

Ministry of Health
and Long-Term Care

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MEDICAL OFFICER OF HEALTH

MEMORANDUM TO: Chairs of Boards of Health

FROM: Saäd Rafi
Deputy Minister
Ministry of Health and Long-Term Care

RE: Compensation for Non-Bargaining Employee Groups

As you are aware, many of the provisions in the *Public Sector Compensation Restraint to Protect Public Services Act, 2010* (the Act) expired as of March 31, 2012.

However, I would remind you that a number of the provisions continue to be in force. Specifically, a compensation plan cannot provide compensation after March 31, 2012 to an employee or office holder to reflect compensation that he or she did not receive as a result of the compensation measures that were in effect during the 2010-2012 restraint period.

In the 2012 Budget, the government introduced proposed legislation that would manage compensation costs by extending compensation restrictions for designated executives, earning greater than \$100,000 annually, at hospitals, universities, colleges, school boards and designated organizations for two years, effective March 31, 2012.

These proposed restraint measures would not apply to employees other than executives who do not collectively bargain compensation.

To achieve the 5 year fiscal plan to balance the province's budget, the government requires strong management of current and future compensation costs, including wages, benefits and pensions. As a result, please consider this proposed legislation when making determinations concerning compensation for non-bargaining employees and employee groups during this time of fiscal restraint.

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Should you have any questions or require any clarification regarding these restraint measures, please contact your respective ministry program representative.


Saäd Rafi

c: Dr. Arlene S. King, Chief Medical Officer of Health, Public Health Division, MOHLTC
Kate Manson-Smith, Assistant Deputy Minister, Health Promotion, MOHLTC
Medical Officers of Health
Business Administrators