



SALARY AND BENEFIT SUMMARY

Position:	Psychiatrist												
Start Date:	Immediate (negotiable)												
Hours of Work:	full-time hours (37.5 per week), schedule to be determined												
Salary:	\$340,129												
Pension Benefit:	Eligible to join the Hospitals of Ontario Pension Plan (HOOPP).												
Health Spending Account:	A Health Spending Account (HAS) will be established in accordance with CCRA regulations. Effective April 1 st , the HAS is advanced \$8,000 annually (prorate for part-time employees) which can be used to pay any CCRA approved medical expenses including health insurance premiums.												
Sick Leave:	Earned at a rate of one and one-quarter (1.25) days per month which can accumulate to a maximum of one hundred and twenty (120) sick days.												
Overtime:	As compensation for performing job related duties outside of the normal business day, thirty-seven and one half (37.5) hours lieu time is awarded annually. This lieu time is to be taken off at a mutually agreeable time with the calendar year it is accrued and cannot be carried over from one year to the next.												
Paid Holidays:	<p>The following holidays will be recognized with paid time off:</p> <table><tbody><tr><td><i>New Year's Day</i></td><td><i>Good Friday</i></td></tr><tr><td><i>Victoria Day</i></td><td></td></tr><tr><td><i>Canada Day</i></td><td><i>Civic Holiday</i></td></tr><tr><td><i>Labour Day</i></td><td></td></tr><tr><td><i>Thanksgiving Day</i></td><td><i>Christmas Day</i></td></tr><tr><td><i>Boxing Day</i></td><td></td></tr></tbody></table> <p>3 float holidays – January 1, May 1 and September 1 of each year</p>	<i>New Year's Day</i>	<i>Good Friday</i>	<i>Victoria Day</i>		<i>Canada Day</i>	<i>Civic Holiday</i>	<i>Labour Day</i>		<i>Thanksgiving Day</i>	<i>Christmas Day</i>	<i>Boxing Day</i>	
<i>New Year's Day</i>	<i>Good Friday</i>												
<i>Victoria Day</i>													
<i>Canada Day</i>	<i>Civic Holiday</i>												
<i>Labour Day</i>													
<i>Thanksgiving Day</i>	<i>Christmas Day</i>												
<i>Boxing Day</i>													
Vacation:	Vacation entitlement is based on full-time continuous service and accrues between the twelve-month period beginning July 1 st and ending June 30 th . All vacation credits must be taken within the 12 month period following their accrual.												

Years of Service	Vacation Entitlement
Less than 1 year	1.66 days per month
1 or more	4 Weeks
5 or more	5 Weeks
12 or more	6 Weeks

Professional Development:

Each fiscal year 10 days paid leave is awarded to attend educational events. A maximum of \$6,000 per fiscal year will be paid upon submission of receipts for educational expenses (including registration fees, travel and accommodation costs).

Professional Dues:

A maximum of \$4000 per fiscal year will be paid upon submission of receipts for professional dues.

Leaves of Absence:

Bereavement, Jury/Witness, and Parental leaves of absence are granted in accordance with SJCG policies.

On-Call:

When required to participate in the city-wide on-call duty roster you will be provided an on-call stipend as determined by SJCG.

Moving Expenses:

SJCG will reimburse 75% of your total eligible relocation expenses, up to a maximum of \$10,000. Reimbursement requests must be accompanied by appropriate receipts.

AUGUST 2014