

OTHER REPORTING - REMUNERATION

FISCAL YEAR 2024-2025

As of March 31, 2025, Health Workforce Canada had 20 full-time employees working within the organization, including those directly employed by HWC and those seconded from other organizations. Other roles were filled with team members sourced through staffing agencies, part-time contractors and summer students, for an overall count of 27 individuals performing the work of the organization over the course of the first full year of operation.

Health Workforce Canada began to implement an employee value proposition which is mission and employee development driven inclusive of a compensation philosophy aimed at attracting and retaining the talent needed to fulfil the commitments outlined in the Strategic Plan. As part of the philosophy, the organization will regularly benchmark staff remuneration, along with other components of the employee compensation package, to ensure the organization remains competitive with the market.

Health Workforce Canada Board members received a total of \$22,400 for their services for the year ending March 31, 2025.

| HEALTH WORKFORCE CANADA SALARY RANGES (as of March 31, 2025) | | |
|---|-----------------------|-------------------------------|
| JOB LEVEL | SALARY RANGE | NUMBER OF FULL-TIME EMPLOYEES |
| 1. COORDINATOR | \$59,500 - \$80,500 | 3 |
| 2. TECHNICAL / PROFESSIONAL | \$70,550 - \$111,550 | 9 |
| 3. MANAGEMENT | \$93,500 - \$192,000 | 7 |
| 4. EXECUTIVE | \$187,000 - \$258,000 | 1 |
| 5. CEO | \$260,500 - \$367,800 | |
| TOTAL | | 20 EMPLOYEES * |

* NOTE: Excludes team members sourced from staffing agencies, part time contractors and summer students