Canada

Remuneration

Year ending March 31, 2021



REMUNERATION:

The total full-year remuneration, including any fees, allowances, and other benefits, paid to its 111 full-time employees and 5 part-time employees throughout the fiscal year ended March 31, 2021 is \$11,195,407.1

	Salary	Taxable Benefits	Total
President & CEO ²	332,423	1,787	334,210
CEO ³	404,634	27,920	432,554
Vice-President – Strategic Initiatives and Engagement ⁴	197,695	1,704	199,400
Vice-President – Programs & System Transformation ⁵	165,292	5,550	170,842
Vice-President – Corporate Services	246,128	1,748	247,876
Senior Director – Marketing & Communications	163,309	1,946	165,255
Senior Director – Strategic Communications ⁶	138,375	10,951	149,326
Senior Director, Strategic Partnerships & Priorities ⁷	235,247	60,547	295,794
Senior Director, Corporate Services ⁸	82,384	7,660	90,044
Corporate Secretary	85,052	505	85,557

¹The former Canadian Foundation for Healthcare Improvement and the former Canadian Patient Safety Institute amalgamated as of October 1, 2020. Total annual spending on remuneration, including any fees, allowances, or other benefits, paid by the former CPSI to full-time employees and officers was \$2,010,578 with a total number of full-time employees as designated by the Board of Directors of 37 full-time equivalent positions. The total remuneration, including any fees, allowances, or other benefits, paid by the former CFHI to its 73 full-time employees and 5 part-time employees was \$3,508,208.

²President & CEO for HEC and the former CFHI.

³CEO of the former CPSI includes salary and vacation pay up to final pay.

⁴Former CFHI title was Vice-President, Programs.

⁵Former CPSI title was Senior Director, Safety Improvement & Capability.

⁶Salary of former CPSI position includes other payments made until March 31, 2021.

⁷Salary of former CPSI position includes other payments made while on parental leave.

⁸Salary of former CPSI position includes payments until last day of employment.

The total remuneration, including any fees, allowances other benefits and paid to the Board of Directors of the former CPSI was \$10,950.⁹

ANNUAL REMUNERATION RANGES FOR ALL OTHER OCCUPATIONAL CATEGORIES AND THE NUMBER OF FULL-TIME EMPLOYEES WITHIN EACH RANGE:¹⁰

Job level	Min	Max	# of FTEs
Director	106,400	159,600	14
Specialist/Management	81,585	122,400	30
Professional	61,600	92,400	28
Operational Support	48,000	81,947	32

⁹The Board of Directors of the former CPSI was dissolved on amalgamation. The Board of Directors of HEC does not receive remuneration or allowances.

¹⁰The occupational categories for the CPSI and CFHI legacy organizations and HEC.



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