



Executive Staff Terms of Employment

Red Lake Margaret Cochenour Memorial Hospital

(The employer)

-And-

Debora Larson

(The employee)

GENERAL DETAILS

Position Title: Chief Nursing Officer

Job Duties: As per current job description.

Reporting to: CEO

Hire Date to RLMCMH: April 12, 1999

Hire date to position: December 14, 2005

Length of Contract: On-going based on satisfactory performance

Salary: \$104,725 annually

This classification falls under the following legislation:


- "Public Sector Compensation Restraint Act", requires that the hospital freeze all non-union and management employees for a period of two years ending March 31, 2012.
- "Excellent Care For All Act" the hospital must allocate a portion of your annual compensation to an executive pay-for-performance plan. This plan is tied to the achievement of performance targets as set out in the Annual Quality Improvement Plan and the Performance Management Program. It is currently set at one percent (1%), as pay-at-risk for the Chief Nursing Officer for the fiscal 2011/12.

CONDITIONS

Criminal Records Check: Required, at the time of hire with declaration of any convictions since hire

Level of Education: Bachelors Degree in Nursing
Certified Health Executive (preferred)
Masters degree in Health Administration or Nursing, (preferred)

Probationary Period: 6 months performance satisfactory to employees' direct report

Employee Initials: 



Working Conditions: As per current job description

Compensation and Entitlements

Benefit entitlements are based on the Red Lake Margaret Cochenour Memorial Hospital Non-Union Personnel Policy which is currently as follows:

Vacation: 6 weeks
The vacation year runs from date of hire. Only vacation earned in the previous vacation year may be taken in this period. Vacation payout will only be done upon termination or change in status (full-time to part-time or casual), unless there is written consent from the Chief Executive Officer or designate.

Statutory Holidays: 12 days/year

Insurances: Short term sick plan, disability insurance (25% employee co-payment) and, standard group life insurance (2X annual base salary), and voluntary life insurance (up to 3X annual base salary paid 100% by the employee).

Health & Dental: Extended Health, Dental Plan, Semi-Private coverage. There is an employee co-payment of 25% of premiums paid by employee and deducted by the hospital

Pension: HOOPP, Hospitals of Ontario Pension Plan

Parking: Provided at no cost

Allowable Perquisites: n/a

TERMINATION OF EMPLOYMENT

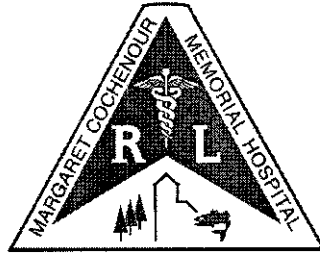
Termination ENTITLEMENTS are only valid after the probationary period is completed by the employee.

Cause: The employer reserves the right to terminate employment without notice or pay in lieu at any time for just cause.

Employer: If the termination of employment is without cause, notice and terms will be dependent on length of employment and other circumstances consistent with current legal and common law precedent

Employee: Signed written resignation with at least two months' notice

Employee Initials: 

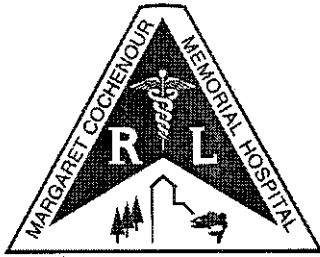


EMPLOYEE STATEMENTS OF UNDERSTANDING

- Fiscal Year:** I understand that all entitlements (excluding vacation) are based on **Red Lake Margaret Cochenour Memorial Hospital's** fiscal year which is **April 1st – March 31st**
- Declarations:** I understand that I am to abide by all applicable governing laws, statutes, and regulations as well as the **Red Lake Margaret Cochenour Memorial Hospital** Mission, Vision, Values, By-Laws, Policies and Procedures.
- I understand that I am responsible for managing my performance.
- Confidentiality:** I understand, and have signed the organization's confidentiality agreement
- Deductions:** I understand that all amounts payable under this agreement will be subject to deductions required by law.
- Entire Agreement:** This agreement is the entire agreement between the employer and the employee, and replaces all prior agreements or understandings.
- There is no term, condition, warranty or representation, collateral or otherwise, that may govern the employment relationship, other than those contained in this agreement. Any modifications or amendments to this agreement shall be made in writing and signed by both parties.
- Severability:** If it is determined in legal proceedings that any provision of this agreement is invalid or unenforceable, that provision will be deemed severed from the remainder of this agreement. This agreement will, in all other respects, continue in full force and effect.
- Governing Law:** This agreement shall be interpreted in accordance with the laws of the Province of **Ontario**.

ACKNOWLEDGEMENT AND AGREEMENT

Employee Initials:



Employee: I have read and understood the employment contract and am accepting the preceding terms and conditions of employment.

Signed: [Signature] **Date:** Dec 30/11

Chief Executive Officer
I have reviewed the employment contract and agree to all the terms and conditions outlined on behalf of **Red Lake Margaret Cochenour Memorial Hospital**

Signed: [Signature] **Date:** Dec 30, 2011

Chair, Board of Directors
I have reviewed the employment contract and agree to all the terms and conditions outlined on behalf of **Red Lake Margaret Cochenour Memorial Hospital**

Signed: [Signature] **Date:** Dec 30/11

Employee Initials: