

EMPLOYMENT CONTRACT

BETWEEN:

WEST NIPISSING GENERAL HOSPITAL

(hereinafter called the "Hospital")

- and -

CYNTHIA DÉSORMIERS

(hereinafter called the "Employee")

WHEREAS the Hospital wishes to employ the Employee and the Employee wishes to be employed by the Hospital in the capacity and upon the terms set forth in this agreement;

AND WHEREAS the Employee has represented that she has the required skills to perform the duties of the position;

NOW THEREFORE, this Agreement witnesses that, in consideration of the mutual covenants hereafter contained including, but not limited to, the increase in the Employee's rate of pay, the parties agree as follows:

1.0 APPOINTMENT

1.1 The Hospital hereby agrees to promote the Employee to, and she hereby agrees to serve as, Chief Executive Officer of the Hospital in accordance with the terms and conditions of this Agreement commencing 1 April, 2009 *March 23/09*

2.0 RESPONSIBILITIES

- 2.1 The Employee agrees to act as Chief Executive Officer of the Hospital in accordance with the Position Description attached hereto as Schedule "A" (which will be considered as part of this Agreement) and the By-Laws of the Hospital. In general, the Employee agrees to supervise, promote and direct the operations of the Hospital so as to further its objectives as set out in its mission statement and policies of the Hospital, shall regularly report to the Board of Directors of the Hospital on the affairs of the Hospital, and shall perform such other duties as from time to time may be conferred upon or assigned to her by the Board of Directors of the Hospital. The parties agree that the authority of the Chief Executive Officer will be as described in Policy No. 730.17 as may be amended by the Board of Directors of the Hospital from time to time.
- 2.2 Without restricting the duties and responsibilities set out above, the Employee may delegate any of the above duties to other members of staff of the Hospital, save where specifically prohibited by law, Ministry directive or instruction of the Board of Directors of the Hospital.
- 2.3 The Hospital agrees not to substantially alter the duties and responsibilities of the Employee's position in a manner which would have the effect of a demotion from the position of Chief Executive Officer and/or a reduction in wages or benefits, without cause or the consent of the Employee or in accordance with the terms of this Agreement.
- 2.4 The Employee accepts the appointment and undertakes to fully and faithfully discharge the duties and responsibilities of Chief Executive Officer of the Hospital to a high standard of professional competence.

