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**ML** MIDDLESEX-LONDON  
HEALTH UNIT

# Middlesex-London Health Unit MOH / AMOH Compensation Structure

Presentation to Board of Health  
January 22, 2012

**John Millson, Director, Finance & Operations**

## Legislative Authority

- HPPA, Section 62 (1)(a)
  - The Board of Health may make the appointment of the MOH or AMOH
- HPPA, Section 64 (c)
  - The Minister must approve the appointment

## Compensation History

- Prior to 2009, MOH and AMOH were compensated on the MLHU Non-Union Management pay grid
- Post SARS review:
  - Large variation across the province
  - High vacancy rate
  - Retention & Recruitment issues

## Compensation History

- In 2009, OMA agreement with MOHLTC included MOH & AMOH positions to improve recruitment & retention across the province
- Province implemented the enhancements to MOH & AMOH salaries through 100% funding to achieve the the OMA wage grid. (increment)
  - Created a 2-tiered compensation structure

## 2 –Tiered Compensation

Compensation = Base Amount + MOHLTC-OMA  
(Pre OMA)

**Base amount** = the amount the Board can commit to. It represents the cost-shared amount of compensation;

The base was established as the 2009 Board of Health approved salary pre-OMA agreement. This amount grows at the rate approved by the Board

## 2 –Tiered Compensation

Compensation = Base Amount + MOHLTC-OMA  
(Pre OMA)

**MOHLTC-OMA amount** = the amount the Ministry is required to pay to under the OMA agreement less the Base amount.

Basically it is the amount required to top-up the Base Amount to obtain the OMA agreed upon rates. **Only the Ministry can commit this amount. (approve the application)**