



How you want to be treated.

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May 8, 2015

Christina Zacharuk
Interim President & CEO
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, B.C.
V8W 2B7

To Whom It May Concern:

RE: Public Sector Executive Compensation Reporting Form

Please accept this letter as Providence Health Care's Statement of Executive Compensation for the fiscal year 2014/15. This report is provided in compliance with the Section 14.8(3) of the Public Sector Employers Act and in the form and manner as established by the Public Sector Employers' Council (PSEC) per the Public Sector Executive Compensation Reporting Guidelines.

Attached you will find the Executive Compensation summary table in the excel template provided by you.

I can attest that the Board is aware of the executive compensation paid in the prior fiscal year and the information being disclosed is accurate and was within approved compensation plans.

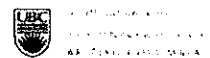
If you have any questions or require clarification, please contact Ms. Zulie Sachedina, Vice President Human Resources & General Counsel, at 604-806-8881.

Sincerely,

Geoff Plant
Chair, Board, Providence Health Care

cc: Dianne Doyle, President & CEO, Providence Health Care
Zulie Sachedina, Vice President, Human Resources & General Counsel, Providence Health Care
David Logan, President & CEO, HEABC

/encl



Sites: St. Paul's Hospital | Holy Family Hospital | Mount Saint Joseph Hospital | Youville Residence | Marion Hospice
St. Vincent's: Brock Fahrni Pavilion, Langara, Honora Conway - Heather

Community Dialysis Clinics: Sechelt | Richmond | Powell River | Squamish | North Shore | Vancouver

Summary Compensation Table at FISCAL, 2015

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2014/15 Total	Previous Two Years Totals	
							2013/14	2012/13
Dianne Doyle, President and CEO	\$ 320,713	\$ -	\$ 12,120	\$ 30,612	\$ 10,338	\$ 373,783	\$ 377,205	\$ 371,459
Robert Sindelar, VP, Research & Academic Affairs	\$ 278,068	\$ -	\$ 11,198	\$ 25,798	\$ 3,497	\$ 318,560	\$ 314,078	\$ 41,610
Zulie Sachedina, VP, Human Resources & General Counsel	\$ 214,673	\$ -	\$ 8,629	\$ 21,400	\$ 7,523	\$ 252,225	\$ 267,075	\$ 265,022
Ron Carere, VP, Medical Affairs	\$ 262,500	\$ -	\$ -	\$ -	\$ -	\$ 262,500	\$ 263,605	\$ 281,277
Mary Procter, VP, Finance & Planning	\$ 219,523	\$ -	\$ 11,220	\$ 21,035	\$ 950	\$ 252,728	\$ 255,398	\$ 251,211

Summary Other Compensation Table at FISCAL, 2015

Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Dianne Doyle, President and CEO	\$ 10,338	\$ -	\$ -	\$ -	\$ 9,497	\$ 841	\$ -
Robert Sindelar, VP, Research & Academic Affairs	\$ 3,497	\$ -	\$ -	\$ -	\$ 3,497	\$ -	\$ -
Zulie Sachedina, VP, Human Resources & General Counsel	\$ 7,523	\$ -	\$ -	\$ -	\$ 3,497	\$ 4,026	\$ -
Ron Carere, VP, Medical Affairs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mary Procter, VP, Finance & Planning	\$ 950	\$ -	\$ -	\$ -	\$ -	\$ 950	\$ -

Notes:

Dianne Doyle, President and CEO	<p>(c) Providence Health Care Society has no bonus or re-earnable incentive payment plan.</p> <p>(d) Includes employer contributions/payments/premiums provided to all eligible staff for EI, CPP, WCB, Extended H&D, MSP, Group Life, AD&D, and LTD.</p> <p>(e) Pension plan is the Municipal Pension Plan for most staff. No other retirement schemes in place. Only employer contribution is reported.</p> <p>(i) Consists of car allowance of \$6,000 and \$3,497 parking stall.</p> <p>(j) Consists of association membership fees.</p>
Robert Sindelar, VP, Research & Academic Affairs	<p>(c) Providence Health Care Society has no bonus or re-earnable incentive payment plan.</p> <p>(d) Includes employer contributions/payments/premiums provided to all eligible staff for EI, CPP, WCB, Extended H&D, MSP, Group Life, AD&D, and LTD.</p> <p>(e) Pension plan is the Municipal Pension Plan for most staff. No other retirement schemes in place. Only employer contribution is reported.</p> <p>(j) Consists of \$3,497 parking stall.</p>
Zulie Sachedina, VP, Human Resources & General Counsel	<p>(c) Providence Health Care Society has no bonus or re-earnable incentive payment plan.</p> <p>(d) Includes employer contributions/payments/premiums provided to all eligible staff for EI, CPP, WCB, Extended H&D, MSP, Group Life, AD&D, and LTD.</p> <p>(e) Pension plan is the Municipal Pension Plan for most staff. No other retirement schemes in place. Only employer contribution is reported.</p> <p>(i) Consists of \$3,497 parking stall.</p> <p>(j) Consists of association membership fees: Consists of association membership fees. \$ 278.05 - BC Human Resources Management Association, \$ 724.02 - Canadian Bar Association, \$1,015.22 - The Law Society of Upper Canada, \$2,008.93 - Law Society of BC</p>
Ron Carere, VP, Medical Affairs	<p>(b) Dr Carere is also a practicing physician and receives related income from sources including MSP.</p> <p>(c) Providence Health Care Society has no bonus or re-earnable incentive payment plan.</p>
Mary Procter, VP, Finance & Planning	<p>(c) Providence Health Care Society has no bonus or re-earnable incentive payment plan.</p> <p>(d) Includes employer contributions/payments/premiums provided to all eligible staff for EI, CPP, WCB, Extended H&D, MSP, Group Life, AD&D, and LTD.</p> <p>(e) Pension plan is the Municipal Pension Plan for most staff. No other retirement schemes in place. Only employer contribution is reported.</p> <p>(j) Consists of association membership fees.</p>

Compensation Discussion and Analysis

Providence Health Care is a member employer of the Health Employers Association of BC and is governed by the HEABC Compensation Reference Plan. This plan has been developed pursuant to the statutory requirements of the Public Sector Employers Act and is applied across the employer members of HEABC for non-union, management and executive roles within healthcare.

Since September 13, 2012, management and executive salaries have been frozen by government directive. Providence Health Care has honored this directive.

To ensure consistency and equity, in January 2015, a harmonized benefit plan for all non-union staff and executive staff was implemented at all health authorities and Providence Health Care. At the same time, consistent terms and conditions of employment were also implemented across all health authorities and Providence Health Care.