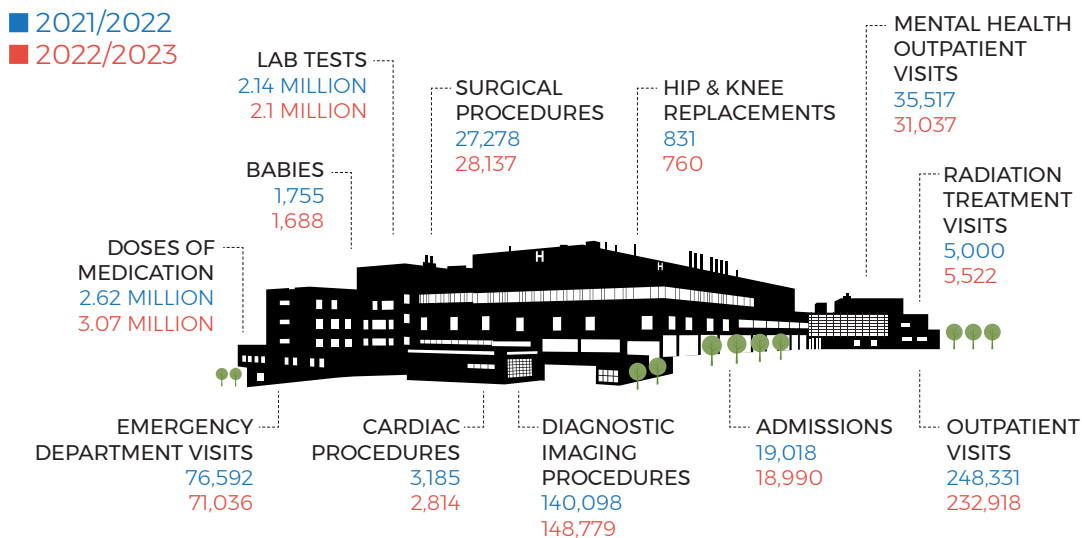


FACT SHEET

PRHC continues to transform patient care through investment and innovation
87% of staff in 2023 salary disclosure work in patient care roles

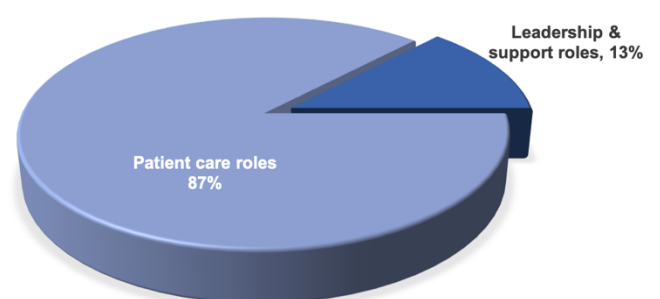
PRHC BY THE NUMBERS



KEY FACTS:

- PRHC is a complex, regional acute care centre with an annual budget of \$390M, more than 2900 employees, 400 physicians with privileges, and a core team of 260 volunteers.
- Post-pandemic, hospitals and the broader healthcare system have been faced with ongoing health human resource challenges. PRHC has intensified its recruitment and retention efforts over the last year to ensure that we are able to continue providing the best possible patient care and support.
- Compensation for union staff is determined by collective agreements and addressed during the collective bargaining process. The 2023 salary disclosure includes retroactive payments made to unionized staff as a result of the repeal of Bill 124.
- PRHC policy is to compensate non-union staff and managers at the 50th percentile for the Ontario hospital sector, in order to remain competitive in recruiting skilled employees and leaders to further our strategic goals as a regional acute care provider.
- Of those individuals on the 2023 salary disclosure list:
 - 52% are nurses (RNs & RPNs)
 - 87% work in direct and allied patient care roles
 - 13% work in leadership & support roles

SALARY DISCLOSURE 2023



EXECUTIVE COMPENSATION

- The Board of Directors considers a complex set of factors when determining executive compensation, including the need to reflect competitive market standards, past hospital practice regarding non-union salary increases, and public expectations.
- The hospital's compensation for the President & CEO role has not changed since 2016; compensation for this role has been pro-rated for the current CEO (appointed in April 2023), who works five days per week in this administrative capacity. The previous CEO was compensated for 4.5 days and reserved a half-day for clinical work.
- A full listing of hospital, municipal and other public sector salaries is available here: <https://www.ontario.ca/public-sector-salary-disclosure/2023/all-sectors-and-seconded-employees/>

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