



980 Oliver Road
Thunder Bay, Ontario
Canada P7B 6V4

Telephone:
(807) 684-6000

Website:
www.tbrhsc.net

healthy
together

December 1, 2010

Dr. George Derbyshire
Chief of Staff
Thunder Bay Regional Health Sciences Centre

Dear Dr. Derbyshire,

The following are the mutually agreed terms of your appointment as Chief of Staff at Thunder Bay Regional Health Sciences Centre.

- This position is identified as being 0.6 of an FTE.
- The annual stipend is \$180,000 subject to review in line with organizational changes. Under the provision of Bill 46 the posted Quality Improvement Plan requires, in part, that some of the objectives of the organization are tied to 'at risk pay'. For fiscal 2011/12 this represents 2% of your total salary or \$3,600. Therefore, your salary has been adjusted to \$176,400. Team achievements toward the quality indicators will be assessed as of April 1, 2012 and any retroactive payments will go into your base salary.
- You are enrolled in the Management Health and Dental Benefit Plan at your cost.
- Your vacation entitlement is six (6) weeks.
- A six (6) month notice period that may be exercised by either you or the Health Science Centre if either party wishes not to continue this agreement.

The hospital also agrees to pay an annual tuition in a mutually agreed upon continuing medical education course. To be eligible for the cost of the program, the program must be completed.

Please sign below indicating your acceptance of this agreement and return a copy of the signed letter to me.

Sincerely,

A handwritten signature in black ink that reads "Angèle Brunelle".

Angèle Brunelle
Chair, Board of Directors

c. Human Resources

I, George Derbyshire accept the above contract terms and will faithfully fulfill my responsibilities as Chief of Staff at Thunder Bay Regional Health Sciences Centre



Dr. George Derbyshire