



**TORONTO EAST
GENERAL HOSPITAL**

**Toronto East General
Hospital**

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Toronto, ON
M4C 3E7
www.tegh.on.ca

**South East Toronto
Family Health Team**

Tel: (416) 469-6464
Fax: (416) 469-6164
840 Coxwell Ave.
Toronto, ON
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**Community
Outreach Services**

Tel: (416) 461-2000
Fax: (416) 461-2222
177 Danforth Ave.
Suite 203

Toronto, ON

M4K 1N2

**Withdrawal
Management Centre**

Tel: (416) 461-2010
Fax: (416) 461-1164
985 Danforth Ave.

Toronto, ON

M4J 1M1

May 25, 2016

Dr. Ian Fraser
Chief of Staff of the Toronto East Health Network/ Michael Garron Hospital

Dear Ian:

I am pleased to confirm your appointment for your second five year term, as the Chief of Staff of the Toronto East Health Network/ Michael Garron Hospital (TEHN) commencing November 1, 2015.

You have indicated that your preference is to enter into a contractual relationship rather than an employment agreement with the hospital.

Position and Duties:

You will serve as the Chief of Staff undertaking those duties described in the Public Hospitals Act, the TEHN Administrative and Medical/Professional Staff By-law and the position description. The Chief of Staff position has been categorized as reduced full-time reflecting an approximate time commitment of at least 25 hours per week. This appointment is at the pleasure of the Board and will be subject to the renewal provisions and term limitations defined in the By-law.

Compensation and Benefits:

You will be paid annual compensation of \$209,000 in equal monthly payments of \$17,416.67 and have the potential to earn up to 10% of the base in a performance incentive. Details of the performance incentive plan and performance indicators on which the performance incentive will be based will follow at a later date. In addition you will be entitled to 12% vacation pay in lieu of earned vacation days. However, any vacation you take should be mutually agreed with the Board Chair.

TEHN will cover the cost of professional development and attendance at relevant conferences with the prior approval of the Chair and submission of receipts. In addition, TEHN will reimburse you for membership up to two professional associations per year to a maximum of \$1,200 with submission of receipts.

You will be responsible for your own Medical and Dental benefit coverage, as well as Life Insurance, Long Term Disability and Pension/RRSP retirement plans.

Performance Review:

Annually, the Executive Committee of the Board will undertake a review of your performance. Each year objectives will be developed and mutually agreed on by you and the Executive Committee of the Board, through the Chair. This will serve as the basis upon which your performance and any incentive compensation entitlement will be determined.

Termination:

This agreement will terminate on October 31, 2020. Should your position with TEHN be terminated by the Hospital without cause prior to the expiry of this contract, you shall be entitled to one month's payment in lieu of notice.

Should you decide to terminate this agreement prior to its expiry, you are required to provide the Hospital with at least three (3) months notice, in writing, and you will not be entitled to any form of payment in lieu of notice.

Notwithstanding the above conditions of Termination, should the Hospital in the future choose to move to a Vice President Medical structure and appoint you to that position prior to this contract's end date, this agreement will terminate and you will not be entitled to any form of payment in lieu of notice.

The Board, Administration and Medical and Professional Staff are looking forward to working with you in your role as Chief of Staff.


Please indicate your acceptance of this agreement by signing all three copies and returning two copies to me and retaining one for your records.

Sincerely,



Krystyna Hoeg
Chair, Board of Directors

I AGREE TO THE ABOVE CONTRACTUAL TERMS AND CONDITIONS


Dr. Ian Fraser

2016.06.03
Date