



Type: Finance & Risk Management
Authority: Board
Related Documents:

Preamble

Staff compensation and benefits are an indication of the value the organization places on its human resources and a measure of the agency fiscal prudence. Salaries and benefits must be set at a level that ensures the organizations appropriately recognizes its employees, are sufficient to recruit and retain qualified staff and demonstrate fiscal accountability.

Policy Statement

1. Grey Bruce Hospice Inc. (GBH) will establish a pay grid for each position that is comparable to our partner Community agencies in Ontario.
2. The Executive Director must:
 - a. Recommend to the Board of Directors a compensation package that is consistent with similar organizations;
 - b. Identify to the Board of Directors the future financial and human resource implications of compensation and benefit packages; and
 - c. Compensate employees at a level established by the Board of Directors.

212.01 Annual Compensation Report

An annual compensation report will be provided to the Board as part of the annual budget preparation. This report will include:

1. Advice to the Board of Directors regarding the compensation for staff which will include:
 - a. Comparable salary and benefit information which is less than 3 years old. If appropriate comparisons are not available, GBH will conduct or commission a comparative review.
 - b. Information about staff turnover over the past year and the reasons for the turnover.
 - c. The number of employees who have reached the top of their pay grid.
 - d. Future cost implications of recommended changes to compensation packages.
 - e. The Cost-of-Living rate for Grey and Bruce for the prior year.

212.02 Review Cycle

This policy will be reviewed at least every three years.

Original Approval:	11-27-2019
Reviewed On:	
Revised On:	10-19-2022