

Date: February 21, 2024

## ATIPP Request 002-17-319-24

This document provides a response to the following ATIPP request:

*“The number of employees that got a pay raise, pay cut and/or bonus (or other forms of performance incentives) for the calendar year 2023. Separate this information by type (raise, cut or bonus) and year. Please provide the annual costs of these pay increases and bonuses. Provide equivalent records and/or ranges if exact amounts cannot be provided.”*

### Pay Raises

The “Number of Employees with Pay Raises” was generated by counting employees with one or more of the identified pay increase types (see below) in the requested year (counting a maximum of one record per employee). The “Estimated Annual Pay Raise Cost” is the sum of the salary differences recorded between the old pay rates and the new pay rates based on any of the types identified.

Pay Raise Types Included:

- General Salary Increases
- Minimum Wage Increases
- Step Increases

| Year | Number of Employees with Pay Raises | Estimated Annual Pay Raise Cost |
|------|-------------------------------------|---------------------------------|
| 2023 | 3,818                               | \$ 23,872,625                   |

**Notes:** A number of increases were processed this year which caused an increase in the “Estimated Annual Pay Raise Cost” when compared to previous years (e.g., MUNFA, NAPE, CUPE, Non-Bargaining, etc.)

### Pay Cuts

A query was run to report jobs changes with a reason of Demotion. No records were returned.

### Bonuses

The “Number of Employees with Bonuses” was generated by counting employees with one or more of the identified bonus events (see below) in the requested year (counting a maximum of one record per employee). “Total Annual Bonuses” is the sum of all bonuses (of the types identified below) paid in the requested year. While some of these earnings may not meet the ideal definition of a bonus, it is consistent with what Memorial reports as bonuses in the annual compensation disclosure to the Government of Newfoundland and Labrador.

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Bonus Types Included:

- Bonus payments – includes special payments to Clinical Faculty and signing bonuses given as the results of bargaining agreements (e.g., Signing bonuses)
- Career Awards (e.g., Canada Research Awards)
- Northern Allowance
- Other Awards (e.g., Presidents Awards, Deans Awards)

| Year | Number of Employees with Bonuses | Total Annual Bonuses |
|------|----------------------------------|----------------------|
| 2023 | 802                              | \$ 1,663,930         |

**Notes:** Some of the bonuses reported in the “Total Annual Bonuses” may have been funded externally but processed through Memorial’s payroll system.

### Other Notes

- The numbers presented in this document intentionally omit events that required more detailed reviews of identified employees and were time/resource intensive to accurately report (e.g., Promotions, Additional Compensation, Market Salary Adjustments, One-Pays, Revised Contracts, Work Hour Increases/Decreases, Per Course Instructor pay increases, and other miscellaneous salary changes that require more thorough reviews in order to report).
- The “Estimated Annual Pay Raise Cost” estimates the cost of increases on an annual basis and does not provide an actual cost of the pay raises in each year. In order to provide an actual cost, a much more extensive review of each employee job/pay record would be required (e.g., to account for proration based on time of increase, to remove costs if employees were on leave, etc.).
- The following jobs records were excluded from the numbers reported in this document in order to omit employees who are not normally reported in formal inquiries unless specifically requested:
  - Student jobs
  - Separately Incorporated Entities (SIEs) or Agency jobs (e.g., C-CORE). Memorial manages payroll for these external groups but these are not Memorial employees and are not normally included in official Memorial only reporting
  - Long term disability leave jobs
  - Salary Continuance jobs
  - Standardized Patient and Clinical Skills Facilitator jobs (both reside in the Faculty of Medicine)