

July 9, 2010

Dr. Bob Severs
P.O. Box 635
Owen Sound, ON
N4K 5R4

Dear Bob,

On behalf of the Board of Directors, I am delighted to officially welcome you in your new capacity as Chief of Staff of Grey Bruce Health Services. I can already sense your enthusiasm to tackle some issues and willingness to hear where we are along the path of some of our more longstanding thorny problems.

Your appointment date is officially July 1, 2010. This letter will outline the terms of your appointment.

A stipend of \$117,000/annum assuming an average of 18 hours per week is the base compensation for this position. Where a greater time commitment is required for emergent issues or boarder project work additional time should be recorded for approval and will be reimbursed at \$125/hour. You are entitled to four weeks paid leave and the hospital will compensate your designated replacement. We will also offset the cost of one professional membership per year.

We would encourage you to pursue continuing education during your tenure and the corporation will cover the full cost of educational programs up to \$5,000 per year. These programs are expected to be associated with your role as Chief of Staff and must be approved in advance by the CEO or the Chair of the Board.

We are providing you with a laptop computer and to support your hospital activities and the capacity to have remote access. You may wish to get obtain a wireless stick that might improve your connectivity at home. Rob Croft can assist you with what will work best for you off site.

Expenses and travel costs are reimbursed in accordance with hospital policy.

The Board completes an annual performance feedback process. The process involves setting annual performance expectations and reporting on the accomplishment of the role description and the hospital's annual goals from our strategy map.

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I trust this is acceptable. Please indicate acceptance by signing both copies and return one copy for our files. Please retain the other copy for your files.

I look forward to your enthusiasm, dedication to health care in this region and your strong desire to move GBHS forward over your coming term and let me extend my sincere personal thanks for taking on this challenge at this time in your career.

Yours sincerely,



Maureen Solecki
Secretary, Board of Directors
President and CEO

c.c. Craig Curran
Chair, Board of Directors

Accepted by Dr. Severs

July 13 2010
(Date)



(Signature)