

MIDDLESEX-LONDON BOARD OF HEALTH

REPORT NO. 04-24FFC

TO: Chair and Members of the Finance and Facilities Committee
FROM: Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health
DATE: 2024 February 15

2023 PUBLIC SECTOR SALARY DISCLOSURE

Recommendation

It is recommended that the Finance and Facilities Committee recommend to the Board of Health to receive Report No. 04-24FFC re: “2023 Public Sector Salary Disclosure” for information.

Report Highlights

- The *Public Sector Salary Disclosure Act, 1996* requires the Health Unit to disclose names, positions, salaries and taxable benefits of employees who were paid \$100,000 or more in calendar year 2023.
- [Appendix A](#) contains the information that is required to be submitted to the Minister of Finance by the 5th business day of March (*this year will be on or before March 7, 2024*).

Background

The *Public Sector Salary Disclosure Act, 1996* (the Act) requires organizations that receive public funding from the Province of Ontario to disclose annually the names, positions, salaries and total taxable benefits of employees paid \$100,000 or more in a calendar year.

The Act applies to organizations such as the Government of Ontario, Crown Agencies, Municipalities, Hospitals, Boards of Public Health, School Boards, Universities, Colleges, Hydro One, Ontario Power Generation, and other public sector employers who receive a significant level of funding from the provincial government.

Compliance

Organizations covered by the Act are required to make their disclosure available to the public no later than March 31 each year. Organizations are also required to send their disclosure to their funding ministry or ministries by the fifth business day of March.

Attached as [Appendix A](#) is the record of employees' 2023 salaries and benefits for the Middlesex-London Health Unit which will be forwarded to the Minister of Finance on or before March 7, 2024.

This report was written by the Chief Financial Officer/Associate Director, Finance and Operations.



Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer



Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health

This report refers to the following principle(s) set out in Policy G-490, Appendix A:

- The fiduciary requirements as outlined in the [Ontario Public Health Standards: Requirements for Programs, Services and Accountability](#).
- The *Public Sector Salary Disclosure Act, 1996*, S.O 1996, c.1, Sched. A

This topic has been reviewed to be in alignment with goals under the Middlesex-London Health Unit's [Anti-Black Racism Plan](#) and [Taking Action for Reconciliation](#), specifically recommendation #43 (Governance and Leadership, Anti-Black Racism Plan).