



London Health Sciences Centre

Executive Performance Framework



LHSC EXECUTIVE PERFORMANCE FRAMEWORK PHILOSOPHY

Accountability: To ensure that individual executive leader and team performance advances LHSC's ability to exceed in our mission, vision, and strategic and operational plans in order to deliver on our health system mandates

Alignment: To align job rates that ensures external equity and competitiveness with comparator hospitals as well as internal equity.

Engagement: To contribute to the development of short-term and long-term engagement of talent through competitive compensation and benefits programs.

Fairness: To maintain a compensation policy based on business need, industry practice and government directives.

Objectivity: To enable LHSC's role as a leading organization, yet aware of our own accountability to the organization and the stakeholders we service.

Transparency: To ensure clarity, completeness, simplicity and brevity in communicating our compensation philosophy, and proactively disclose compensation decisions based on objective evidence and achievement of our goals and objectives.

PERFORMANCE PROGRAM COMPONENTS (4)

1. The LHSC Board of Directors

The CEO and executive team compensation framework is determined and approved by the Board of Directors, supported by robust external benchmarking analysis.

The Board of Directors governs all framework approval decisions related to the performance and compensation of the CEO and the executive team.

2. Performance Evaluation Program

Annually the performance of each executive will be required to be measured against leadership competencies and annual performance goals.

3. Professional Development Program

The CEO and each executive must identify opportunities for growth and performance improvement. This program becomes a key component of the annual executive development plan and assists in the development of new performance goals.

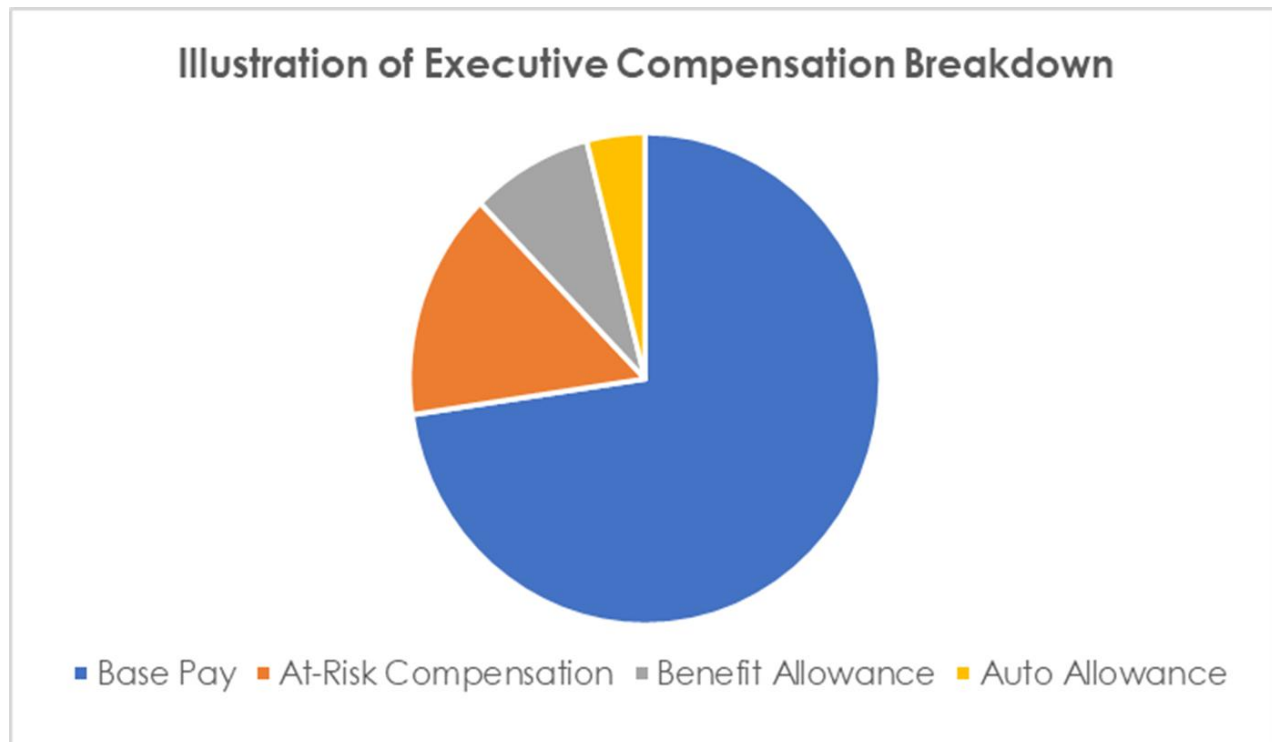
4. Pay-at-risk Performance Goals

In the annual performance meeting, the CEO and each executive must set 6 goals that include:

- Two individual leadership goals related to the leader’s portfolio of responsibilities (achievable within the fiscal year)
- One longer term collaborative or team portfolio goal (maximum two years in length, with discernable milestone deliverables)
- Two CEO/executive cross corporate leadership goals.
- One executive goal within an emergent corporate objective.

Additionally, annually goal(s) as legislated under the *Excellent Care for All Act*, related to the quality improvement plan (QIP), which is aligned to the quality of our patient care, will be approved by the Board.

OVERVIEW



Executive Position	Executive Class
Corporate Hospital Operations Executive Corporate Medical Executive Corporate Services Executive/CFO System Innovation & Business Development Executive	EX1
Corporate Nursing Executive, Ethics & Health Equity Human Resources & Workforce Wellness Executive President, University Hospital President, Victoria Hospital President, Children's Hospital	EX2
Clinical Diagnostics Executive Facilities Management & Support Services Executive Research & Education Executive Corporate Health Disciplines Executive Ambulatory Care & Pharmacy Executive Digital Health Executive & CIO Communications & Public Engagement Executive	EX3
Deputy Corporate Planning Officer Controller/Deputy CFO	EX4

ADDITIONAL INFORMATION:

- **Severance:** Severance is only provided upon termination of employment without cause, and is used to mitigate financial loss until another position can be found. There is NO voluntary resignation allowance or retirement allowance provided.
- **Parking:** Executives pay for parking consistent with rates charged for all other staff parking in similar spaces
- An annual benefit allowance is provided inclusive of health benefits and professional fees/ education (to maximums)
- A monthly auto allowance is provided to offset the costs of business-related transportation. This is a taxable benefit.
- **SERP'S, RRSP Contributions, Mortgage Assistance, Club Membership:** None exist in the LHSC contracts

Please note:

The compensation outcomes may not align exactly with figures provided each year through the Ministry of Finance salary disclosure. These amounts differ as a result of a number of factors, including:

1. Annual salary disclosure is based on a January 1 – December 31 calendar year while our LHSC compensation program (which may include merit-based step increases on a pre-determined grid for middle management) is based on our fiscal year (April 1 – March 31).
2. In certain fiscal years there may be one additional pay period.
3. The amount of at-risk compensation is based on performance and may not be consistent year to year.