



P.O. Box / C.P. 757,
6 chemin Broomhead Road
Chapleau, ON P0M 1K0

Tel: (705) 864-1520
Fax: (705) 864-0449
www.sschs.ca

November 20, 2023

Ms. Jamie Sue Fiaschetti
Director, Clinical Services & CNO
Services de santé de Chapleau Health Services
6 Broomhead Road, Chapleau ON, P0M 1K0

Dear Jamie,

This letter confirms your appointment to the position of Director, Clinical Services & CNO (Chief Nursing Officer) at Chapleau Health, subsequent to our recent organizational restructuring. This letter is an amendment to your employment agreement, and complimentary to your letter of secondment, sent to you earlier this year.

Your adjusted compensation was informed by: the Executive Compensation Framework currently in place; your current pay; comparable positions in similarly sized hospitals with similar portfolios and responsibilities, and legislated restrictions on executive compensation for hospitals in Ontario.

Your total annual salary will be \$117,199, currently the top of the Salary and Performance Related Pay Cap. Of this amount, \$2,197.75 or just over 1.9% is considered performance related pay, subject to your annual performance review. The total will be payable bi-weekly, subject to withholdings and deductions as required by applicable laws.

Your vacation will accrue at the rate of six (6) weeks per annum. Other benefits currently permitted remain in place. The Employment Standards Act and applicable legislation in the province of Ontario governs any future termination. In the event of a change in legislation, policy or significant change in the Executive Compensation Framework, your terms and conditions will be reviewed and may be adjusted as permitted.


Chapleau Health is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require or wish to discuss employment accommodation, please contact me at your convenience.

Jamie, your contribution to Chapleau Health is much appreciated. I wish you continued success in your career, and I am grateful that you are a part of our leadership team.

Sincerely,


Dawn Morissette
Chief Executive Officer

Acceptance by:


Jamie Fiaschetti
Director, Clinical Services

Mission

A rural integrated health care model providing a full spectrum of services in English and French.

Un modèle de soins de santé intégrés en milieu rural, offrant une gamme complète de services en anglais et en français.

Vision

A sustainable, isolated rural health care hub, focused on safe, quality, effective, patient centred care.

Un carrefour viable de soins de santé, en milieu rural et isolé, qui est axé sur la sécurité, la qualité et l'efficacité des soins aux patients.