

Manitoba Health

Santé Manitoba

**Annual Report
Rapport Annuel**

21|22

Indigenous Land Acknowledgement

We recognize that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

Reconnaissance du territoire

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabeg, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la rivière Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'objectif des traités et de la conclusion de ces derniers. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis dans un esprit de vérité, de réconciliation et de collaboration.

This publication is available online: www.manitoba.ca/openmb/infomb

This publication is available in alternate formats, upon request.
Contact: department.services@gov.mb.ca

Minister's Letter of Transmittal



MINISTER OF HEALTH

Room 302
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

Her Honour, the Honourable Janice C. Filmon, C.M., O.M.
Lieutenant-Governor of Manitoba
Room 235 Legislative Building
Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honor, the Annual Report of Manitoba Health, for the fiscal year ending March 31, 2022.

Respectfully submitted,

"Original signed by"

Honourable Audrey Gordon
Minister of Health



Lettre d'accompagnement de la ministre



MINISTRE DE LA SANTÉ

Bureau 302
Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

Son Honneur l'honorable Janice C. Filmon, C.M., O.M.
Lieutenante-gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le Rapport annuel du ministère de la Santé du Manitoba pour l'exercice qui s'est terminé le 31 mars 2022.

Veillez agréer, Madame la Lieutenante-Gouverneure, l'expression de mon profond respect.

«original signé par»

Madame Audrey Gordon
Ministre de la Santé



Deputy Minister's Letter of Transmittal



Health

Deputy Minister

Room 310 Legislative Building, 450 Broadway
Winnipeg, Manitoba Canada R3C 0V8

The Honourable Audrey Gordon
Minister of Health

Dear Minister:

I am pleased to present for your approval the 2021/22 Annual Report of the Department of Manitoba Health.

Respectfully submitted,

"Original signed by"

Karen Herd
Deputy Minister of Health



Lettre d'accompagnement de la sous-ministre



Santé

Sous-ministre

Bureau 310 Édifice de l'Assemblée législative, 450 Broadway
Winnipeg, Manitoba Canada R3C 0V8

Madame Audrey Gordon
Ministre de la Santé

Madame la Ministre,

J'ai le plaisir de soumettre à votre approbation le Rapport annuel 2021-2022 du ministère de la Santé.

Veillez agréer, Madame la Ministre, l'expression de mon profond respect.

«original signé par»

Karen Herd
Sous-ministre de la Santé



Table of Contents

- Minister’s Letter of Transmittal 1
- Lettre d’accompagnement de la ministre 2
- Deputy Minister’s Letter of Transmittal 3
- Lettre d’accompagnement de la sous-ministre 4
- Introduction 7
- Department at a Glance – 2021/22 Results 8
- Departmental Responsibilities 9
- Responsabilités du ministère 10
- Organizational Structure 11
- 2021/22 Key Achievement Highlights 12
- Points saillants des principales activités et réalisations de 2021-2022 15
- Department Strategy Map 19
 - Vision 19
 - Mission 19
 - Values 19
 - Department Balanced Scorecards Priorities and Objectives 19
- Schéma stratégique ministériel 20
 - Vision 20
 - Mission 20
 - Valeurs 20
 - Priorités et objectifs des tableaux de bord équilibrés ministériels 20
- Department Balanced Scorecards Priorities and Objectives - Details 21
 - Quality of Life – Improving Outcomes for Manitobans 21
 - Working Smarter – Delivering Client-Centred Services 25
 - Public Service – Delivering Client-Service Excellence 27
 - Value for Money – Protecting Manitoba’s Bottom Line 29
- FINANCIAL DETAILS 31
 - Consolidated Actual Expenditures 31
 - Summary of Authority 33
 - Part A: Expenditure Summary by Appropriation 36
 - Overview of Capital Investments and Loans Activity 47
 - Revenue Summary by Source 48
- Departmental Program and Financial Operating Information 49
 - Resources and Performance (Res. No. 21.1) 49
 - Policy and Accountability (Res. No. 21.2) 53

Insurance (Res. No. 21.3).....57

Population Health (Res. No. 21.4)60

Transition (Res. No. 21.5)64

Funding to Health Authorities (Res. No. 21.6).....67

Provincial Health Services (Res. No. 21.7)71

Medical (Res. No. 21.8).....75

Pharmacare (Res. No. 21.9)79

Capital Funding (Res. No. 21.10)80

Costs Related to Capital Assets (Non-Voted)82

Other Key Reporting83

 Regulatory Accountability and Red Tape Reduction83

 The Public Interest Disclosure (Whistleblower Protection) Act84

 Equity and Diversity Benchmarks84

 Independent Auditor’s Report.....85

 The Public Sector Compensation Disclosure Act Schedule of Payments for Fiscal Year Ended March 31, 2022.87

Appendices108

 Appendix A - Performance Reporting.....108

 Appendix B - Other Reporting Entities114

 Appendix C - Statutory Responsibilities.....117

Glossary118

Introduction

Overview to the Annual Report

This Annual Report is organized in accordance with department's appropriation structure as at March 31, 2022, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Main Estimates Supplement, the annual report has been enhanced to include Balanced Scorecards to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. As the balanced scorecards continue to be developed, reporting is included where available, with continued inclusion of previous Performance Reporting in the appendix to ensure transparency of results.

The Annual Report also for the first time reports on the department and its Other Reporting Entities (OREs) summary financial results, provides a more detailed breakdown on any changes to its voted budget, and also reports on the department's progress of achieving diversity milestones. The tradition of providing the financial results with any associated variance explanations continues to be provided at the sub-appropriation level. Overall, the new annual report is intended to provide a more comprehensive picture of the department's financial performance.

Aperçu du rapport annuel

Ce rapport annuel est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2022, qui tient compte des crédits autorisés approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel a été étoffé et comprend maintenant des tableaux de bord équilibrés qui favorisent l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. Alors que l'établissement des tableaux de bord équilibrés se poursuit, les renseignements sont fournis quand ils sont disponibles et des rapports antérieurs sur le rendement continuent d'être inclus en annexe pour assurer la transparence des résultats.

Par ailleurs, pour la première fois, le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. On continue à fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Dans l'ensemble, le nouveau rapport annuel vise à offrir un portrait plus global du rendement financier du ministère.

Department at a Glance – 2021/22 Results

Department Name & Description	The department operates under the provisions of the legislation and responsibilities of the minister of health. The legislation, as well as emerging health and health care issues, guide the planning and delivery of health care services for Manitobans.
Minister	Honourable Audrey Gordon
Deputy Minister	Karen Herd

Other Reporting Entities	<p style="text-align: center;">7 Service Delivery Organizations</p> <p style="text-align: center;">125 Licensed Personal Care Homes</p>	<ul style="list-style-type: none"> • Service Delivery Organizations: <ol style="list-style-type: none"> 1. CancerCare Manitoba Regional Health Authorities: <ol style="list-style-type: none"> 2. Interlake-Eastern Regional Health Authority 3. Northern Regional Health Authority 4. Prairie Mountain Health Authority 5. Southern Health-Santé Sud 6. Winnipeg Regional Health Authority 7. Shared Health • Not-for-Profit Personal Care Homes • Community Health Agencies • Rehabilitation Centre for Children, Inc. • St. Amant
---------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Summary Expenditure (\$M)	
7,090	7,265
Restated Budget	Actual

Core Expenditure (\$M)		Core Staffing	
6,510	6,641	714.75	714.75
Authority	Actual	Authority	Actual

Departmental Responsibilities

The minister of health is the cabinet minister responsible for Manitoba Health. This includes emerging health and health care issues and the planning and delivery of health care services for Manitobans.

The overall responsibilities of the minister and Manitoba Health include:

- The minister of health is responsible for continuing to build a health care system that is: more focused on the patient; integrated and innovative; clear in its definition of roles, responsibilities and accountabilities; transparent in its measurement of outcomes through performance dashboards; equitable and accessible regardless of geography, cultural practices or social circumstances and sustainable for current and future generations.
- The department has a policy, planning, funding and oversight role to ensure that service delivery organizations (SDOs) (the regional health authorities, CancerCare Manitoba and Shared Health) and over 100 other service providers (primarily not-for-profit organizations) are accountable to provide high-quality services at a reasonable cost to Manitobans. This role is accomplished through resource allocation; legislation and regulations; planning and strategic direction; policy and standards; and performance monitoring, reporting, and management to achieve results.
- The department promotes and supports its mandate through engagement with Manitobans and the seven SDOs.
- The department provides leadership and policy support designed to influence the conditions that promotes the health of the public across all sectors of the population. The department also provides public health clinical leadership and ensures that a provincial public health system delivers to Manitobans on core public health priorities such as pandemics and communicable disease prevention.
- Legislation under the responsibility of the minister has been provided in the Statutory Responsibilities of the Minister of Health section.

Responsabilités du ministre

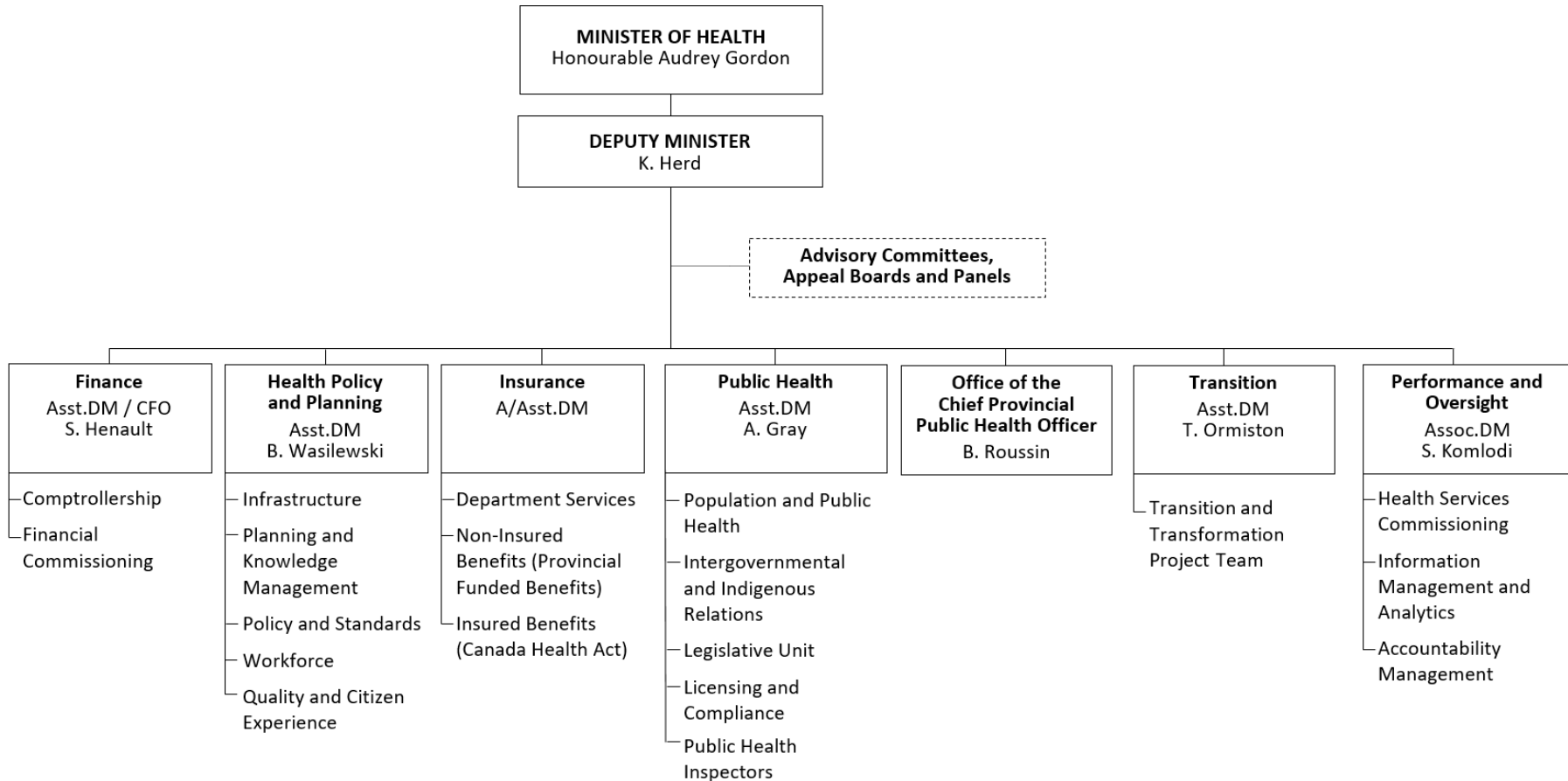
La ministre de la Santé est la ministre du Cabinet responsable de Santé Manitoba. Cela comprend les questions de santé et de soins de santé émergentes ainsi que la planification et l'offre de services de soins de santé à la population manitobaine.

Les responsabilités générales de la ministre et de Santé Manitoba sont notamment les suivantes :

- La ministre de la Santé est chargée de poursuivre l'édification d'un système de soins de santé qui soit : davantage axé sur le patient, intégré et innovant; clair dans sa définition des rôles, des responsabilités et des obligations de rendre compte; transparent dans sa mesure des résultats au moyen de tableaux de bord du rendement; équitable et accessible indépendamment de la région, des pratiques culturelles ou des circonstances sociales; et durable pour les générations actuelles et futures.
- Le ministère joue un rôle dans l'élaboration des politiques, la planification, le financement et le contrôle, afin de garantir que les organismes de prestation de services (les offices régionaux de la santé, Action cancer Manitoba et Soins communs) et plus de cent autres fournisseurs de services (principalement des organismes sans but lucratif) assument la responsabilité d'offrir à la population manitobaine des services de haute qualité à un coût abordable. Il s'acquitte de ce rôle dans le cadre des fonctions suivantes : affectation des ressources; législation et réglementation; planification et orientation stratégique; établissement de politiques et de normes; surveillance, communication et gestion du rendement pour atteindre les résultats voulus.
- Le ministère fait la promotion de son mandat et l'appuie par un dialogue continu avec la population manitobaine et les sept organismes de prestation de services.
- Il fournit la direction et le soutien stratégiques nécessaires pour influencer sur les conditions qui promeuvent une bonne santé dans tous les secteurs de la population. Le ministère offre également un leadership clinique dans le domaine de la santé publique et garantit la prestation à la population manitobaine d'un système de santé publique axé sur les priorités essentielles dans le domaine de la santé publique, comme la gestion des pandémies et la prévention des maladies transmissibles.
- Les lois et règlements relevant de la responsabilité de la ministre ont été énumérés dans la section Responsabilités législatives de la ministre de la Santé.

Organizational Structure

Department of Health as at March 31, 2022



Other Reporting Entities Accountable to Minister:

- CancerCare Manitoba
- Shared Health
- Regional Health Authorities
 - Interlake-Eastern Regional Health Authority
 - Northern Regional Health Authority
 - Prairie Mountain Health Authority
 - Southern Health-Santé Sud
 - Winnipeg Regional Health Authority

2021/22 Key Achievement Highlights

During the fiscal year, the Department of Health accomplished the following:

- With the emergence of COVID-19, the department, along with other areas of government and health care, led an unprecedented response. The response included case and contact management, accessible community based testing with over 800,000 polymerase chain reaction (PCR) tests conducted in 2021/22, Alternative Isolation Accommodations (AIA) to support successful self-isolation, and extensive public education and communication to support Manitobans and updated them on individual and public health practices to mitigate the impact of the pandemic. The ongoing COVID-19 vaccination campaign is the largest immunization campaign in the province's history, delivering over 3 million doses to date through accessible options for the public.
 - First, second and third vaccination launched for all persons, five year of age and over. Vaccinations made available through supersites and advanced to offering the service through smaller sites, physicians and pharmacists.
 - COVID-19 rapid antigen tests (RATs) being made available through community sites including pharmacies and libraries across the province at no cost to the public.
 - Implemented the first COVID-19-treatment in Manitoba (Paxlovid) enabling Manitobans who test positive for COVID-19 to visit a community pharmacy to have their treatment dispensed. Prior to this community roll-out, clients requiring this treatment were referred to a centralized diagnosis and treatment process through the regional health authorities. By moving the dispensing out to community pharmacies, COVID-19 treatments could be accessed closer to home for affected Manitobans, and relieved some of the pressures off the acute care system.
 - Assisted and led response to and surveillance of SARS-CoV-2 infections in Manitoba, and as part of the national and international response. More specifically, Cadham Provincial Laboratory (CPL):
 - Provided public health laboratory function as part of the provincial pandemic response, including development of multiple SARS-CoV-2 assays and the expansion of laboratory capacity and hours of operation to support COVID-19 testing. During fiscal 2021/22, CPL performed and reported more than 262,000 COVID-19 tests.
 - Developed, implemented and refined in-house whole genome sequencing of SARS-CoV-2 to monitor the evolution of variants of concern in Manitoba over time. In 2021, CPL conducted whole genome sequencing on almost 6,000 viral isolates.
 - Conducted three broad SARS-CoV-2 seroprevalence studies highlighting the spread of COVID-19 in the population in Manitoba over the various waves. Over 20,000 tests were conducted over 10 time periods to inform public health interventions, including vaccination, prevention and treatment strategies.
 - Supported COVID-19 test sites for vulnerable populations, including sites for those with mental health challenges and those suffering from homelessness.
 - Continued to support and maintain COVID-19 operational dashboards and other reports designed to inform system leaders on operational status in key areas and severity of the pandemic. Updated daily from a variety of systems containing clinical and operational data, the public dashboards allowed Manitobans to access fact-based information in real-time, thus streamlining communication and reinforcing the government's commitment to public disclosure.
 - Deployed the Public Health Information Management System (PHIMS) across all regions of Manitoba for public health management of COVID-19 cases and contacts, allowing for shared care across the province during peak periods of the pandemic (including non-public health providers like the Call Centre), expansion of PHIMS to include documentation of COVID-19 vaccine administration by pharmacists; and corresponding surveillance epidemiology and vaccine monitoring services to describe and inform the COVID-19 public health and immunization response throughout the pandemic.
 - Detailed planning and implementation of Manitoba's Clinical and Preventive Services Plan continued, with several initiatives established to support health system response to COVID-19.
 - Implemented virtual tariffs to provide payments to practitioners for virtual visits, in response to public health concerns and the uncertainty of the pandemic.
 - Continued to provide support to Manitoba residents through multiple waves of the COVID-19 Pandemic. Registration and Client Services assisted 183,436 inquires by phone and 88,019 inquires by email inquires.

- As of March 31, 2022, the department distributed: 70,447 digital cards; 1,101,693 digital and physical cards; and 445,367 Pan Canadian cards.
- The COVID-19 immunization card was announced on June 8, 2021 and the department assisted Manitobans to obtaining their immunization card, Pan Canadian PVC document for travel, and assisted with technical support inquires. The department handled 14,831 phone calls and responded to 74,817 email inquires.
- Working closely with First Nations partners, worked with provincial and federal governments on a reduction of the minimum age of eligibility for COVID-19 vaccine for Indigenous people.
 - Provided evidence for the utility of Urban Indigenous vaccination sites that were successful at increasing vaccination rates among First Nations, Inuit, and Métis citizens residing or staying in Manitoba.
 - Worked with the First Nation Health and Social Secretariat of Manitoba (FNHSSM) to develop and implement a work plan that focused on collaboration across jurisdictions to provide timely and effective COVID-19 pandemic response and management.
- Formed the Diagnostic and Surgical Recovery Task Force to address the COVID-19 related backlog in surgery and diagnostics.
 - Nearly 8,000 surgical and diagnostic procedures were provided in 2021/22 as a result of the department's Request for Supply Arrangement (RFSAs). These services were provided to Manitobans, through service procurement from multiple vendors, despite successive COVID-19 waves.
- Stevenson Report (March 2021) made 17 recommendations at the facility and regional levels, as well as recommendations for Health Incident Command and Manitoba Health. Four key areas of focus for the work completed since the recommendations were received: resident safety, staffing complements, pandemic preparedness and communication with families and staff.
- Commenced a personal care home (PCH) standards consultation process that resulted in 31 consultation sessions, six site visits, 15 resident interviews, and 130 completed and returned surveys. In total, 92 per cent of all Manitoba PCHs participated in the consultation process that will result in modernized personal care home standards in Manitoba.
- Completed the construction and occupancy of two new personal care homes. Rest Haven (Steinbach, MB) at 143 single resident rooms and Boyne Lodge (Carmen, MB) at 106 single resident rooms. Renovations are now underway to modify the original resident rooms to create space for support programs.
- New, expanded and renovated health care facilities will support improved access and better care through \$812M commitment. Including investments that have been identified as part of Manitoba's Clinical and Preventive Services Plan:
 - addition and renovation to Brandon Regional Health Centre, including 30 new medicine beds, new intensive care unit, renovated and expanded neo-natal unit
 - expanded and renovated Western Manitoba Cancer Centre – 7,000 square foot expansion and renovations to include additional exam rooms and treatment spaces, new linear accelerator
 - expansion of services at Lakeshore General Hospital in Ashern
 - new hospital in Neepawa
 - renovations to Dauphin Regional Health Centre to increase inpatient capacity and allow for 300 more endoscopies and additional surgeries to be completed
 - expansion of Selkirk Regional Health Centre to play an increased role in the provincial surgery program – increase of 30 acute care beds and increase surgical volumes
 - St. Boniface Hospital Emergency Department redevelopment that will expand the size of the department and provide for increased patient capacity. The project is multi-phased and the first part of construction is underway
- Implemented initiatives related to Manitoba Health's multi-year strategic plan for French Language Services to ensure that the department offers a comparable level of health services to Francophone Manitobans. Progress on the implementation of those initiatives has identified that 22 initiatives were complete or on track.
- Successfully amended regulations to the Pharmaceutical Act authorizing specially-trained pharmacists to prescribe treatment for uncomplicated cystitis (bladder infection) and implemented a process whereby coverage for this pharmacist-led service is provided to all Manitobans for up to three visits per year.
- The drug Trikafta, used to treat Cystic Fibrosis, was added to the provincial formulary in November, 2021. This product was long-awaited by the Cystic Fibrosis community given there are very few treatment options for this condition.

- Coverage for advanced glucose monitors for Manitobans under 26 years of age was enabled in September, 2021. These devices enable persons who live with diabetes to manage their condition with fewer finger pricks and also with enhanced digital information on their blood sugar levels throughout the day and even while at rest.
- A number of new policies and programs were initiated in 2021/22 to address the trends with Sexually Transmitted and Blood-Borne Infections (STBBI). On July 12, 2021, Manitoba launched a program to enhance access to human immunodeficiency virus (HIV) anti-retroviral treatment (ART) through additional medication coverage for those experiencing significant financial or administrative barriers to HIV treatment. On July 26, 2021, the program was expanded to include enhanced access to HIV post-exposure prophylaxis (PEP) medications. Additionally, pre-exposure prophylaxis (PrEP) coverage was listed on the Manitoba formulary effective October 21, 2021, enabling coverage through Employment and Income Assistance, and under the Manitoba Pharmacare. An Indigenous-led STBBI testing initiative was launched by Ka Ni Kanichihk to provide culturally accessible services in Winnipeg.
- Conducted public and stakeholder engagement to inform legislative review of the Universal Newborn Hearing Screening Act, to ensure the act is functioning effectively.
- Provided policy advice to support the expansion of the Manitoba Sexual Assault / Intimate Partner Violence Program, in collaboration with Shared Health. This program expansion will ensure that victims of sexual assault will have improved access to the essential services they require across the province.
- Led the expansion of the Cochlear Implant (CI) program coverage to all Manitobans, providing financial support for CI users' processor upgrade replacements, enabling CI users to access sound without financial barriers.
- Completed the design and implementation of the organizational structure for the Provincial Information Management and Analytics Shared Service, to ensure that the health system will have access to high quality and timely information to support a data driven decision-making capability.
- Through continued expansion of the provincial health data repository, the department provided analytical support that enabled and facilitated public access to situational data and statistics such as Urgent Care Wait Times, Diagnostic and Surgical Services Wait Times, and Cancer Care. At a national level, the department continued to support the public reporting initiatives led by the Canadian Institute for Health Information and Statistics Canada on a wide variety of health information matter.
- Responded to over 7,600 public inquiries with timely and relevant information about Manitoba's health care system.
- Implemented the Governance Review recommendations which guided the establishment and the appointment of the first permanent board of Shared Health in March 2022.
- Several health human resource initiatives were approved and progress made including:
 - received approval to implement 400 new nursing education seats
 - University of Manitoba midwifery program began accepting students in September 2021
 - enabling Internationally Educated Nurses in Manitoba
- The department started working on a collaborative project with Manitoba Blue Cross on developing an IT solution for real time queries in the Claims Unit. This innovative solution will result in a significant improvement in claims process, saving staff and stakeholder's time and money. This enhancement is expected to be implemented by the end of this year.
- Established a provincial patient safety committee to lead and coordinate patient safety activities, including developing and implementing policy and procedures across health authorities. Patient safety concerns are shared in order to develop timely solutions and learnings.
- Led the continued transformation of the department structure and operations necessary to fulfill the policy, planning, funding and oversight mandate. Transformation work has included: the realignment of divisions and branches; new and redefined business processes; as well as ongoing communications and change management support.

Points saillants des principales activités et réalisations de 2021-2022

Au cours de l'exercice, le ministère de la Santé a accompli ce qui suit :

- Devant l'émergence de la pandémie de COVID-19, le ministère ainsi que d'autres secteurs du gouvernement et des soins de santé ont mené une riposte sans précédent. Cette riposte comprenait une gestion des cas et des contacts, des tests accessibles à l'ensemble de la communauté, plus de 800 000 tests d'amplification en chaîne par polymérase (PCR) ayant été effectués en 2021-2022, des mesures d'hébergement en isolement pour favoriser l'auto-isolement, ainsi qu'une sensibilisation et une communication étendues pour soutenir la population manitobaine et l'informer des pratiques de santé individuelles et publiques permettant d'atténuer les répercussions de la pandémie. La campagne de vaccination en cours contre la COVID-19 est la plus grande campagne d'immunisation de l'histoire de la province, plus de 3 millions de doses ayant été administrées à ce jour grâce à divers moyens accessibles au public.
 - Trois campagnes de vaccination ont été lancées pour toutes les personnes âgées de cinq ans et plus. Les vaccins ont été mis à la disposition de tous par des supercliniques, puis par des cliniques plus petites, des médecins et des pharmaciens.
 - Les tests antigéniques rapides de dépistage de la COVID-19 ont été mis gratuitement à la disposition du public dans des lieux communautaires, comme les pharmacies et les bibliothèques de la province.
 - La mise en œuvre du premier traitement contre la COVID-19 au Manitoba (Paxlovid) permet aux Manitobains dont le test de dépistage de la COVID-19 est positif de se rendre dans une pharmacie de leur collectivité pour se faire administrer leur traitement. Avant ce déploiement dans la communauté, les personnes nécessitant ce traitement étaient orientées vers un processus centralisé de diagnostic et de traitement par les offices régionaux de la santé. En confiant la distribution des médicaments aux pharmacies communautaires, on a permis aux Manitobains concernés d'avoir accès aux traitements contre la COVID-19 plus près de chez eux, ce qui a allégé la pression exercée sur le système de soins de courte durée.
 - Le ministère a également soutenu et dirigé les efforts de contrôle des infections au SRAS-CoV-2 au Manitoba, et dans le cadre de la riposte nationale et internationale. Plus précisément, le Laboratoire provincial Cadham a réalisé ce qui suit :
 - Assurer la fonction de laboratoire de santé publique dans le cadre de la riposte provinciale à la pandémie, y compris la mise au point de plusieurs tests de dépistage du SRAS-CoV-2 et l'expansion de la capacité du laboratoire et des heures d'ouverture pour soutenir le dépistage de la COVID-19. Au cours de l'exercice 2021-2022, le Laboratoire a réalisé et déclaré plus de 262 000 tests de dépistage de la COVID-19.
 - Mettre au point, mettre en œuvre et perfectionner le séquençage interne du génome entier du SRAS-CoV-2 afin de surveiller l'évolution des variants préoccupants au Manitoba au fil du temps. En 2021, le Laboratoire a réalisé le séquençage du génome entier de près de 6 000 isolats viraux.
 - Réaliser trois vastes études de séroprévalence du SRAS-CoV-2 mettant en évidence la propagation de la COVID-19 dans la population du Manitoba au cours des différentes vagues. Plus de 20 000 tests ont été effectués sur dix périodes afin de guider les interventions de santé publique, notamment les stratégies de vaccination, de prévention et de traitement.
 - Appuyer les centres de dépistage de la COVID-19 pour les populations vulnérables, notamment les personnes souffrant de problèmes de santé mentale et les sans-abri.
 - Le ministère a continué à tenir les tableaux de bord opérationnels concernant la COVID-19 et à préparer d'autres rapports destinés à informer les responsables du système sur l'état de la situation opérationnelle dans les domaines clés et sur la gravité de la pandémie. Il a mis à jour quotidiennement, à partir de divers systèmes contenant des données cliniques et opérationnelles, les tableaux de bord publics qui permettent à la population manitobaine d'accéder à des renseignements factuels en temps réel, simplifiant ainsi la communication et renforçant l'engagement du gouvernement envers la divulgation publique.

- Il a déployé le système de gestion de l'information sur la santé publique dans toutes les régions du Manitoba pour la gestion par la santé publique des cas et des contacts de COVID-19, ce qui a permis d'offrir des soins partagés dans toute la province pendant les périodes de pointe de la pandémie (y compris les fournisseurs de services non liés à la santé publique comme le centre d'appels); d'étendre le système de gestion de l'information sur la santé publique pour inclure la documentation de l'administration du vaccin contre la COVID-19 par les pharmaciens; et d'offrir des services correspondants de surveillance épidémiologique et de suivi de la vaccination pour établir et orienter la riposte de la santé publique et l'immunisation contre la COVID-19 tout au long de la pandémie.
- La planification détaillée et la mise en place du Plan de services cliniques et préventifs du Manitoba sont en cours, et plusieurs projets ont été créés pour renforcer la réponse du système de santé contre la COVID-19.
- Il a mis en œuvre des tarifs virtuels pour fournir des paiements aux praticiens pour les visites virtuelles, en réponse aux préoccupations de santé publique et à l'incertitude entourant la pandémie.
- Le ministère a continué à fournir un soutien aux résidents du Manitoba pendant les nombreuses vagues de la pandémie de COVID-19. La Section de l'inscription et du service à la clientèle a répondu à 183 436 demandes de renseignements par téléphone et à 88 019 demandes de renseignements par courriel.
- Au 31 mars 2022, le ministère avait distribué 70 447 cartes d'immunisation numériques; 1 101 693 cartes d'immunisation sur support numérique ou physique; et 445 367 certificats de vaccination pancanadiens.
- L'entrée en vigueur de la carte d'immunisation contre la COVID-19 a été annoncée le 8 juin 2021. Le Ministère a aidé les Manitobains et Manitobaines à obtenir la leur ainsi que leur certificat de vaccination pancanadien pour voyage et a répondu aux demandes de soutien technique. Il a également reçu 14 831 appels et 74 817 demandes d'information par courriel.
- En étroite collaboration avec les partenaires des Premières Nations, le ministère a travaillé avec les gouvernements provincial et fédéral sur la réduction de l'âge minimum d'admissibilité au vaccin contre la COVID-19 pour les Autochtones.
 - Il a fourni des preuves de l'utilité des centres de vaccination autochtones urbains qui ont réussi à augmenter les taux de vaccination chez les membres des Premières Nations, les Inuits et les Métis résidant ou séjournant au Manitoba.
 - Le ministère a travaillé avec le Secrétariat à la santé et au développement social des Premières Nations du Manitoba pour concevoir et mettre en œuvre un plan de travail axé sur la collaboration entre les administrations afin de gérer rapidement et efficacement la pandémie de COVID-19.
- Il a mis sur pied le Groupe de travail sur le rétablissement des services chirurgicaux et diagnostiques afin de s'attaquer aux retards causés par la COVID-19 dans le domaine de la chirurgie et du diagnostic.
 - Près de 8 000 procédures chirurgicales et de diagnostic ont été effectuées en 2021-2022 en vertu de la Demande pour un arrangement en matière d'approvisionnement du ministère. Ces services ont ainsi pu être fournis à la population manitobaine, dans le cadre d'achats de services auprès de divers fournisseurs, malgré les vagues successives de COVID-19.
- Le rapport Stevenson (mars 2021) a formulé 17 recommandations à l'échelle des établissements et des régions, ainsi que des recommandations à l'intention du commandement unifié en cas d'incident sanitaire et de Santé Manitoba. Quatre domaines principaux sur lesquels se concentre le travail accompli depuis la réception des recommandations : la sécurité des résidents, les compléments d'effectif, l'état de préparation aux pandémies, et la communication avec les familles et le personnel.
- Le ministère a entrepris un processus de consultation sur les normes relatives aux foyers de soins personnels qui a donné lieu à 31 séances de consultation, 6 visites dans des foyers, 15 entretiens avec des résidents et 130 sondages remplis et renvoyés. Au total, 92 % de tous les foyers de soins personnels du Manitoba ont participé au processus de consultation, lequel aboutira à des normes modernisées pour les foyers de soins personnels au Manitoba.
- Le ministère a achevé la construction et assuré l'occupation de deux nouveaux foyers de soins personnels : Rest Haven (Steinbach, Manitoba) qui compte 143 chambres individuelles et Boyne Lodge (Carmen, Manitoba) qui en compte 106. Des travaux de rénovation sont en cours pour modifier les chambres d'origine afin de créer un espace pour les programmes de soutien.

- Des établissements de soins de santé nouveaux, agrandis et rénovés permettront d'améliorer l'accès aux services et les soins grâce à un investissement de 812 millions de dollars, notamment les investissements qui ont été définis dans le cadre du Plan provincial de services cliniques et préventifs :
 - ajouts et travaux de rénovation au Centre de santé régional de Brandon, y compris 30 nouveaux lits, une nouvelle unité de soins intensifs et une unité néonatale rénovée et agrandie;
 - travaux de rénovation et agrandissement au Western Manitoba Cancer Centre de 7 000 pieds carrés comprenant des salles d'examen et des espaces de traitement supplémentaires, ainsi qu'un nouvel accélérateur linéaire médical;
 - extension des services de l'Hôpital général Lakeshore à Ashern;
 - construction d'un nouvel hôpital à Neepawa;
 - travaux de rénovation au Centre de santé régional Dauphin pour augmenter la capacité d'accueil des patients hospitalisés et permettre la réalisation de 300 endoscopies et interventions chirurgicales supplémentaires;
 - agrandissement du Centre de santé régional de Selkirk afin que celui-ci joue un rôle accru dans le programme provincial de chirurgie – augmentation de
 - 30 lits de soins de courte durée et augmentation des volumes de chirurgie;
 - réaménagement du service d'urgence de l'Hôpital Saint-Boniface, qui permettra d'agrandir la taille du service et d'accroître la capacité d'accueil des patients. Le projet se déroule en plusieurs phases, et la première partie de la construction est en cours.
- Le ministère a mis en œuvre des activités et des initiatives liées au plan stratégique pluriannuel sur les services en français de Santé Manitoba afin de veiller à ce que le ministère offre un niveau comparable de services de santé aux Manitobains francophones. L'état d'avancement de la mise en œuvre de ces initiatives a permis de constater que 22 d'entre elles étaient achevées ou en voie de l'être, que les progrès de 3 d'entre elles faisaient l'objet d'un suivi, que 5 nécessitaient une amélioration et qu'une seule nécessitait des mesures urgentes ou correctives.
- Le ministère a modifié les règlements de la Loi sur les pharmacies afin d'autoriser les pharmaciens spécialement formés à prescrire un traitement pour la cystite sans complication (infection de la vessie) et mis en œuvre un processus selon lequel la couverture de ce service offert par les pharmaciens est offerte à tous les Manitobains, pour un maximum de trois visites par année.
- Le Trikafta, un médicament utilisé pour traiter la fibrose kystique, a été ajouté au formulaire provincial en novembre 2021. Ce produit était attendu depuis longtemps par la communauté de lutte contre la fibrose kystique, car il existe très peu de traitements pour cette maladie.
- La couverture des glucomètres continus pour les Manitobains de moins de 26 ans a été établie en septembre 2021. Ces dispositifs permettent aux personnes atteintes de diabète de gérer leur maladie en se faisant moins de piqûres au doigt et en disposant d'informations numériques améliorées sur leur taux de glycémie tout au long de la journée et même au repos.
- Un certain nombre de nouvelles politiques et de nouveaux programmes ont été lancés en 2021-2022 pour lutter contre les tendances en matière d'infections transmissibles sexuellement et par le sang (ITSS). Le 12 juillet 2021, le Manitoba a lancé un programme pour améliorer l'accès au traitement antirétroviral du virus de l'immunodéficience humaine (VIH) grâce à une couverture supplémentaire des médicaments pour les personnes qui se heurtent à des obstacles financiers ou administratifs importants pour le traitement du VIH. Le 26 juillet 2021, le programme a été étendu pour inclure un meilleur accès aux médicaments de prophylaxie post-exposition au VIH. De plus, la prophylaxie préexposition a été inscrite au formulaire du Manitoba à compter du 21 octobre 2021, ce qui permet une couverture dans le cadre de l'Aide à l'emploi et au revenu et du Régime d'assurance-médicaments du Manitoba. Une initiative de dépistage des ITSS menée par des Autochtones a été lancée par Ka Ni Kanichihk pour fournir des services culturellement accessibles à Winnipeg.
- Le ministère a mené une consultation du public et des parties concernées pour guider l'examen de la Loi sur le dépistage systématique des déficiences auditives chez les nouveau-nés, afin de garantir son efficacité.
- Il a fourni des conseils stratégiques pour soutenir l'expansion du programme d'aide aux victimes d'agression sexuelle et de violence conjugale du Manitoba, en collaboration avec Soins communs. Cette expansion du programme permettra aux victimes d'agression sexuelle d'avoir un meilleur accès aux services essentiels dont elles ont besoin dans toute la province.
- Le ministère a dirigé l'élargissement de la couverture du programme d'implants cochléaires à tous les Manitobains, en fournissant un soutien financier pour le remplacement des processeurs de son des implants cochléaires, ce qui permet aux utilisateurs d'améliorer leur ouïe sans obstacle financier.

- Il a achevé la conception et la mise en œuvre de la structure organisationnelle du service provincial commun d'analytique et de gestion de l'information, afin de garantir que le système de santé aura accès à des informations de haute qualité, en temps opportun, pour soutenir une capacité de prise de décision fondée sur les données.
- Grâce à l'expansion continue de l'entrepôt provincial de données sur la santé, le ministère a fourni un soutien analytique qui a permis et facilité l'accès du public à des données et à des statistiques situationnelles telles que les temps d'attente pour les soins d'urgence, les services de diagnostic et de chirurgie, et les soins contre le cancer. Sur le plan national, le ministère a continué à soutenir les initiatives de rapports publics menées par l'Institut canadien d'information sur la santé et Statistique Canada sur une grande variété de questions relatives à l'information sur la santé.
- Le ministère a répondu à plus de 7 600 demandes de renseignements du public en fournissant des informations pertinentes, en temps opportun, sur le système de soins de santé du Manitoba.
- Les recommandations de l'examen de la gouvernance retenues pour créer et nommer en mars 2022 le premier conseil permanent de Soins communs ont été appliquées.
- Plusieurs projets de ressources humaines ont été approuvés et voici quelques progrès accomplis :
 - la création de 400 nouvelles places dans les programmes d'éducation en soins infirmiers a été approuvée;
 - le programme de sage-femme de l'Université du Manitoba accueille des étudiants depuis septembre 2021;
 - le personnel infirmier formé à l'étranger obtient l'autorisation d'exercer.
- Le Ministère participe à un projet collaboratif avec la Croix Bleue du Manitoba pour trouver une solution informatique pour les questions adressées aux équipes de réclamation. Cette stratégie novatrice favorisera l'amélioration du processus de réclamation. De plus, le personnel et les intervenants économiseront du temps et de l'argent. Ce modèle sera mis en place à la fin de cette année.
- Un comité provincial sur la sécurité des patients a été formé afin de superviser et de coordonner les activités relatives à la sécurité des patients, notamment l'élaboration et la mise en œuvre des politiques et des procédures dans les offices de la santé. Les préoccupations sur la sécurité des patients sont divulguées afin de trouver rapidement des solutions et de tirer des leçons.
- La transformation s'est poursuivie relativement à la structure du Ministère et des activités à l'appui des politiques, de la planification, du financement et du mandat de surveillance. Le travail de transformation comprenait entre autres la réorganisation des directions et des directions générales, de nouveaux processus administratifs repensés, la communication continue et le renforcement de la gestion du changement.

Department Strategy Map

The department strategy map lists the four Government priority areas: Quality of Life, Working Smarter, Public Service and Value for Money, with the department's objectives listed under each priority.

Progress on performance measures achieved during the fiscal year are described in further detail following the strategy map.

Vision

Healthy Manitobans through an appropriate balance of prevention and care. (Under revision)

Mission

To ensure Manitoban patients, families and seniors have access to quality timely health care wherever they live through a health care system that is sustainable and accountable.

Values

Under development.

Department Balanced Scorecards Priorities and Objectives

Quality of Life – Improving Outcomes for Manitobans

1. Create Conditions to Improve Quality of Life
2. Advance Reconciliation

Working Smarter – Delivering Client-Centred Services

3. Foster and Advance Innovation
4. Reduce Red Tape
5. Involve Manitobans in Decision Making
6. Be Transparent

Public Service – Delivering Client-Service Excellence

7. Enhance Client Services
8. Build our Capacity to Deliver
9. Advance Inclusion
10. Strengthen Respect in our Workplaces

Value For Money – Protecting Manitoba's Bottom Line

11. Provide Value for Money

Schéma stratégique ministériel

Le schéma stratégique ministériel dresse la liste des quatre domaines prioritaires du gouvernement : la qualité de vie, la gestion plus ingénieuse, la fonction publique et l'optimisation des ressources, les objectifs du ministère étant répertoriés sous chacune de ces priorités.

Les progrès relatifs aux mesures du rendement réalisés au cours de l'exercice sont décrits plus en détail en fonction de ce schéma.

Vision

Une population manitobaine en santé grâce à une offre équilibrée de services de prévention et de soins de santé.

Mission

Pour veiller à ce que les patients, les familles et les personnes âgées du Manitoba aient accès à des soins de santé de qualité dans des délais raisonnables, là où ils habitent, par le biais d'un système de soins de santé viable et responsable.

Valeurs

En cours d'élaboration.

Priorités et objectifs des tableaux de bord équilibrés ministériels

Quality of Life – Improving Outcomes for Manitobans

1. Créer des conditions qui permettent d'améliorer la qualité de vie
2. Faire progresser la réconciliation

Working Smarter – Delivering Client-Centred Services

3. Favoriser et promouvoir l'innovation
4. Réduire la bureaucratie
5. Faire participer les Manitobains à la prise de décisions
6. Faire preuve de transparence

Public Service – Delivering Client-Service Excellence

7. Améliorer les services aux citoyens
8. Renforcer notre capacité d'exécution
9. Favoriser l'inclusion
10. Renforcer le respect dans nos milieux de travail

Value For Money – Protecting Manitoba's Bottom Line

11. Dépenser judicieusement

Department Balanced Scorecards Priorities and Objectives - Details

The following section provides information on key performance measures for Health for the 2021/2022 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

Quality of Life – Improving Outcomes for Manitobans

1. Create Conditions to Improve Quality of Life

Key Initiatives

- **Department's response to the COVID-19 pandemic.** In response to a novel virus, the department rapidly leveraged current public health capacity to support case and contact management, while simultaneously implementing the Virtual Call Centre to further expand provincial case and contact investigation resources. Accessible community-based testing opportunities expanded across the province with the support of provincial appointment booking, enhanced technology and improved communication of results to providers, the Epidemiology and Surveillance Unit, Public Health and all Manitobans. Public Health measures were rapidly revised to align with growing evidence and communicated to all sectors and Manitobans to support informed, up-to-date individual and public practices. Alternative Isolation Accommodations were established to offer Manitobans without suitable isolation options a safe place to isolate. Five thousand four hundred (5,400) clients utilized Alternative Isolation Accommodations in 2021/22. A collaborative approach to evolving treatment options ensured the provision of accessible treatment for eligible Manitobans. The COVID-19 vaccination response has been the largest immunization campaign in the province's history. There were 2,648,498 doses of COVID-19 vaccine administered in 2021/22. Vaccination efforts encompass a collaborative approach and enlist various partners in the administration of vaccine to Manitobans based on expanding eligibility criteria. Vaccine is offered through primary care providers, pharmacies, regional public health clinics (fixed sites, pop up clinics and outreach). Urban Indigenous clinics were available in 2021/22 to ensure culturally-accessible options were available for Indigenous populations in Manitoba. The department is currently focused on implementing COVID immunization in the final cohort, which includes children six months to four years of age.
- **Immunization rates (influenza).** During the 2021/22 influenza season, more than 400,000 doses of influenza vaccine were administered in Manitoba. In 2021/22, influenza vaccine was available free of charge to all Manitobans six (6) months of age and older. High dose influenza vaccine was available to those Manitobans 65 years of age and older and who were:
 - residents of long-term care facilities (LTCF), including chronic care residents
 - residents of supportive and assisted living housing
 - clients in interim/transitional care beds, respite care clients as well as new, unimmunized residents admitted to a LTCF during the flu season
 - in a provincial correctional facility, including those who are newly incarcerated or transferred from other federal or out of province correctional facilities
 - receiving homecare services while on a waiting list for admission into a LTCF
 - living on a First Nations or remote/isolated community
 - living north of the 53rd parallel of latitude
- **Health Status of Manitobans Report.** Under The Public Health Act, the chief provincial public health officer must provide the minister with a report on the health status of Manitobans at least once every five years. The COVID-19 pandemic delayed the 2020 Health Status report over 18 months and it will now be released in 2022. The next report is due in 2025 and work will begin in Fall 2022. The Health Status of Manitobans Report provides data about the overall health of people living in Manitoba with a focus on health disparities and the factors that contribute to health gaps among certain populations.

- **Sexually transmissible and blood-borne infections.** Manitoba introduced a new Human Immunodeficiency (HIV) Medication Coverage Program, intended for clients who are actively registered with Manitoba Health who are experiencing significant financial barriers to treatment. Access to this program facilitates timely access to a prescribed antiretroviral treatment (ART) regimen and allows patients and their caregivers more time to explore and establish long-term options for medication coverage. Manitoba also expanded its coverage for HIV Post Exposure Prophylaxis (PEP) Medication. As of July 26, 2021, Manitoba provides coverage for the full 28-day course of PEP medication, free of charge. Manitoba announced the addition of HIV pre-exposure prophylaxis (PrEP) coverage on the provincial drug program formularies. This enables patients enrolled in Pharmacare or who are covered by Employment and Income Assistance and who meet the provincial eligibility criteria to have financial support to access HIV PrEP. PrEP prevents HIV infection by preventing replication of the virus. Collectively, these changes reduce barriers to accessing HIV medications, and reduce transmission of HIV. Manitoba announced that it is investing up to \$2.3 million over three years to support the development and implementation of an Indigenous-led, sexually transmitted and blood-borne infections (STBBI) testing and contact tracing strategy. The initiative is being developed by Indigenous health experts and delivered by Ka Ni Kanichihk, an Indigenous community organization with a strong track record in helping Manitoba's Indigenous communities, through partnerships with other community service organizations, government agencies, funders and other stakeholders.

- **Health System Transformation.** The department and the health sector continued in their efforts to ensure the health system is more patient-focused, safe and operates more efficiently and sustainably in the long-term. The department led the system change, through policy support and planning, funding and performance requirements, oversight and accountability. Specific activities for the 2021/22 fiscal year:
 - **Continue the Planning and Implementation of Manitoba's Clinical and Preventive Services Plan.** Detailed planning to support the implementation of Manitoba's Clinical and Preventive Services Plan continued over the past year, with several initiatives established to support health system response to COVID-19. This included expanded virtual care options, secure online portals for test results and immunization information, and a provincial approach to increasing surgical and critical care capacity. Further steps were also taken to progress Manitoba's Provincial Clinical Network in line with guidance from local teams of clinical and operational experts. Detailed work has been underway to build up care locally and to plan how services and resources will be used in smarter, modern ways with well-integrated health care teams and hubs that are staffed and equipped to meet the needs of Manitoba patients. As part of these efforts, the Manitoba government announced an \$812M capital investment in building, expanding and renovating health-care facilities. These improvements will lay the foundation for the Provincial Clinical Network, building up local service delivery, enhancing and expanding services available outside Winnipeg, modernizing the delivery of care at home and in the community, and ultimately leading to improved access, quality and patient outcomes experienced by Manitobans.
 - **Shared/Support Services.** Work continued to establish customer-focused, consistent and coordinated Shared Services, as identified in the health system transformation blueprint including services such as human resources, supply chain, capital planning and clinical engineering. Activities for the 2021/22 fiscal year:
 - **Supply Chain Shared Service:** The Supply Chain Management Shared Service was formally established in March 2021 and in 2021/22 was engaged in contracting and value analysis using a category management approach, with an established Sustainability Council to guide efforts in standardization, innovations and any new initiatives. The Shared Service has achieved an estimated savings of \$6M to the end of fiscal year 2021/22. The Shared Service is streamlining and standardizing processes by reducing the number of unique items, vendors and contracts by taking a provincial vs. regional approach to procurement.
 - **Human Resources Shared Service:** Established Provincial Human Resources Shared Service within Shared Health. Completed phase 1 implementation activities including the launch of the Human Resource Shared Service Centre to centralize the delivery of administrative and transactional services for payroll, compensation and benefits administration, recruitment/staffing, talent management, human resource systems and Occupational and Environmental Safety and Health. Transfer of associated human resource staff to Shared Health from other service delivery organizations.
 - **Implementation of the Governance Review recommendations.** Shared Health board design was finalized and the first permanent board was appointed in March 2022 and was consistent with the Governance Review recommendations.

- **Invest in capital improvements to strengthen health care delivery.** The 2021/22 fiscal year capital program includes:
 - Acute Stroke Unit construction at Health Sciences Centre
 - Boyne Lodge and Rest Haven Personal Care Home construction projects
 - St. Boniface General Hospital Redevelopment
 - Capital improvements to support the implementation of Manitoba’s Clinical and Preventive Services Plan
 - Life Safety projects to support fire safety in inpatient and resident settings
 - Advancing projects identified previously, that have been delayed or put on hold due to Health System Transformation and COVID-19

All of these initiatives supported the delivery of capital projects for the health care system and were advanced to varying degrees depending upon the scope of the work (i.e., purchase, design, tender and construction). The department will continue to advance and provide oversight on all projects included in the annual Capital Plan.

- **Emergency Department Waits.** Emergency department and urgent care centre wait times in Manitoba are monitored on an ongoing basis. Wait times can vary due to a number of factors, like peaks in patient volumes and the number of patients with more serious health issues. Seasonal variation also occurs, with elevated waits in winter months often coinciding with influenza, respiratory conditions and weather-related health issues, such as slips and falls, while accidents, injuries and other trauma occurs during the outdoor summer season. Though wait times fluctuate, beginning in 2020, wait times have generally trended upwards due to a number of factors, including pent-up demand from the pandemic and the availability of health human resources, among others. This general trend continued throughout the 2021/22 fiscal year. The monthly reporting includes:
 - The median wait (in hours). Median is a type of average that represents a wait time where half of patients had shorter wait times than reported and half had longer wait times.
 - The 90th percentile (in hours). The 90th percentile helps to understand the minority of patients with longer wait times. Nine out of 10 patients experienced shorter wait times than the reported 90th percentile and 1 in 10 waited longer.

Besides monthly monitoring, the Winnipeg Regional Health Authority website provides real time reporting on current wait times for the various emergency departments and urgent care centres in the city while other regions provide daily emergency and urgent care department schedules. Emergency departments and urgent care centres across the province are taking steps to address patient wait times, implementing immediate changes to help reduce waits, and engaging front-line staff and physicians in identifying short and longer-term solutions to mitigate existing patient flow challenges.

- **Hip, knee and cataract volume/waits.** In Budget 2021, the Manitoba government committed to invest \$50M to begin addressing the surgical and diagnostic backlog. In December 2021, the Manitoba government established the Diagnostic and Surgical Recovery Task Force to address waitlists for diagnostic and surgical procedures, and other related services affected by the COVID-19 pandemic. Wait times and service volumes for a selection of services, including cataract surgery and hip and knee replacement surgeries, are regularly monitored and are posted monthly on Manitoba’s public wait time website.
- **St. Boniface General Hospital Redevelopment.** The department continued to oversee the development and implementation of the St. Boniface Hospital emergency department’s expansion and modernization. The new emergency department’s state-of-the-art design was strategically developed to:
 - reduce wait times and the length of stay in the emergency department
 - improve patient and staff experiences
 - maximize functionality and flexibility, with expanded space for increased number patients

In 2019, there were nearly 48,000 emergency department visits to St. Boniface Hospital. Based on population growth and age projections, the facility is expected to accommodate 55,000 annual visits at its opening, scheduled for the fall of 2025. With this expansion, the emergency department will be able to continue providing safe, high-quality care to patients in the future, as annual visits are projected to grow to an estimated 70,000 to 75,000 by 2039. St. Boniface Hospital is a cornerstone of Manitoba’s health system and the home of Cardiac Sciences Manitoba, and the redeveloped emergency department will ensure that patient, client and family-centred care continues to be provided in a safe, efficient manner.

- **Personal care home licensing.** The review of current personal care home (PCH) standards and subsequent consultation with the PCH sector showed that significant focus exists in the area of risk and safety, but that the focus on quality of life (QOL) is rather low. Residents and staff at the sites are asking for an increased focus on QOL and future work will ensure the gap between risk/safety and QOL is drastically reduced and/or eliminated. At the end of 2021/22, the project was still in the consultation phase. As of March 25, 2022, 31 consultation sessions, 6 site visits and 15 resident interviews had taken place, and 130 completed surveys were returned surveys. In total, 92 per cent of all Manitoba PCHs participated in the consultation process. Next steps include:
 - completing the consultation process
 - releasing the Engage MB survey
 - analyzing the data
 - developing new PCH standards
 - developing new criteria for measurement
 - developing a portal
 - trialling the standards in PCH
 - making any necessary adjustments
 - finalizing the PCHs standards
 - reporting on what has been learned about PCHs, beyond the PCH standards process

2. Advance Reconciliation

Key Initiatives

- **Report on advancement of central government plan.** The department consulted with Organization and Staff Development to identify courses that would support the Advance Reconciliation objective. Five courses were identified:
 - Exploring the Historical and Modern Treaty Relationship
 - The Path to Reconciliation: An Historic and Contemporary Overview
 - Building your Indigenous Cross-Cultural Awareness
 - Indigenous Peoples: Building Stronger Relationships
 - TRCM Speaker's Bureau: The Spirit and Intent of Treaties

A course tracker for all department staff was developed to track the completion of reconciliation related training. Going forward, an annual data collection process to monitor course completion will be implemented.

- **Implementing the Indigenous partnership strategic framework.** The Indigenous partnership strategic framework is a tool that supports the ongoing collaboration with First Nations, Métis and Inuit peoples, communities, organizations and governments. Implementation of the framework has occurred and was used to update pandemic plans for the northern provincial nursing stations that provide services to predominantly First Nations and Métis people. Additionally, the tool assisted provincial health planners in discussions with northern First Nations partners and with southern First Nations partners.

Working Smarter – Delivering Client-Centred Services

3. Foster and Advance Innovation

Key Initiatives

- **Idea Fund.** The Idea Fund invested resources to support efficiencies and generate savings within the public service as part of the advancement of government’s Transforming the Public Service: A Strategy for Action. This fund recognized the good ideas coming from the public service that drove innovation, improved engagement and generated savings for government. The Idea Fund for Health supported innovative ideas proposed by health system leaders, clinical providers and front-line staff, which had positive impacts on health access and outcomes for Manitobans. The six Idea Funds that the department monitored and reported on quarterly were: Implementation of Electronic Admission/Separation Forms; Protection for Persons in Care Office; Electronic Documentation System for Public Health Nurse; Collaborative Prescriber Agreements for EDS Program; Diagnostic Imaging Outpatient Center; Fecal Immunochemical Test (FIT) Provincial Screening Program.
- **Allow pharmacists to write prescriptions for urinary tract infection (UTI).** As of March 7, 2022, all Manitobans with an active Manitoba Health card became eligible for coverage of up to three uncomplicated cystitis pharmacist assessments per benefit year (April 1 – March 31), whether or not the assessment results in a prescription. Uptake of this benefit in the last month of the 2021/2022 fiscal year included 63 Manitobans who used the service provided by pharmacists.

4. Reduce Red Tape

Key Initiatives

- **Annual report from regulatory accountability database, regulatory instruments and regulatory requirements.** Manitoba Health committed to implementing the principles of regulatory accountability as set out in The Regulatory Accountability Act. The department worked to achieve balance with regulatory requirements, and identified the best options for them, assessed their impact and incorporated them in department activities, programs and in the development of all regulatory instruments. The Prescription Drugs Cost Assistance Act and The Pharmaceutical Act were amended to enable the Manitoba Drug Interchangeability Formulary and the Manitoba Drug Benefits Formulary (collectively “the Formularies”) to be established and updated by policy rather than by ministerial regulation. This amendment will enable more expeditious updates to the Formularies, including:
 - adding lower cost generic drugs to the Formularies sooner (which is expected to result in reduced drug expenditures, and improve consistency in timing of generic listings with other jurisdictions)
 - adding or removing drugs from the Formularies as may be required as a result of drug shortages and improving patient health and safety

Performance Measures

Measure	Baseline	2021/22 Actual
4.a Reduce Red Tape	0.0%	0.18%

4.a From the baseline of 115,477 (0.0%) on April 1, 2021, the department reduced the total number of regulatory requirements by 5,906 (0.18%) by March 31, 2022.

5. Involve Manitobans in Decision Making

Key Initiatives

- **Shared Health conducted client and citizen engagement in redesign of health system.** Shared Health's Public, Patient, and Family Engagement Team led and coordinated engagement work on the Clinical and Preventive Services Projects (including capital), quality improvement projects, and on system and patient access/care issues that involve more than two regions/service delivery organizations. A Provincial Patient Advisor Network has been established with processes to guide recruitment and placement of patient advisors across the health system in a variety of planning and evaluation roles. Processes were informed by patient advisors and engagement staff from across the province. Patient advisors were engaged on the following projects:
 - Integrated Access which assisted with the development of a business proposal
 - Patient Flow projects which informed processes and communication materials for COVID-19 patient transfer initiative and the enhanced placement of patients in personal care homes to free up acute care space
 - Endoscopy – a Provincial Patient Advisory Committee was established in January 2022 and is informing a suite of projects related to endoscopy targeted practice improvements
 - Recruitment of youth advisor for Insulin Pump Expansion Project

6. Be Transparent

Key Initiatives

- **Proactive disclosure.** In addition to the documents routinely posted to the department's website, the department has also adopted an internal proactive disclosure process whereby every six months, a review of documents recently posted to the department's website is conducted and documents that are identified as being of high public interest are posted on the Open Manitoba website for the purposes of proactive disclosure. Over the past year, nine such documents have been posted to the Open MB website to ensure, and to enhance the transparency, and public access to information.
- **Public release of standards reviews of personal care homes.** In December 2020, and as a component of a commitment to greater transparency and accountability, data with respect to personal care home ownership, proprietary status and standards review findings were made publicly accessible online through the OpenMB portal:

<https://www.gov.mb.ca/openmb/infomb/departments/pch/index.html>

In 2020/21, the department established a process to ensure that all standards review reports are publicly posted between 60 to 90 days after completion. To date, the department has posted 380 reports, including 122 reports completed in 2021/22.

- **Public reporting.** The department continued to support and maintain COVID-19 operational dashboards and other reports designed to inform system leaders on operational status in key areas and severity of the pandemic. Updated daily from a variety of systems containing clinical and operational data, the public dashboards allowed Manitobans to access fact-based information in real-time thus streamlining communication and reinforcing the government's commitment to public disclosure. Through continued expansion of the provincial health data repository, the department provided analytical support that enabled and facilitated public access to situational data and statistics such as Urgent Care Wait Times, Diagnostic and Surgical Services Wait Times, and Cancer Care. At a national level, the department continued to support the public reporting initiatives led by the Canadian Institute for Health Information and Statistics Canada on a wide variety of health information matters.

Public Service – Delivering Client-Service Excellence

7. Enhance Client Services

Key Initiatives

- **Manitobans have access to timely, accurate and credible information.** AskHealth responds to public enquiries on behalf of the premier, minister of health and other senior officials, ensuring Manitobans have access to timely, accurate and credible information about their health system. From April 1, 2021 to March 31, 2022, AskHealth received 7,613 enquires from the public (67 per cent were COVID-19 related). The average response time to the enquiries was approximately 25 days. In the fourth quarter (January to March 2022), this improved to an average of approximately 19 days.
- **French Language Services.** Implementing Manitoba Health’s multi-year strategic plan is important to ensure the department offers a comparable level of health services to Francophone Manitobans. In 2021/22, an improvement in implementation activities was achieved: 22 initiatives were complete or on track; 3 initiatives were being monitored for progress; 5 initiatives required improved action; and only 1 initiative required urgent/remedial action. In 2022/23, quarterly and annual report on progress will continue.

8. Build our Capacity to Deliver

Key Initiatives

- **Staff development and learning.** Department leadership encouraged staff to develop learning plans and take advantage of the learning fund for formal learning opportunities. Time is provided to staff to pursue learning these opportunities, as well as those shared through the CONNECT newsletters, employee networks and communities of practice. The department will continue to encourage learning and development. Next steps will include promoting the development of formal learning plans, highlighting and promoting relevant training opportunities and ensuring regular development conversations between staff and supervisors.
- **Meet the capital budget.** Manitoba Health invested in various major, medium and minor projects, safety and security projects, specialized medical equipment and information communication technology projects. COVID-19 had created delays in construction progress for projects due to access to facilities and limited resources to complete them. Specific major initiatives include spending on the Saint Boniface Hospital Emergency Department Redevelopment, Rest Haven Personal Care Home Redevelopment, Health Sciences Centre Acute Stroke Unit, Provincial Electronic Patient Records and the new Pharmacy System. As well, there was ongoing spending on safety and security projects, specialized medical equipment and ICT projects.
- **Ensure health sector COVID-19 costs are funded in a timely way.** In 2021/22, the department moved to an on-going reimbursement process for COVID-19 costs, providing quarterly payments to the SDOs to help offset costs of the COVID-19 response so they can continue to safely provide care to Manitobans. The department reimbursed a total of \$396M in COVID-19 costs to the health sector in 2021/22 for staffing requirements, enhanced cleaning procedures, and additional supplies and equipment in acute care settings like hospitals as well as personal care homes.

Performance Measures

Measure	Baseline	2021/22 Actual
8.a Meet the Capital Budget	\$142.8M	\$130.97M

8.a This measure compares the 2021/22 actual capital budget expenditure against the baseline of \$142.8 million (2020/21 Actual). The actual expenditure in 2021/22 is 91.7% of the amount in 2020/21 due to several projects being delayed as a result of COVID-19.

9. Advance Inclusion

Key Initiatives

- **Employee engagement and satisfaction survey.** The Employee Perspectives Survey was developed government-wide to help engage staff in all aspects of their work and to ensure managers have regular development conversations to support professionalism, respect in the workplace and formal learning. In a step towards increasing access and inclusivity, the department accessed resources from We Are All Valuable and Equal (WAVE) and designated the single-stall washrooms at 300 Carlton Street as gender-inclusive. The gender-inclusive single-staff washrooms offers additional options for staff and to indicate Manitoba Health's commitment to inclusion and diversity. The department will continue to invest in staff, their skills and in the tools they have available, to perform their work duties to support learning and development.

10. Strengthen Respect in our Workplaces

Key Initiatives

- **Respectful Workplace Training for staff.** The department established that public servants act in the public interest, with integrity, respect, skill, and dedication. The department ensured staff are up to date with regards to Respectful Workplace Training by encouraging completion of all relevant training modules. Training reinforces staff awareness and education regarding respectful workplace matters and the ability to respond appropriately in specific situations. Directors tracked employees respectful workplace training and the department gathered and collated this information from assistant deputy minister offices as part of the annual process to track and monitor mandatory course status.
- **Employee engagement and satisfaction survey.** The department coordinated initiatives aimed to recognize, engage and support employees, including: regular communications from the deputy minister and assistant deputy ministers; virtual events to recognize staff who have met long service milestones; executive leadership's approval of webcam purchases for all staff; committee support to the Worker Care Team, which coordinates special events, offers regular mindfulness sessions, and has an interactive webpage which offers information and resources to support worker wellbeing and health, stress management and workforce resiliency.
- **Per cent of positive respect Employee Perspectives Program responses (treated respectfully in the work environment).** The department planned and coordinated various activities to promote workplace and employee engagement, diversity and wellness. Seventy-one point nine per cent of Health staff strongly agree that they are treated respectfully at work (Employee Perspectives Survey 2022). This measure meets the government target of 70 per cent.
- **Per cent of positive respect Employee Perspectives Program responses (access to respectful workplace resources and supports).** The department ensured staff are up to date with regards to Respectful Workplace Training by encouraging completion of all relevant training modules. Seventy-four point six per cent of Health staff strongly agree that they have access to respectful workplace resources and supports (Employee Perspectives Survey 2022). This measure meets the government target of 70 per cent.

Other Performance Measures:

Per cent of positive respect Employee Perspectives Program responses (treated respectfully in the work environment, and access to respectful workplace resources and supports). Manitoba's Public Service Commission reports on the whole of government results from the Employee Perspectives Program engagement survey on an annual basis. As a result, the department has replaced the Employee Perspective Program (EPP) Engagement Survey measures with the "Respectful Workplace Training" measure which will be used in 2022/23.

Value for Money – Protecting Manitoba’s Bottom Line

11. Provide Value for Money

Key Initiatives

- **Supply chain improvement.** The department and Shared Health/Supply Chain Management continued their efforts to advance coordinated contracting and value analysis using a category management approach. The Shared Service is streamlining and standardizing processes by reducing the number of unique items, vendors and contracts, taking a provincial approach to health system procurement. The Shared Service has achieved an accumulated estimated savings of \$6M to the end of fiscal 2021/22.
- **Digital Health efficiencies.** The department and Shared Health/Digital Health continued their efforts to advance changes and improvements in the digital environment. The following projects were advanced in 2021/22:
 - replaced end-of-life ICT assets (e.g., computer, storage, network, hosting, security devices and appliances)
 - upgraded regional facilities (server rooms and data closets) to ensure sufficient power, cooling, rack capacity, and low voltage support
 - updated network and supporting infrastructure to remediate known issues, end of life assets and maintain vendor support requirements
 - aligned SDO systems and infrastructures to provincial standards and vendor lifecycles
 - upgraded operating systems that are currently unsupported to ensure compatibility with current technology standards
- **Paper reduction.** The department transitioned more tasks from paper to secured electronic communications.



FINANCIAL DETAILS

Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities that are accountable to the minister and aligns to the Summary Budget.

Health includes the following OREs:

- Seven Service Delivery Organizations (SDOs): CancerCare Manitoba, five Regional Health Authorities, and Shared Health are consolidated with the Funding to Health Authorities appropriation.
- Personal Care Homes, Community Health Agencies, Rehabilitation Centre for Children, Inc., and St. Amant are funded by the SDOs.

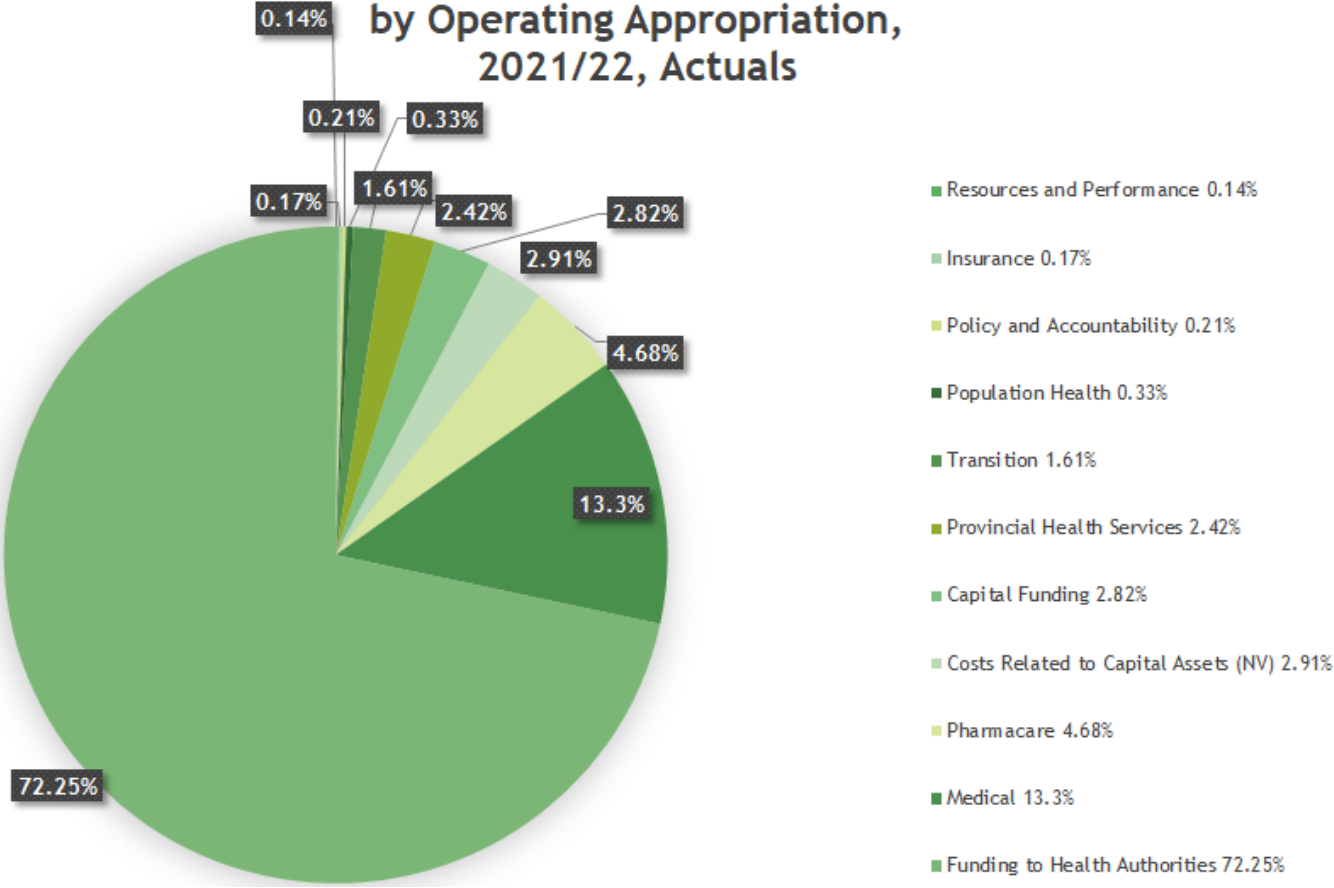
Consolidated Actual Expenditures

For the fiscal year ended March 31, 2022 with comparative figures for the previous fiscal year (\$000s)

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation, and Other Adjustments	2021/22 Actual	2020/21 Actual
Resources and Performance	10,045	-	-	10,045	10,017
Policy and Accountability	15,371	-	-	15,371	17,642
Insurance	12,233	-	-	12,233	11,834
Population Health	23,890	-	-	23,890	23,484
Transition	117,015	-	-	117,015	66,112
Funding to Health Authorities	4,327,517	6,338,266	(5,416,550)	5,249,233	5,243,924
Provincial Health Services	175,894	-	-	175,894	146,475
Medical	1,400,097	-	(431,516)	968,581	898,946
Pharmacare	340,062	-	-	340,062	297,582
Capital Funding	205,106	-	-	205,106	232,921
Costs Related to Capital Assets (NV)	13,772	193,953	3,347	211,072	202,663
Interfund Activity	-	-	(63,200)	(63,200)	(92,073)
TOTAL	6,641,002	6,532,219	(5,907,919)	7,265,302	7,059,527

NV – Non-Voted

Percentage Distribution of Consolidated Actual Expenditures by Operating Appropriation, 2021/22, Actuals



Summary of Authority

Detailed Summary of Authority by Appropriation (\$000s)

Detailed Summary of Authority	2021/22 Printed Estimates	In-Year Re- organization	Virement	Enabling Authority	Authority 2021/22	Supplementary Estimates
Part A – OPERATING (Sums to be Voted)						
Resources and Performance	12,142	39	(2,135)	-	10,046	-
Policy and Accountability	20,258	-	(4,774)	-	15,484	-
Insurance	13,546	46	(1,318)	-	12,274	-
Population Health	28,356	-	(4,316)	-	24,040	-
Transition	108,511	-	4,000	4,504	117,015	-
Funding to Health Authorities	3,807,668	-	19,801	424,053	4,251,522	-
Provincial Health Services	174,666	-	1,100	200	175,966	-
Medical	1,371,058	-	(3,958)	10,005	1,377,105	24,596
Pharmacare	284,711	-	-	22,319	307,030	25,404
Capital Funding	213,587	-	(8,400)	-	205,187	-
Subtotal	6,034,503	85	-	461,081	6,495,669	50,000
Part A – OPERATING (Non-Voted)						
Costs Related To capital Assets	14,019	-	-	-	14,019	-
TOTAL PART A - OPERATING	6,048,522	85	-	461,081	6,509,688	50,000
Part B – CAPITAL INVESTMENT Capital Assets						
General Assets	1,305	-	-	-	1,305	-
Part D – OTHER REPORTING ENTITIES CAPITAL INVESTMENT						
Other Reporting Entities	292,458				292,458	-

Part A - OPERATING

**2021/22 Authority
\$ (000's)**

2021/22 MAIN ESTIMATES – PART A	6,048,522
Allocation of funds from:	
Enabling Appropriations	-
Internal Service Adjustments	461,081
Subtotal	6,509,603
In-year re-organization from:	
Resources and Performance	39
Insurance	46
Subtotal	85
2021/22 Authority	6,509,688

Part B – Capital Investment

**2021/22 Authority
\$ (000's)**

2021/22 MAIN ESTIMATES – PART B	1,305
Allocation of funds from:	
Subtotal	1,305
In-year re-organization from:	
Subtotal	-
2021/22 Authority	1,305

**Part D – Other Reporting Entities
Capital Investment**

**2021/22 Authority
\$ (000's)**

2021/22 MAIN ESTIMATES – PART D	292,458
In-year re-organization from:	-
Subtotal	292,458
2021/22 Authority	292,458

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2022 with comparative figures for the previous fiscal year (\$000s)

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	1. RESOURCES AND PERFORMANCE				
25	(a) Minister's Salary	27	42	(15)	
	(b) Executive Support				
1,089	Salaries and Employee Benefits	1,089	1,192	(103)	
59	Other Expenditures	59	139	(80)	
	(c) Administration				
283	Salaries and Employee Benefits	283	276	7	
9	Other Expenditures	9	18	(9)	
	(d) Comptrollership				
1,257	Salaries and Employee Benefits	1,256	1,403	(147)	
99	Other Expenditures	99	141	(42)	
372	Grant Assistance	372	372	-	
	(e) Financial Commissioning				
1,558	Salaries and Employee Benefits	1,558	1,599	(41)	
226	Other Expenditures	226	38	188	
	(f) Health Service Commissioning				
706	Salaries and Employee Benefits	706	765	(59)	
9	Other Expenditures	9	12	(3)	
	(g) Information Management and Analytics				
3,698	Salaries and Employee Benefits	3,698	4,176	(478)	
656	Other Expenditures	656	286	370	
10,046	Subtotal	10,047	10,459	(412)	

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
2.	POLICY AND ACCOUNTABILITY				
(a)	Administration				
353	Salaries and Employee Benefits	353	185	168	
36	Other Expenditures	36	44	(8)	
(b)	Infrastructure				
3,108	Salaries and Employee Benefits	3,108	3,170	(62)	
7,426	Other Expenditures	7,426	7,023	403	
(c)	System Planning and Integration				
1,144	Salaries and Employee Benefits	1,144	1,285	(141)	
378	Other Expenditures	378	354	24	
(d)	Policy and Standards				
970	Salaries and Employee Benefits	970	1403	(433)	1
587	Other Expenditures	474	681	(207)	
-	Grant Assistance	-	67	(67)	
(e)	Accountability Management				
311	Salaries and Employee Benefits	311	554	(243)	
291	Other Expenditures	291	314	(23)	
(f)	Workforce				
601	Salaries and Employee Benefits	601	556	45	
224	Other Expenditures	224	755	(531)	
55	Grant Assistance	55	60	(5)	
15,484	Subtotal	15,371	16,451	(1,080)	

Explanation(s):

1. Primarily due to miscellaneous salaries under-expenditure.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	3. INSURANCE				
	(a) Administration				
208	Salaries and Employee Benefits	208	288	(80)	
36	Other Expenditures	36	40	(4)	
	(b) Department Services				
1,950	Salaries and Employee Benefits	1,950	1,626	324	1
439	Other Expenditures	439	312	127	
	(c) Non-Insured Benefits				
2,676	Salaries and Employee Benefits	2,676	2,900	(224)	
722	Other Expenditures	722	630	92	
329	Grant Assistance	329	329	-	
	(d) Insured Benefits				
4,769	Salaries and Employee Benefits	4,728	4,782	(54)	
1,145	Other Expenditures	1,145	1,091	54	
12,274	Subtotal	12,233	11,998	235	

Explanation(s):

1. Primarily due to miscellaneous salaries over-expenditures.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	4. POPULATION HEALTH				
	(a) Administration				
218	Salaries and Employee Benefits	218	214	4	
117	Other Expenditures	117	126	(9)	
	(b) Population and Public Health				
11,866	Salaries and Employee Benefits	11,716	12,232	(516)	
5,133	Other Expenditures	5,133	4,770	363	
-	Grant Assistance	-	-	-	
	(c) Intergovernmental and Indigenous Relations				
775	Salaries and Employee Benefits	775	622	153	
99	Other Expenditures	99	150	(51)	
	(d) Quality and Citizen Experience				
379	Salaries and Employee Benefits	379	630	(251)	
1,486	Other Expenditures	1,486	1,649	(163)	
	(e) Office of the Chief Provincial Public Health Officer				
1,257	Salaries and Employee Benefits	1,257	468	789	1
2	Other Expenditures	2	8	(6)	
	(f) Legislative Unit				
747	Salaries and Employee Benefits	747	880	(133)	
87	Other Expenditures	87	85	2	
	(g) Licensing and Compliance				
1,727	Salaries and Employee Benefits	1,727	1,594	133	
147	Other Expenditures	147	56	91	
24,040	Subtotal	23,890	23,484	406	

Explanation(s):

1. Primarily due to miscellaneous salaries over-expenditures.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	5. TRANSITION				
	(a) Transition				
346	Salaries and Employee Benefits	346	596	(250)	
17,040	Other Expenditures	17,040	12,964	4,076	1
4	Grant Assistance	4	5,612	(5,608)	2
	(b) Cadham Provincial Laboratory Services				
10,654	Salaries and Employee Benefits	10,654	11,373	(719)	
9,592	Other Expenditures	9,592	11,048	(1,456)	3
	(c) Health System Capacity Enablement				
39,187	Other Expenditures	39,187	-	39,187	4
	(d) Health Transformation				
29,242	Other Expenditures	29,242	17,125	12,117	5
	(e) Priority Procedure Wait Times Reduction				
10,950	Other Expenditures	10,950	7,394	3,556	6
117,015	Subtotal	117,015	66,112	50,903	

Explanation(s):

1. Primarily due to increased medical transportation expenditures.
2. Primarily due to 2020/21 accounting adjustment on the valuation of the allowance for doubtful accounts.
3. Primarily due to decreased regular testing activities for seasonal diseases.
4. Year-over-year increase due to COVID-19 backlog initiatives.
5. Year-over-year increase due to Health Transformation initiatives.
6. Year-over-year increase due to priority procedures wait time reduction and COVID-19 backlog initiatives.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	6. FUNDING TO HEALTH AUTHORITIES				
	(a) Acute Care Services - Funding to Service Delivery Organizations				
2,874,081	Other Expenditures	2,874,081	2,618,669	255,412	1
	(b) Long- Term Care Services - Funding to Service Delivery Organizations				
702,606	Other Expenditures	704,244	695,098	9,146	2
	(c) Home Care Services - Funding to Service Delivery Organizations				
392,720	Other Expenditures	399,887	378,417	21,470	3
	(d) Community Health Services - Funding to Service Delivery Organizations				
192,816	Other Expenditures	244,866	249,132	(4,266)	4
	(e) Emergency Response and Transport Services - Funding to Service Delivery Organizations				
177,572	Other Expenditures	177,572	168,703	8,869	5
	(f) Third Party Recoveries - Hospital				
(21,477)	Other Expenditures	(18,364)	(18,477)	113	
	(g) Reciprocal Recoveries - Hospital				
(66,796)	Other Expenditures	(54,769)	(38,075)	(16,694)	6
4,251,522	Subtotal	4,327,517	4,053,467	274,050	

Explanation(s):

1. Primarily due to COVID-19 operating costs and price and volume increases.
2. Primarily due to COVID-19 Personal Care Home Visitation Shelter costs and price and volume increases.
3. Primarily due to price and volume increases.
4. Primarily due to transfers to Mental Health and Community Wellness.
5. Primarily due to an increase in volume for air and land ambulance.
6. Primarily due to a decrease in volume.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
7.	PROVINCIAL HEALTH SERVICES				
	(a) Out-of-Province				
47,382	Other Expenditures	47,310	37,030	10,280	1
	(b) Blood Transfusion Services				
69,368	Other Expenditures	69,368	64,848	4,520	2
	(c) Federal Hospitals				
3,372	Other Expenditures	3,372	924	2,448	1
	(d) Ancillary Programs				
18,249	Other Expenditures	18,249	18,247	2	
	(e) Nursing Recruitment and Retention Initiatives				
3,100	Other Expenditures	3,100	3,274	(174)	
	(f) Manitoba Learning Health System Network				
3,580	Other Expenditures	3,580	-	3,580	3
	(g) Immunizing Agents, Biologics and Drugs				
30,915	Other Expenditures	30,915	22,152	8,763	1
175,966	Subtotal	175,894	146,475	29,419	

Explanation(s):

1. Primarily due to volume increases.
2. Primary due to increased utilization of blood and blood related products.
3. Service Purchase Agreement for the Manitoba Learning Health System Network established in 2021/22.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	8. MEDICAL				
	(a) Fee-For-Service				
889,331	Other Expenditures	913,927	852,294	61,633	1
	(b) Alternate Funding				
431,723	Other Expenditures	431,723	444,384	(12,661)	2
	(c) Other Professionals				
28,162	Other Expenditures	26,558	22,802	3,756	3
	(d) Out-of-Province Physicians				
26,614	Other Expenditures	26,614	22,404	4,210	4
	(e) Physician Recruitment and Retention Program				
22,997	Other Expenditures	22,997	23,940	(943)	
	(f) Third Party Recoveries - Medical				
(10,173)	Other Expenditures	(10,173)	(10,441)	268	
	(g) Reciprocal Recoveries - Medical				
(11,549)	Other Expenditures	(11,549)	(12,126)	577	
1,377,105	Subtotal	1,400,097	1,343,257	56,840	

Explanation(s):

1. Primarily due to increase in volume.
2. Primarily due to decrease in volume.
3. Primarily due to increase in price and volume.
4. Primarily due to increase in volume.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	9. PHARMACARE				
	(a) Drug Programs				
384,922	Other Expenditures	412,136	365,541	46,595	1
	(b) Drug Expenditures Incurred by the Department of Families				
(77,892)	Other Expenditures	(72,074)	(67,959)	(4,115)	2
307,030	Subtotal	340,062	297,582	42,480	

Explanation(s):

1. Primarily due to higher price and volume.
2. Primarily due to higher recoveries from the Department of Families due to higher price and volume.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	10. CAPITAL FUNDING				
	(a) Principal Repayments				
122,152	Other Expenditures	122,152	120,281	1,871	
	(b) Equipment Purchases and Replacements				
18,082	Other Expenditures	18,082	18,260	(178)	
	(c) Other Capital				
12,748	Other Expenditures	12,748	40,248	(27,500)	1
	(d) Interest				
52,205	Other Expenditures	52,124	54,132	(2,008)	2
205,187	Subtotal	205,106	232,921	(27,815)	

Explanation(s):

1. In 2020/21 significant COVID-19 equipment purchases were made.
2. Each year, principal and interest is incurred when projects are completed. As a result, actual expenditures vary year over year as projects are completed and debt repayment is initiated.

Authority 2021/22	Appropriation	Actual 2021/22	Actual 2020/21	Increase (Decrease)	Explanation Number
	11. COSTS RELATED TO CAPITAL ASSETS				
	(a) General Assets				
14,019	Amortization Expense	13,772	7,705	6,067	1
14,019	Subtotal	13,772	7,705	6,067	
6,509,688	Total Expenditures	6,641,002	6,209,911	431,091	

Explanation(s):

1. Primarily relates to personal care home external visitation shelters.

Overview of Capital Investments and Loans Activity

Part B – Capital Investment	2021/22 Actual \$(000s)	2021/22 Authority \$(000s)	Variance Over/(Under) \$(000s)	Expl.
General Assets	738	1,305	(567)	

Part D – Other Reporting Entities Capital Investment	2021/22 Actual \$(000s)	2021/22 Authority \$(000s)	Variance Over/(Under) \$(000s)	Expl.
Capital Program	130,966	292,458	(161,492)	1

Explanation(s):

1. Delays in proceeding with various projects as a result of restricted access to healthcare facilities during the COVID-19 pandemic.

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2022 with comparative figures for the previous fiscal year (\$000s)

Actual 2020/21	Actual 2021/22	Increase (Decrease)	Exp. Number	Source	Actual 2021/22	Estimate 2021/22	Variance Over/(Under)	Exp. Number
Other Revenue								
10,869	7,036	(3,833)	1	Sundry	7,036	2,864	4,172	2
10,869	7,036	(3,833)		Subtotal	7,036	2,864	4,172	
Government of Canada								
45,364	91,510	46,146	3	Shared MB Bilateral Agreement	91,510	54,680	36,830	3
1,174	1,262	88		Health Infoway	1,262	-	1,262	4
-	1,500	1,500	5	Immunization Partnership Fund	1,500	-	1,500	5
-	1,800	1,800	6	Safe Restart Agreement (SRA) Funding	1,800	-	1,800	6
-	21,810	21,810	7	Alternative Isolation Accommodation (AIA) Program	21,810	-	21,810	7
-	7,044	7,044	8	Canada Health Info Funding	7,044	-	7,044	8
46,538	124,926	78,388			124,926	54,680	70,246	
57,407	131,962	74,555		Total Revenue	131,962	57,544	74,418	

Explanation(s):

1. Decrease in funding for the Provincial Drug Program drug utilization management initiatives and health outcomes research.
2. Increase in third party recoveries for the Air Ambulance – Lifelight program.
3. Increase in Federal funding for Shared Manitoba Bilateral Agreement.
4. New Federal funding for Health Infoway initiatives.
5. New Federal funding for Immunization Partnership.
6. New Federal funding for Safe Restart Agreement (SRA).
7. New Federal funding for Alternative Isolation Accommodation (AIA).
8. Received new Federal funding for Infoway – COVID-19 Virtual Care.

Departmental Program and Financial Operating Information

Resources and Performance (Res. No. 21.1)

Main Appropriation Description

Oversees health system fiscal resourcing and organizational performance through formal approaches to commissioning of programs and services from service delivery organizations via accountability agreements. Leads and manages the provincial information management and analytics shared service.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	25	1.00	25
Executive Support	1,148	16.00	1,148
Administration	292	3.00	292
Comptrollership	1,727	19.60	1,726
Financial Commissioning	1,784	24.00	1,784
Health Service Commissioning	715	18.80	715
Information Management and Analytics	4,354	46	4,354
Sub-total	10,045	128.40	10,046

Minister's Salary

Sub-Appropriation Description

Provide leadership and policy direction for the renewal of the health system and the delivery of a comprehensive range of health and health care services for Manitobans.

1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Salaries and Employee Benefits	25	1.00	27	-	
Total Sub-Appropriation	25	1.00	27	-	

Executive Support

Sub-Appropriation Description

Provides executive support to the minister of health in achieving objectives through strategic leadership, management, policy development, program determination, and administration of the department's and broadly defined health services delivery system.

1(b) Executive Support

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,089	16.00	1,089	-	
Other Expenditures	59	-	59	-	
Total Sub-Appropriation	1,148	16.00	1,148	-	

Administration

Sub-Appropriation Description

Provides strategic leadership to advance and support the objectives and priorities of the department. Provides direction and oversee improved economy, efficiency, effectiveness, and value for money in investments of designated program delivery as it relates to the broader health care system.

1(c) Administration

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	283	3.00	283	-	
Other Expenditures	9	-	9	-	
Total Sub-Appropriation	292	3.00	292	-	

Comptrollership

Sub-Appropriation Description

Provides for the identification and fair allocation of both tangible and fiscal resources, and monitors the use of those resources in accordance with government priorities and policies.

1(d) Comptrollership

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,256	19.60	1,257	(1)	
Other Expenditures	99	-	99	-	
Grant Assistance	372	-	372	-	
Total Sub-Appropriation	1,727	19.60	1,728	(1)	

Financial Commissioning

Sub-Appropriation Description

Plans and oversees the allocation of available operating, medical, and capital funds to health delivery organizations in accordance with government priorities. Monitors and reports the financial performance of health service delivery organizations.

1(e) Financial Commissioning

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,558	24.00	1,558	-	
Other Expenditures	226	-	226	-	
Total Sub-Appropriation	1,784	24.00	1,784	-	

Health Service Commissioning

Sub-Appropriation Description

Leads the development, execution, and accountabilities for commissioned agreements with health authorities and funded agencies.

1(f) Health Service Commissioning

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	706	18.80	706	-	
Other Expenditures	9	-	9	-	
Total Sub-Appropriation	715	18.80	715	-	

Information Management and Analytics

Sub-Appropriation Description

Leads and manages the provincial information management and analytics shared service aimed at providing accurate and timely information to decision makers across the health care system.

1(g) Information Management and Analytics

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	3,698	46.00	3,698	-	
Other Expenditures	656		656	-	
Total Sub-Appropriation	4,354	46.00	4,354	-	

Policy and Accountability (Res. No. 21.2)

Main Appropriation Description

Supports government in developing policy objectives for the healthcare delivery system, and implements and oversees government direction. Oversees department, system, workforce and infrastructure planning across the healthcare delivery system.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Administration	389	3.00	389
Infrastructure	10,534	43.90	10,534
System Planning and Integration	1,522	24.30	1,522
Policy and Standards	1,444	23.60	1,557
Accountability management	602	13.30	602
Workforce	880	9.00	880
Sub-total	15,371	117.10	15,484

Administration

Sub-Appropriation Description

Oversees system level accountability aligned to legislation and provides strategic leadership to advance and support the objectives and priorities of the department with a focus on health infrastructure. Provides strategic direction and oversee legislated requirements such as the French Language Services Plan, annual reports and other governance policies.

2(a) Administration

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Salaries and Employee Benefits	353	3.00	353	-	
Other Expenditures	36	-	36	-	
Total Sub-Appropriation	389	3.00	389	-	

Infrastructure

Sub-Appropriation Description

Provides advice and recommendations for government decision-making on health infrastructure investments, and oversees the progress and status of specific projects and the overall capital program. Develops capital program and policy options for infrastructure to support the continued delivery of healthcare across the province.

2(b) Infrastructure

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	3,108	43.90	3,108	-	
Other Expenditures	7,426	-	7,426	-	
Total Sub-Appropriation	10,534	43.90	10,534	-	

System Planning and Integration

Sub-Appropriation Description

Leads oversight of health system planning to ensure its strategic integration and alignment with department activities and government's mandate. Ensures that the health system's structure and governance promotes integration of health services, along with the co-ordination of departmental responses to inquests, audits, proposals and regulatory accountability. Responsible for scanning, identifying, assessing, analyzing, and providing advice on current and emerging health issues, trends and best practices. Supports the department through the strategic co-ordination of specialized skill building and training.

2(c) System Planning and Integration

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,144	24.30	1,144	-	
Other Expenditures	378	-	378	-	
Total Sub-Appropriation	1,522	24.30	1,522	-	

Policy and Standards

Sub-Appropriation Description

Undertakes activities to develop and provide policy advice on a range of health system issues and government policy decisions.

2(d) Policy and Standards

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	970	23.60	970	-	
Other Expenditures	474		587	113	
Total Sub-Appropriation	1,444	23.60	1,557	113	

Accountability Management

Sub-Appropriation Description

Provides leadership in oversight, evaluation and monitoring of system level results and outcomes through analysis of trends and system performance, corrective action, and reporting of results.

2(e) Accountability Management

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	311	13.30	311	-	
Other Expenditures	291		291	-	
Total Sub-Appropriation	602	13.30	602	-	

Workforce

Sub-Appropriation Description

Provides policy, planning and oversight in the development of health human resource, compensation and collective bargaining for the various sectors in the health system.

2(f) Workforce

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	601	9.00	601	-	
Other Expenditures	224	-	224	-	
Grant Assistance	55	-	55	-	
Total Sub-Appropriation	880	9.00	880	-	

Insurance (Res. No. 21.3)

Main Appropriation Description

Establishes and administers benefits as prescribed by The Canada Health Act as well as provincially funded benefits as prescribed by The Health Services Insurance Plan, The Pharmaceutical Act, and The Prescription Drug Cost Assistance Act. Establishes and monitors department administrative policies, processes, and standards.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Administration	244	3.00	244
Department Services	2,389	26.00	2,389
Non-Insured Benefits	3,727	49.00	3,727
Insured Benefits	5,873	98.80	5,914
TOTAL	12,233	176.80	12,274

Administration

Sub-Appropriation Description

Provides strategic leadership to advance and support the objectives and priorities of the department with a focus on: insured benefits, non-insured benefits, internal and external customer service, and corporation and facility support.

3(a) Administration

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Salaries and Employee Benefits	208	3.00	208	-	
Other Expenditures	36	-	36	-	
Total Sub-Appropriation	244	3.00	244	-	

Department Services

Sub-Appropriation Description

Develops and supports alignment to administrative policies, processes and standards, as well as leading departmental communications, operations, and employee wellness, engagement and diversity/inclusion efforts.

3(b) Department Services

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,950	26.00	1,950	-	
Other Expenditures	439	-	439	-	
Total Sub-Appropriation	2,389	26.00	2,389	-	

Non-Insured Benefits

Sub-Appropriation Description

Plans, manages, and administers provincially funded benefits offered beyond those required by The Canada Health Act. Establishes eligibility criteria, service improvements, legislative amendments and related benefit plan design to support government goals and priorities in the delivery of health care.

3(c) Non-Insured Benefits

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,676	49.00	2,676	-	
Other Expenditures	722	-	722	-	
Grant Assistance	329	-	329	-	
Total Sub-Appropriation	3,727	49.00	3,727	-	

Insured Benefits

Sub-Appropriation Description

Plans, manages, and monitors registration of citizens for benefits and fee-for-service payments to health care providers insured under the provincial health insurance plan. Interprets and translates benefits under the provincial health insurance plan to advise and direct service delivery organizations and alignment with requirements of The Canada Health Act. Establishes policy, benefit plan design, and corresponding legislative amendments to support government goals and priorities in the delivery of health care. Supports the development of negotiation mandates for health care providers, professional associations, and other provincial plans.

3(d) Insured Benefits

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,728	98.80	4,769	(41)	
Other Expenditures	1,145	-	1,145	-	
Total Sub-Appropriation	5,873	98.80	5,914	(41)	

Population Health (Res. No. 21.4)

Main Appropriation Description

Oversees population and public health leadership to advance the health of the population, including disease prevention and control. Ensures department work is conducted on new or on amended statutes and regulations, requests for information on The Freedom of Information and Protection of Privacy Act, engagement with Indigenous leaders and organizations, health systems compliance with applicable provincial legislation, policies and standards to ensure safe environments for patients are maintained, health systems quality, and federal and provincial relations.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Administration	335	3.00	335
Population and Public Health	16,849	102.95	16,999
Intergovernmental and Indigenous Relations	874	7.00	874
Quality and Citizen Experience	1,865	8.00	1,865
Office of the Chief Provincial Public Health Officer	1,259	2.00	1,259
Legislative Unit	834	14.00	834
Licensing and Compliance	1,874	20.00	1,874
Sub-total	23,890	156.95	24,040

Administration

Sub-Appropriation Description

Provides strategic partnerships with Indigenous health organizations to collaboratively address health disparities. Provides oversight and leadership to ensure effective primary care service delivery in the three provincial nursing stations. Provides strategic leadership to advance the department's objectives and priorities using a population and public health approach to improve the health and wellness of the population, and reduce the gaps faced by populations with the greatest inequities.

4(a) Administration

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Salaries and Employee Benefits	218	3.00	218	-	
Other Expenditures	117		117	-	
Total Sub-Appropriation	335	3.00	335	-	

Population and Public Health

Sub-Appropriation Description

Provides public health clinical leadership to advance the health of the population; leads and co-ordinates the health system on emerging public health issues, and ensures that health protection services are delivered.

Key Results Achieved

- Public Health Information Management System (PHIMS) for documenting immunization administration and communicable disease investigations significantly expanded in scope and number of users. This system enabled rapid real-time reporting of COVID-19 immunizations and informed planning.

4(b) Population and Public Health

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	11,716	102.95	11,866	(150)	
Other Expenditures	5,133	-	5,133	-	
Total Sub-Appropriation	16,849	102.95	16,999	(150)	

Intergovernmental and Indigenous Relations

Sub-Appropriation Description

Fosters relationships and engagement with Indigenous leaders and organizations and the broader health system to collaborate on Indigenous led health initiatives and promote effective interfaces of the health services that are delivered by multiple governments. Provides co-ordination of policy advice and information to support work of ministerial and deputy minister federal, provincial, and territorial health tables.

4(c) Intergovernmental and Indigenous Relations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	775	7.00	775	-	
Other Expenditures	99		99	-	
Total Sub-Appropriation	874	7.00	874	-	

Quality and Citizen Experience

Sub-Appropriation Description

Oversees health system quality that includes patient centred care and public engagement.

4(d) Quality and Citizen Experience

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	379	8.00	379	-	
Other Expenditures	1,486		1,486	-	
Total Sub-Appropriation	1,865	8.00	1,865	-	

Office of the Chief Provincial Public Health Officer

Sub-Appropriation Description

Provides co-ordinated and integrated public health leadership for public health services and programs at regional and provincial levels, including carrying out the role and responsibilities outlined in The Public Health Act for the purpose of promoting and protecting the health of the population.

4(e) Office of the Chief Provincial Public Health Officer

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,257	2.00	1,257	-	
Other Expenditures	2	-	2	-	
Total Sub-Appropriation	1,259	2.00	1,259	-	

Legislative Unit

Sub-Appropriation Description

Facilitates the development of new or amended statutes and regulations that are the responsibility of the minister. Provides information and advice on the application of the statutes and regulations. Manages access to information requests received by the department under The Freedom of Information and Protection of Privacy Act.

4(f) Legislative Unit

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	747	14.00	747	-	
Other Expenditures	87		87	-	
Total Sub-Appropriation	834	14.00	834	-	

Licensing and Compliance

Sub-Appropriation Description

Oversees health system compliance with applicable provincial legislation, policies and standards to ensure safe environments for patients are maintained. Administers The Protection for Persons in Care Act, including receiving reports of alleged patient abuse and neglect in designated health care facilities.

4(g) Licensing and Compliance

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,727	20.00	1,727	-	
Other Expenditures	147	-	147	-	
Total Sub-Appropriation	1,874	20.00	1,874	-	

Transition (Res. No. 21.5)

Main Appropriation Description

Oversees and manages current operations of service delivery structures, staff and related functions of Cadham Provincial Laboratory. Leads the department's transformation towards the new mandate of policy, planning, funding, and oversight.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Transition	17,390	8.50	17,390
Cadham Provincial Laboratory Services	20,246	127.00	20,246
Health System Capacity Enablement	39,187	-	39,187
Health Transformation	29,242	-	29,242
Priority Procedure Wait Times Reduction	10,950	-	10,950
Sub-total	117,015	135.50	117,015

Transition

Sub-Appropriation Description

Provide planning and oversight of the current provincial services delivered by public health inspectors (PHIs) and licensing of paramedics for service delivery (structures, staff and related functions) in the interim of any transitions to Shared Health and/or service delivery organizations (SDOs) and the College of Paramedics of Manitoba (COPM), guided by the health system transformation blueprint and roadmap plans and government authorities.

5(a) Transition

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Salaries and Employee Benefits	346	8.50	346	-	
Other Expenditures	17,040	-	17,040	-	
Grant Assistance	4	-	4	-	
Total Sub-Appropriation	17,390	8.50	17,390	-	

Cadham Provincial Laboratory Services

Sub-Appropriation Description

Provides response to and detection of disease in the province through laboratory screening, surveillance, and viral and emerging infectious disease testing. Serves as the primary lab resource to public health and government.

5(b) Cadham Provincial Laboratory Services

Expenditures by Sub-Appropriation	Actual 2021/22 \$(000s)	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
		FTEs	\$(000s)		
Salaries and Employee Benefits	10,654	127.00	10,654	-	
Other Expenditures	9,592		9,592	-	
Total Sub-Appropriation	20,246	127.00	20,246	-	

Health System Capacity Enablement

Sub-Appropriation Description

Provides support to reduce wait times for access to priority procedures that have been created by the pandemic with dedicated investments and service improvements to meet the needs of Manitobans.

5(c) Health System Capacity Enablement

Expenditures by Sub-Appropriation	Actual 2021/22 \$(000s)	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
		FTEs	\$(000s)		
Other Expenditures	39,187		39,187	-	
Total Sub-Appropriation	39,187	-	39,187	-	

Health Transformation

Sub-Appropriation Description

Provides support for projects related to the transformation of the health system.

5(d) Health Transformation

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	29,242	-	29,242	-	
Total Sub-Appropriation	29,242	-	29,242	-	

Priority Procedure Wait Times Reduction

Sub-Appropriation Description

Provides additional funding for priority procedures, such as hip, knee and cataract surgeries, to improve patient care and meet the objective of reducing wait times for Manitobans.

5(e) Priority Procedure Wait Times Reduction

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	10,950	-	10,950	-	
Total Sub-Appropriation	10,950	-	10,950	-	

Funding to Health Authorities (Res. No. 21.6)

Main Appropriation Description

Regional health authorities, CancerCare Manitoba (CCMB) and Shared Health provide a service delivery system that responsively, efficiently and effectively meets the needs of Manitobans in an affordable and sustainable manner.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Acute Care Services - Funding to Service Delivery Organizations	2,874,081	-	2,874,081
Long- Term Care Services - Funding to Service Delivery Organizations	704,244	-	702,606
Home Care Services - Funding to Service Delivery Organizations	399,887	-	392,720
Community Health Services - Funding to Service Delivery Organizations	244,866	-	192,816
Emergency Response and Transport Services - Funding to Service Delivery Organizations	177,572	-	177,572
Third Party Recoveries - Hospital	(18,364)	-	(21,477)
Reciprocal Recoveries - Hospital	(54,769)	-	(66,796)
Sub-total	4,327,517	-	4,251,522

Acute Care Services - Funding to Service Delivery Organizations

Sub-Appropriation Description

Provides funding to health authorities, CancerCare Manitoba and Shared Health to provide services delivered within acute care settings. Funding for the acute care sector encompasses operating funding related to compensation, supplies, and drugs required to operate acute care facilities and programs.

6(a) Acute Care Services - Funding to Service Delivery Organizations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Other Expenditures	2,874,081		2,874,081	-	
Total Sub-Appropriation	2,874,081	-	2,874,081	-	

Long-Term Care Services - Funding to Service Delivery Organizations

Sub-Appropriation Description

Provides funding to health authorities and Shared Health to deliver services to provincially licensed personal care homes. Funding for the long-term care sector includes operating funding related to compensation, supplies, and drugs required to operate long-term care facilities.

6(b) Long-Term Care Services - Funding to Service Delivery Organizations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	704,244		702,606	1,638	
Total Sub-Appropriation	704,244	-	702,606	1,638	

Home Care Services - Funding to Service Delivery Organizations

Sub-Appropriation Description

Provides funding to health authorities and Shared Health to provide home care and related services required to enhance patient care in their homes. Funding for the home care sector is largely comprised of compensation and supply costs.

6(c) Home Care Services - Funding to Service Delivery Organizations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	399,887		392,720	7,167	1
Total Sub-Appropriation	399,887	-	392,720	7,167	

Explanation(s):

1. Primarily due to cost increases.

Community Health Services - Funding to Service Delivery Organizations

Sub-Appropriation Description

Provides funding to health authorities and Shared Health to fund services provided through Community Health Agencies.

6(d) Community Health Services - Funding to Service Delivery Organizations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	244,866		192,816	52,050	1
Total Sub-Appropriation	244,866	-	192,816	52,050	

Explanation(s):

1. Primarily due to budget adjustment and price increases.

Emergency Response and Transport Services - Funding to Service Delivery Organizations

Sub-Appropriation Description

Provides funding to Shared Health for Emergency Response Services across the province, as well as funding to health authorities for the Northern Patient Transportation Program.

6(e) Emergency Response and Transport Services - Funding to Service Delivery Organizations

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	177,572	-	177,572	-	
Total Sub-Appropriation	177,572	-	177,572	-	

Third Party Recoveries - Hospital

Sub-Appropriation Description

Recovery of funding from third party entities when Manitoba hospitals provide eligible services.

6(f) Third Party Recoveries - Hospital

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	(18,364)		(21,477)	3,113	1
Total Sub-Appropriation	(18,364)	-	(21,477)	3,113	

Explanation(s):

1. Primarily due to lower price and volume.

Reciprocal Recoveries - Hospital

Sub-Appropriation Description

Recovery of funding from other provinces when Manitoba hospitals provide in-patient and out-patient services to other Canadian residents.

6(g) Reciprocal Recoveries - Hospital

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	(54,769)	-	(66,796)	12,027	1
Total Sub-Appropriation	(54,769)	-	(66,796)	12,027	

Explanation(s):

1. Primarily due to lower volume.

Provincial Health Services (Res. No. 21.7)

Main Appropriation Description

Provincial health-related programming and services, which include Out-of-Province, Blood Transfusion Services, Federal Hospitals, Ancillary Programs, Nursing Recruitment and Retention Initiatives, the Manitoba Learning Health System Network, and Immunizing Agents, Biologics and Drugs.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Out-of-Province	47,310	-	47,382
Blood Transfusion Services	69,368	-	69,368
Federal Hospitals	3,372	-	3,372
Ancillary Programs	18,249	-	18,249
Nursing Recruitment and Retention Initiatives	3,100	-	3,100
Manitoba Learning Health System Network	3,580	-	3,580
Immunizing Agents, Biologics and Drugs	30,915	-	30,915
Sub-total	175,894	-	175,966

Out-of-Province

Sub-Appropriation Description

Provides for insured hospital services required by Manitobans while temporarily out of the province. This fulfills the portability requirements of The Canada Health Act.

7(a) Out-of-Province

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)		
Other Expenditures	47,310		47,382	(72)	
Total Sub-Appropriation	47,310	-	47,382	(72)	

Blood Transfusion Services

Sub-Appropriation Description

Oversees and advises on policy and planning direction regarding Manitoba's utilization of blood products, organ and tissue supply and associated expenditures to ensure that Manitobans have sustainable access to appropriate transfusion and transplant products and services.

7(b) Blood Transfusion Services

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	69,368		69,368	-	
Total Sub-Appropriation	69,368	-	69,368	-	

Federal Hospitals

Sub-Appropriation Description

Provides funding for medical services delivered to non-treaty residents of Manitoba at federal hospitals located in Norway House and Hodgson and 22 federal nursing stations.

7(c) Federal Hospitals

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	3,372		3,372	-	
Total Sub-Appropriation	3,372	-	3,372	-	

Ancillary Programs

Sub-Appropriation Description

Provides for assistive devices as prescribed under The Prosthetic, Orthotic and other Medical Devices Insurance Regulation of The Health Services Insurance Act.

7(d) Ancillary Programs

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	18,249		18,249	-	
Total Sub-Appropriation	18,249	-	18,249	-	

Nursing Recruitment and Retention Initiatives

Sub-Appropriation Description

Provides recruitment and retention initiatives for nurses in Manitoba.

7(e) Nursing Recruitment and Retention Initiatives

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	3,100	-	3,100	-	
Total Sub-Appropriation	3,100	-	3,100	-	

Manitoba Learning Health System Network

Sub-Appropriation Description

Supports policy evaluation and research on priority health issues for the department through the Manitoba Centre for Health Policy.

7(f) Manitoba Learning Health System Network

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	3,580		3,580	-	
Total Sub-Appropriation	3,580	-	3,580	-	

Immunizing Agents, Biologics and Drugs

Sub-Appropriation Description

Ensures the security of the supply of vaccines and drugs via purchase, storage and distribution of immunizing agents, biologics and drugs.

7(g) Immunizing Agents, Biologics and Drugs

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	30,915		30,915	-	
Total Sub-Appropriation	30,915	-	30,915	-	

Medical (Res. No. 21.8)

Main Appropriation Description

Provides payment to, or on behalf of, residents of Manitoba for services insured under the Manitoba Health Services Insurance Plan in respect of fee-for-service claims submitted by physicians (including out-of-province physicians), optometrists, chiropractors, oral and maxillofacial surgeons and dentists, as well as non-fee-for-service payments to physicians. Provides support through the physician recruitment and retention programs towards the training, recruitment and retention of physicians in Manitoba.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Fee-For-Service	913,927	-	889,331
Alternate Funding	431,723	-	431,723
Other Professionals	26,558	-	28,162
Out-of-Province Physicians	26,614	-	26,614
Physician Recruitment and Retention Program	22,997	-	22,997
Third Party Recoveries - Medical	(10,173)	-	(10,173)
Reciprocal Recoveries - Medical	(11,549)	-	(11,549)
Sub-total	1,400,097	-	1,377,105

Fee-For-Service

Sub-Appropriation Description

Provides for services in respect of fee-for-service claims submitted by physicians.

8(a) Fee-For-Service

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22	FTEs	\$(000s)		
	\$(000s)			\$(000s)	
Other Expenditures	913,927	-	889,331	24,596	1
Total Sub-Appropriation	913,927	-	889,331	24,596	

Explanation(s):

1. Primarily due to higher price and volume.

Alternate Funding

Sub-Appropriation Description

Provides for services in respect of non-fee-for-service payments to physicians, physician assistants, and clinical assistants.

8(b) Alternate Funding

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	431,723	-	431,723	-	
Total Sub-Appropriation	431,723	-	431,723	-	

Other Professionals

Sub-Appropriation Description

Provides for services insured under the Manitoba Health Services Insurance Plan in respect of fee-for-service claims submitted by optometrists, chiropractors, and oral and maxillofacial surgeons and dentists.

8(c) Other Professionals

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	26,558		28,162	(1,604)	
Total Sub-Appropriation	26,558	-	28,162	(1,604)	

Out-of-Province Physicians

Sub-Appropriation Description

Provides for services insured under the Manitoba Health Services Insurance Plan in respect of fee-for-service claims submitted by physicians as well as non-fee-for-service payments to physicians for services required by Manitobans while temporarily out of the province.

8(d) Out-of-Province Physicians

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	26,614	-	26,614	-	
Total Sub-Appropriation	26,614	-	26,614	-	

Physician Recruitment and Retention Program

Sub-Appropriation Description

Provides for physician recruitment and retention programs towards the training, recruitment, and retention of physicians in Manitoba.

8(e) Physician Recruitment and Retention Program

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	22,997	-	22,997	-	
Total Sub-Appropriation	22,997	-	22,997	-	

Third Party Recoveries - Medical

Sub-Appropriation Description

Recovery of funding from third party entities when Manitoba physicians provide eligible services.

8(f) Third Party Recoveries - Medical

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	(10,173)		(10,173)	-	
Total Sub-Appropriation	(10,173)	-	(10,173)	-	

Reciprocal Recoveries - Medical

Sub-Appropriation Description

Recovery of funding from other provinces when Manitoba physicians provide in-patient and out-patient services to other Canadian residents.

8(g) Reciprocal Recoveries - Medical

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	(11,549)		(11,549)	-	
Total Sub-Appropriation	(11,549)	-	(11,549)	-	

Pharmacare (Res. No. 21.9)

Main Appropriation Description

Provides for prescribed pharmaceutical benefits subject to The Prescription Drugs Cost Assistance Act and regulations and The Pharmaceutical Act and regulations to protect the residents of Manitoba from financial hardship resulting from expenses for eligible prescription drugs. Includes prescribed pharmaceutical benefits provided under the Department of Families' Health Services program for social assistance participants.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Drug Programs	412,136	-	384,922
Drug Expenditures Incurred by the Department of Families	(72,074)	-	(77,892)
Sub-total	340,062	-	307,030

9(a) Drug Programs

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Other Expenditures	412,136	-	384,922	27,214	1
Total Sub-Appropriation	412,136	-	384,922	27,214	

Explanation(s):

1. Primarily due to higher price and volume.

9(b) Drug Expenditures Incurred by the Department of Families

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Other Expenditures	(72,074)	-	(77,892)	5,818	1
Total Sub-Appropriation	(72,074)	-	(77,892)	5,818	

Explanation(s):

1. Primarily due to lower utilization than budgeted.

Capital Funding (Res. No. 21.10)

Main Appropriation Description

Provides to health authorities for principal repayment on approved borrowing, equipment purchases, other capital expenditures, and interest.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
Principal Repayments	122,152	-	122,152
Equipment Purchases and Replacements	18,082	-	18,082
Other Capital	12,748	-	12,748
Interest	52,124	-	52,205
Sub-total	205,106	-	205,187

10(a) Principal Repayments

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Other Expenditures	122,152		122,152	-	
Total Sub-Appropriation	122,152	-	122,152	-	

10(b) Equipment Purchases and Replacements

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Other Expenditures	18,082		18,082	-	
Total Sub-Appropriation	18,082	-	18,082	-	

10(c) Other Capital

Expenditures by Sub-Appropriation	Actual 2021/22	Authority 2021/22		Variance Over/(Under) \$(000s)	Expl. No.
	\$(000s)	FTEs	\$(000s)		
Other Expenditures	12,748		12,748	-	
Total Sub-Appropriation	12,748	-	12,748	-	

10(d) Interest

Expenditures by Sub-Appropriation	Actual 2021/22 \$(000s)	Authority 2021/22 FTEs	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Other Expenditures	52,124		52,205	(81)	
Total Sub-Appropriation	52,124	-	52,205	(81)	

Costs Related to Capital Assets (Non-Voted)

Main Appropriation Description

Provides for costs related to capital assets.

Sub-appropriations	2021/22 Actual	2021/22 Authority	
	\$(000s)	FTEs	\$(000s)
General Assets	13,772	-	14,019
Sub-total	13,772	-	14,019

11(a) General Assets

Expenditures by Sub-Appropriation	Actual	Authority 2021/22		Variance	Expl. No.
	2021/22 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	13,772	-	14,019	(247)	
Total Sub-Appropriation	13,772	-	14,019	(247)	

Other Key Reporting

Regulatory Accountability and Red Tape Reduction

Regulatory requirements

	April 1, 2021	March 31, 2022
Total number of regulatory requirements	115,477	109,571
Net change	-	-209
Percentage change	-	-0.18%

- 'Total number of regulatory requirements' includes transfers of regulatory requirements in and out of the department in 2021/22.
- 'Net change' includes the changes (sum of decreases and increases) in regulatory requirements undertaken by the department in 2021/22 and is net of transfers of regulatory requirements in and out of the department.
- 'Percentage change' includes percentage changes in regulatory requirements undertaken by the department in 2021/22 and is net of transfers of regulatory requirements in and out of the department.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act that came into effect in April 2007 and was amended in 2018; gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the act may be a contravention of federal or provincial legislation, an act or omission that endangers public safety, public health or the environment, gross mismanagement, or knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been, or is about to be, committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with section 29.1.

The following is a summary of disclosures received by Manitoba Health.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2021/22
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1 (2)(a)	NIL
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1 (2)(c)	NIL

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba's public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba's public service and in senior management.

Equity Group	Benchmarks	% Total Employees as at March 31, 2022
Women	50%	73%
Indigenous Peoples	16%	8%
Visible Minorities	13%	28%
Persons with Disabilities	9%	6%



Auditor General
MANITOBA

Independent Auditor's Report

To the Legislative Assembly of Manitoba
To the Minister of Health

Opinion

We have audited the Schedule of Payments of the Manitoba Health Services Insurance Plan (the Plan) for the year ended March 31, 2022 (the schedule).

In our opinion, the financial information in the schedule of the Plan for the year ended March 31, 2022 is prepared, in all material respects, in accordance with Section 5 of *The Public Sector Compensation Disclosure Act*.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter: Basis of Accounting

We draw attention to the schedule, which describes the basis of accounting. The schedule is prepared to assist the Plan to meet the requirements of Section 5 of *The Public Sector Compensation Disclosure Act*. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the schedule in accordance with Section 5 of *The Public Sector Compensation Disclosure Act* and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.



Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

"Original signed by"

Office of the Auditor General
Winnipeg, Manitoba
September 19, 2022

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

Basis of Accounting

This Schedule of Payments is published in compliance with the provisions of "The Public Sector Compensation Disclosure Act".

The Act requires the publication of the name of every person who receives \$75,000 or more in the fiscal year for providing services to insured persons under The Health Services Insurance Act, and the amount paid to each. It should be noted that the payments reported for physicians represents their fee-for-service, net of any recoveries, sessional fees, and fees for committee meetings.

The payments reported do not include payments that a physician may receive:

- *From alternate sources such as for salary and contract payments, on-call stipends, etc.*
- *For providing services to insured persons (Manitoba residents) when outside of Manitoba for which Manitoba Health reimburses the health care provider.*
- *For providing services to non-residents of Manitoba (non-insured persons under The Health Services Insurance Act) for which Manitoba Health receives reimbursement from third parties.*

The fee-for-service payments are reported under the name of the practitioner who provided the services, except for special arrangements when services provided by a group of practitioners are billed in the name of a single practitioner for administrative efficiencies. This type of billing arrangement is in place for radiology, laboratory, nuclear medicine and dialysis services in particular. As a result, some of the amounts shown have not been generated solely by the practitioner whose name is shown.

Persons reading these data should understand that:

- *This Schedule provides only a record of gross payments made by Manitoba Health to the practitioner.*
- *A practitioner's net income may vary from the gross payments shown as costs of operating a practice must be paid from these gross payments.*
- *As total revenues and costs of practice vary significantly between specialty groups and between individual practitioners, net income can also vary significantly.*

ABBOTT, BURTON B	\$571,476.59	AFROSE, SAIMA	\$163,696.83	AKERELE, OLADAPO	\$380,155.75
ABBU, GANESAN P	\$200,241.34	AFSHAR, NARGES	\$368,811.71	AKINPELU, FADEKE O	\$106,857.90
ABBU, KAVITHAN	\$235,856.53	AGOSTINHO, ANDREA V	\$204,910.46	AKINSOLA, OLUWATOSI	\$159,024.73
ABDALLATEEF, YOSSRA H	\$389,139.01	AGRAWAL, VEENA R	\$360,943.60	AKINTOLA, OLALEKAN	\$789,494.99
ABDALMASSIH, MICHAEL	\$91,745.93	AGUAYO BONNIARD, ALBERTO J	\$633,422.95	AKRA, MOHAMED A	\$201,589.26
ABDELGADIR, IBRAHIM	\$604,124.38	AHMAD, ABSAR	\$361,668.07	AL-ABBASI, BASHAR A	\$347,795.16
ABDULRAHMAN, SULEIMAN	\$416,736.35	AHMAD, EJAZ	\$550,288.51	ALABDOULSALAM, TAREQ	\$198,641.98
ABDULREHMAN, A S	\$240,840.07	AHMAD, SUFFIA N	\$340,905.97	AL-ALLAQ, YASEEN	\$461,955.39
ABEJ, ESMAIL A	\$1,356,450.36	AHMED, MUNIR	\$495,747.29	ALAMIAN-HARANDI, KOUROSH	\$847,836.00
ABELL, WILLIAM R	\$92,449.37	AHMED, MUSAWIR	\$267,359.23	ALBAK, RUSSELL E	\$297,994.36
ABISHEVA, GULNIYAZ	\$635,017.89	AHMED, NASEER	\$157,032.81	ALEXANDER, IAN SCOTT	\$261,721.82
ABO ALHAYJAA, SAHAR	\$442,684.82	AHMED, SANA J	\$176,549.14	ALHRBI, MASHAEL M	\$144,905.70
ABRAMS, ELISSA M	\$340,202.45	AHMED, SHAHIDA	\$283,028.49	ALI, ABDALLA M	\$246,480.66
ABUJAZIA, ABDURREZA	\$451,646.13	AHUJA, NITIN	\$543,920.85	ALI, MOLUD A E	\$450,366.18
ADAM, CHRIS J E	\$429,982.38	AHWENG, ALBERT	\$224,159.00	ALI, MOSSADEQ	\$289,438.01
ADAM-SDROLIAS, HEATHER L	\$249,728.10	AHWENG, ANDREW G	\$1,556,199.68	ALJAFARI, ALHASSAN	\$852,065.93
ADEGBESAN, ADENIYI A	\$952,266.46	AIKEN, ANDREW	\$121,321.95	AL-KAABI, ATHEER	\$458,770.19
ADEGBOYEGA, MARGARET	\$301,884.28	AIKEN, CHRISTOPH	\$102,066.16	ALKHATIB, LOIY	\$99,056.53
ADELUFOSI, ADEGOKE O	\$110,722.28	AINSLIE, MARTHA D	\$206,481.31	ALLAN, DONALD R	\$441,808.03
ADRIAANSEN, MARIA JUS	\$111,136.56	AJAO, MONISOLA	\$174,220.19	ALLEN, DAVID W	\$1,019,357.28
AFIFI, TAREK J	\$1,434,069.22	AJAO, OLARENWAJ	\$311,199.58	ALLEN, JESSICA S	\$229,453.95
AFOLABI, BABAFEMI	\$309,556.72	AJOKU, UCHENNA	\$204,765.62	ALMALKY, AMMAR	\$696,334.12

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

AL-MOUMEN, ZAKARIA	\$1,109,894.82	BAILLIE, CORY	\$678,435.72	BHANGOO, DALJIT S	\$589,445.44
ALMOUSTADI, WAIEL A	\$539,837.89	BAKER, CHANDRAN	\$988,081.21	BHANGOO, GURJIT SI	\$106,154.06
ALSHANTI, MARWAN	\$160,772.71	BALAGEORGE, DIMITRIOS	\$371,756.52	BHANGOO, SANDIP S	\$364,723.47
ALTMAN, ALON	\$560,693.39	BALCHEN, STACEY J	\$318,404.36	BHANGU, MANPREET	\$312,168.37
ALTMAN, GARY N	\$294,271.57	BALHAJ, ABDELAATI	\$426,832.30	BHANOT, PRADEEP	\$305,889.03
ALTO, MEAGHAN L	\$130,411.24	BALKO, GEORGE	\$349,979.38	BHARJ, AMIT	\$127,285.38
AMADEO, RYAN J J	\$565,645.31	BALL, FREDERIC	\$378,174.60	BHAYANA, RAJINDER	\$201,876.24
AMBROSE, DEVON J	\$495,112.93	BALLEGEER, TREVOR A	\$92,976.92	BHUIYAN, NAZMUN N	\$379,144.71
AMEDE, KEBEDE H	\$321,325.89	BALLEN, JENIFER L	\$330,563.84	BHULLAR REHSIA, ASHLEY	\$540,140.02
AMES, DAVID H	\$614,095.86	BAMMEKE, FEMI	\$196,297.68	BHULLAR, MATTHEW J	\$203,874.44
AMIR, NUMAN	\$335,303.42	BANERJI, VERSHA	\$126,930.77	BHULLAR, NAVDEEP	\$437,495.26
ANANG, JULIUS B	\$317,161.20	BANMAN, JORDAN	\$243,094.88	BHULLAR, RICK S	\$1,277,539.09
ANANG, POLINA	\$155,416.86	BANMANN, DARIN S	\$293,537.20	BIALA, BARBARA	\$180,619.48
ANDERSON, BRADY ROB	\$100,558.63	BANSAL, RAHUL K	\$740,627.47	BIALY, MACIEJ B	\$263,797.67
ANDERSON, BRENT R	\$345,398.63	BARAC, IVAN	\$439,381.32	BIALY, PETER C	\$446,508.49
ANDERSON, ERIN	\$125,957.89	BARAC, SNEZANA	\$166,694.35	BILENKI, SHERRY	\$320,366.71
ANDERSON, LINDSAY R	\$79,455.73	BARBER, COLIN	\$620,888.32	BILLINKOFF, ERROL N	\$267,581.65
ANDERSON, MATTHEW	\$125,619.28	BARC, JENNINE	\$293,888.38	BILOS, RICHARD J	\$261,654.31
ANDERSON, RYAN A	\$429,498.33	BARCZAK, ALEKSANDR	\$385,858.90	BIRK, PATRICIA	\$82,341.26
ANDERSON, TYLER	\$170,140.27	BARD, ROBERT J	\$248,990.14	BISHAY, WAGDY	\$667,632.30
ANDREIW, ADAM	\$141,872.74	BARKER, MARK F	\$621,896.31	BISSON, DANNY S	\$240,878.80
ANDREW, CHRIS	\$776,223.26	BARKMAN, JAYSON M	\$422,724.82	BISSON, JOANNE	\$104,746.83
ANGUS, TREVOR J	\$310,472.11	BARNARD, ALICIA G	\$95,232.94	BLACK, G BRIAN	\$138,665.85
ANOZIE, CHIAKA B	\$487,443.07	BARNES, DANIEL W	\$311,830.45	BLACKIE, KAREN M	\$114,434.35
ANSARI, MUHAMMAD	\$706,188.85	BARNES, JEFFREY G	\$441,954.60	BLAIS, ASHLEY	\$282,209.08
ANSARIAN, HAMID R	\$461,310.07	BARON, CYNTHIA M	\$243,762.71	BLAKLEY, BRIAN W	\$212,448.90
ANSARI, NEDA	\$454,892.64	BARON, KENNETH I	\$375,443.59	BLAMPY, JANICE R	\$206,861.34
ANTTILA, LISA K	\$594,404.20	BARRON, LAURIE W	\$332,843.05	BLAZIC, IVAN	\$640,744.80
AOKI, FRED Y	\$152,030.33	BARSKE, HEATHER L	\$443,103.45	BLELLOCH, SARAH R	\$503,686.05
APOESO, OMOLOLA	\$393,739.83	BARTEAUX, BROOKS	\$136,750.50	BLOM, LOURENS J	\$222,926.92
APPLEBY, STEPHANIE	\$440,365.50	BASHIR, BASHIR	\$370,417.59	BLOUW, ERIKA R	\$313,203.50
AQUIN, TREVOR	\$282,470.18	BASRA, GAGANDEEP	\$619,286.85	BLOUW, MARCUS R	\$236,794.10
ARAFI, RAMADAN	\$269,594.76	BASSILY, MENA N F	\$906,823.01	BLYTH, SCOTT	\$277,739.45
ARAGOLA, SANJAY	\$604,970.70	BASSON, ANEL	\$98,758.45	BOCK, GERHARD W	\$191,009.42
ARANEDA, MARIA C	\$107,234.60	BASSON, HENDRIK J	\$270,691.73	BODNARCHUK, TAVIS R	\$574,331.15
ARARA, MOHAMMED	\$265,367.38	BASTA, AYMAN F	\$649,057.69	BOHM, CLARA J	\$561,544.69
ARBUCKLE, BRADEN	\$160,932.95	BASTA, MERIAM SA	\$427,673.58	BOHM, ERIC R	\$457,453.60
ARCHER, LORI ANNE	\$279,038.97	BASTA, MOHEB S S	\$356,386.96	BOHN, ETHAN T	\$479,528.54
ARMSTRONG, BRENT	\$240,314.68	BATTAD, ANTHONY B	\$217,067.89	BOKTOR, HANAN	\$172,033.03
ARMSTRONG, SEAN	\$1,285,968.92	BAY, GRAHAM H	\$855,903.65	BOLTON, DAVID R	\$186,655.76
AROOR, SHASHANK	\$189,015.77	BAYDOCK, BRADLEY	\$141,354.28	BOMAN, JONATHAN	\$267,654.83
ARORA, RAKESH C	\$90,753.85	BEAUMONT, IAN D	\$158,590.51	BONAKDAR, HAMID R	\$1,126,607.00
ARYA, VIRENDRA	\$793,432.85	BEAUPRE, JENWA	\$236,530.44	BONIEL, AVI	\$803,760.32
ASHAM, HANY A	\$374,725.38	BEGUM, FATEMA	\$1,095,095.77	BONIEL, NANCY	\$671,927.10
ASHCROFT, R P	\$203,703.04	BEIKO, JASON	\$244,564.00	BOOKATZ, BRIAN J	\$371,502.93
ASHCROFT, REBECCA C	\$290,223.00	BELDAVS, ROBERT A	\$1,549,444.98	BOOTH, STEVEN A	\$660,889.13
ASHFAQ, BUSHRA	\$680,413.93	BELLAN, GARY	\$249,853.60	BORCHERS, TANJA E	\$93,749.11
ASKARIFAR, RASOOL	\$524,659.17	BELLAN, LORNE D	\$545,846.04	BORESKIE, PATRICK	\$112,918.15
ASSKAR, RAMZI	\$375,314.84	BELLAS, JONATHON	\$279,655.57	BORKOWSKY, KENT	\$122,888.54
ATAINYANG, MOLLIE	\$143,741.28	BELLISARIO, TIO	\$140,070.80	BORODITSKY, ALISSA	\$128,779.03
ATALLA, NIVEEN G	\$311,366.91	BELLO, AHMED B	\$95,725.05	BORODITSKY, LILA M	\$242,603.39
ATCHISON, TYLER J	\$244,175.90	BELLO, ANTHONY	\$79,768.44	BORODITSKY, MARK	\$413,719.00
ATIF, HINA	\$182,947.89	BENNING, HARBINDER	\$633,954.67	BORODITSKY, MICHAEL L	\$363,906.77
AVILA FLORES, FRANCISCO ²	\$953,135.25	BENNING, HARJIT S	\$831,093.77	BORRETT, GEORGE F	\$149,194.21
AWADALLA, ALAA	\$843,127.85	BENNING, RUPAL S	\$919,098.86	BORYS, ANDREW E	\$510,782.56
AYINDE, WASIU A	\$825,962.77	BENSHABAN, LAMIN	\$214,446.95	BOTHA, ADRIANA	\$146,628.26
AZER, NIVIN	\$1,116,149.24	BENZAGLAM, ALI	\$942,843.47	BOTKIN, ALEXIS A	\$162,443.27
AZER, NIVINE N	\$451,627.04	BEREZNAV, OLIVER	\$350,052.29	BOTKIN, COLIN D	\$668,800.63
AZIZ, AZIZ N N	\$553,270.07	BERG, GINA MARI	\$84,123.15	BOURDON, NELSON	\$101,030.73
AZZAM, HUSSAM M	\$118,327.18	BERGMAN, AMANDA D	\$249,361.12	BOURGEOIS-GOSSE, JOELLE	\$127,919.50
AZZAM, LINA	\$251,431.23	BERGMAN, ELIN	\$130,618.85	BOVELL, FRANK M	\$335,762.80
BABICK, ANDREA P	\$249,102.35	BERMACK, BARRY A	\$196,690.38	BOWER, TENLEY N	\$1,207,918.84
BABICK, TERRY R	\$604,649.46	BERNIER, MARK	\$77,689.04	BOWES, RENEE C	\$218,090.55
BACILY, MERVAT A	\$507,956.10	BERNSTEIN, CHARLES N	\$1,040,686.67	BOYD, APRIL J	\$483,944.57
BADENHORST, FREDERIK	\$322,604.29	BERNSTEIN, KEEVIN	\$911,185.06	BOYD, RYAN DAVI	\$216,272.66
BADENHORST, LYNETTE	\$132,579.74	BERRINGTON, NEIL R	\$223,294.82	BRACKEN, JOHN H	\$489,864.50
BADESHA, KULVIR S	\$319,587.53	BESHARA, EREN I A	\$300,775.52	BRACKENREED, NOLAN	\$368,093.06
BAGRY, HEMA S	\$401,692.05	BEST, RAINA L	\$277,837.05	BRADSHAW, CANDACE D	\$377,615.51
BAHNG, SEOKJAE J	\$278,815.76	BHALLA, JULIE K	\$82,776.00	BRAINCH, NAVJOT KA	\$321,881.58

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

BRANDES, LORNE J	\$105,904.55	CARELS, BRENNAN	\$103,317.40	COCHRANE, DAVID	\$112,983.78
BRAR, ADARSHDIP	\$215,542.90	CARLETON, ALISON	\$382,608.99	COGAR, AMBER	\$528,610.63
BRAR, KIRANPREE	\$222,097.02	CARLSON, KURTIS WA	\$121,989.23	COHEN, BARRY A	\$932,569.42
BRAS, JAMES A	\$306,516.30	CARRICK, KATHRIN	\$101,941.80	COLBOURNE, TERRY	\$130,421.10
BRAUN, CHANTEL M	\$167,426.93	CARRIERE, CHANTAL J	\$85,177.79	COLISH, JANE	\$366,556.32
BRAUN, JEANELLE	\$140,568.66	CARTAGENA, RICARDO A	\$368,106.26	COLLIN, MARIAN B	\$310,399.96
BRAUN, KAREN Y	\$384,410.30	CASEY, ALAN R	\$344,768.36	COLLISON, LINDA M	\$237,302.51
BRECKMAN, DAVID K	\$420,885.51	CASSANO-BAILEY, ALESSANDR ²	\$566,187.58	COLLISTER, DAVID T	\$225,997.07
BRECKMAN, GILLIAN L	\$376,028.99	CASWELL, BRENT	\$171,020.27	COLLISTER, MARK	\$313,034.17
BRENNAN, GERALD D	\$384,033.73	CASWILL, MELISSA E	\$147,138.38	CONEYS, JOHN G D	\$542,176.83
BRETECHER, GILBERT J	\$236,220.01	CATTANI, LYNNSEY	\$304,770.81	CONNOR, DAVID D	\$819,965.10
BRETT, MATTHEW J	\$216,722.70	CAVERS, JACOB	\$142,206.11	CONNOR, GRAHAM T	\$201,494.14
BRICHACEK, MICHAL	\$364,195.20	CAVERS, KENNETH J	\$228,281.28	CONRAD, KYLE F	\$375,224.69
BRINKMAN, RYAN J	\$387,569.38	CAZAKOFF, DAVID JER	\$116,789.04	CONVERY, KEVIN	\$545,189.21
BRINKMAN, SHAUNA	\$855,115.93	CHAKRABORTY, AMIYA R	\$396,907.77	COODIN, MICHAEL G	\$459,957.45
BRISTOW, KRISTIN	\$142,474.68	CHAMPAGNE, SYLVIE	\$125,328.88	COODIN, SHALOM Z	\$87,903.47
BRITTON, ASHLEY	\$102,227.28	CHAN, DAVID A	\$425,119.02	COOK, KATIE A	\$360,787.68
BRODOVSKY, STEPHEN C	\$763,486.40	CHAN, ENG LYAN	\$422,977.99	COOKE, ANDREW L	\$291,814.13
BRONSON, MARIA	\$158,489.58	CHAN, LAURA H	\$408,762.13	COOMBS, JENNIFER	\$214,443.71
BROWN, ALASTAIR	\$252,079.90	CHAN, TIMOTHY	\$90,717.31	COONEY, MATHIEU F	\$196,210.31
BROWN, JONATHAN	\$465,985.07	CHANDY, POORNIMA	\$184,405.99	COONEY, MEGAN J	\$122,596.79
BROWN, LEAH ANNE	\$145,278.83	CHAPMAN, LEIGH	\$1,108,361.77	CORBETT, CAROLINE	\$778,856.42
BROWN, ROBERT	\$370,569.60	CHARETTE, MIRANDA	\$304,051.20	CORDOVA, JUAN L	\$242,818.02
BRUCE, KELSEY	\$104,231.86	CHARTIER, BLAKE	\$137,275.68	CORMIER, FAITH R	\$245,389.39
BRUDNEY, CHARLES S	\$84,917.55	CHATWIN, MEGHAN K	\$255,342.61	CORNE, STEPHEN I	\$442,482.64
BRUIN, SONJA	\$265,666.62	CHAUVIN, SARAH ELI	\$220,466.09	CORNELSON, SHANE E	\$76,880.15
BRUNEAU, MICHEL R	\$536,713.83	CHAVALI, SOUJANYA	\$167,103.99	COUTTS, MARY E	\$108,888.02
BRYANTON, MARK	\$1,092,022.94	CHEHADI, ABDEL-KAR	\$417,615.35	COYLE, STEPHEN J	\$478,044.29
BSHOUTY, ZOHEIR	\$81,790.50	CHEN, LYDIA Y X	\$125,585.59	CRAM, DAVID H	\$936,259.78
BUCHEL, EDWARD W	\$917,373.49	CHENG, LONI	\$278,476.18	CRAM, JORDAN A	\$371,697.33
BUCHEL, TAMARA L	\$240,899.75	CHERIAN, RACHEL	\$142,492.30	CRANSTON, MEGHAN E	\$375,181.79
BUCHIK, GLENDA M	\$99,241.77	CHEKNISH, GREGORY M	\$77,809.24	CRATON, NEIL	\$171,077.10
BUCHKO, KRISTYN A	\$243,044.80	CHEKNOS, COURTNEY	\$492,324.95	CREEK, KRISTEN	\$207,987.40
BUDUHAN, GORDON	\$199,668.58	CHEUNG, ANENE	\$213,526.49	CROCKER, ELISE D	\$175,602.84
BUEDEFELD, DEREK EVA	\$1,337,635.66	CHEUNG, LAI-KEUNG	\$258,057.50	CROCKETT, MARYANNE	\$75,099.61
BUENAFE, JAY	\$966,369.88	CHEUNG, PAUL K-M	\$233,506.77	CROOK, LANCE A	\$385,212.28
BUETI, GIUSEPPE	\$887,469.93	CHIN, DANIEL	\$1,010,323.51	CROSBY, JASON A	\$782,910.95
BUFFIE, TYLER	\$266,543.56	CHISICK, LAURA B	\$351,916.39	CROSS, ROBERT	\$246,809.89
BUFFO SEQUEIRA, ILAN	\$273,131.11	CHO, PATRICK A	\$743,272.86	CROW, ROAN	\$514,554.59
BULLARD, JARED	\$88,751.61	CHOCHINOV, HARVEY M	\$87,887.80	CRUST, LOUIS J	\$87,422.44
BULLEN, TYLER J P	\$475,506.18	CHOCHINOV, PAUL H	\$365,545.94	CSUPAK, BRIAN E	\$505,664.94
BUNKOWSKY, STEPHANEE	\$210,833.04	CHODIRKER, BERNARD N	\$137,650.16	CSUPAK, ELAINE M	\$130,675.23
BURKETT, BRITTANY	\$151,846.78	CHOPEK, ASHLEY J	\$107,152.22	CUDMORE, JESSICA	\$310,377.76
BURNELL, COLIN D C	\$558,806.78	CHOPRA, AMIT	\$519,817.12	CUMMINGS, MICHAEL L	\$459,050.93
BURNETT, C J	\$257,851.50	CHOPTIANY, ROBERT B	\$199,090.41	CUNG, YEN MINH	\$81,553.04
BURNETT, CLINTON J	\$260,133.07	CHOPTIANY, THOR I	\$505,078.53	CURTIS, KYLE J	\$324,634.56
BURNETT, MAIRI	\$78,863.58	CHOW, HERMAN	\$141,747.46	CUVELIER, GEOFFREY	\$106,090.15
BURNSIDE, TYLER C	\$237,513.65	CHOW, MELINA	\$90,182.01	CUVELIER, SUSAN L	\$306,049.22
BURRON, IAN	\$183,985.34	CHOWDHURY, AMITAVA D	\$296,955.60	CYR, KAITLIN A	\$159,055.11
BURYM, CRAIG J	\$570,254.81	CHOY, STEPHEN C	\$150,500.36	CYR-HORNICK, ANNIE	\$84,041.20
BURZYNSKI, JEFFREY H	\$108,259.12	CHRISTIANSSEN, DAVID N	\$363,078.90	CZAJKA-FEDIRCHU, CYNTHIA	\$242,512.90
BUSHIDI, MBUYU	\$874,196.18	CHRISTODOULOU, CHRIS C	\$183,874.67	CZAPLINSKI, JOLANTA E	\$99,016.26
BUSSIERES, ALEXANDRA	\$127,771.79	CHUBATY, ROMAN A	\$425,374.85	CZAPLINSKI, KAZIMIERZ	\$167,212.45
BUTLER, JAMES B	\$305,749.53	CHUDLEY, DAVID A A	\$203,744.17	CZAPLINSKI, PETER R	\$238,255.65
BUTLER, NICOLAAS	\$356,488.30	CHUMBER, TARWINDER	\$91,566.40	CZAYKOWSKI, PIOTR M	\$101,173.20
BYBEL, BOHDAN ⁴	\$125,553.19	CHUNG, LOUIS	\$264,549.95	DAENINCK, PAUL J	\$178,351.56
BYKOVA, ELENA	\$259,143.80	CIFTCI-KAVAKLIO, BEYZA	\$130,089.49	DAKSHINAMURTI, SOWMYA S	\$245,949.33
BYNKOSKI, STACEY A	\$143,777.88	CISNEROS, NESTOR	\$817,673.09	DALE, RYAN JONN	\$345,582.91
BZURA, THOMAS J	\$472,690.31	CLARK, IAN H	\$216,876.13	DALLING, GORDON N	\$364,693.72
CAMORIANO NOLAS, GERARDO D	\$1,209,150.34	CLARK, KIRSTEN M	\$156,334.68	DANDEKAR, ANAND S	\$542,920.43
CAMPBELL, BARRY	\$201,607.59	CLARK, SANDRA G	\$393,320.41	DANDEKAR, MASUMI S	\$207,659.08
CAMPBELL, JENNIFER	\$110,227.90	CLARK, TOD A	\$540,403.99	DANG, TAI HUU	\$307,786.26
CAMPBELL, MACKENZIE	\$82,352.31	CLASSEN, CHRISTOPH	\$107,941.12	DANGERFIELD, ARAN L	\$528,775.34
CAMPBELL, NEIL	\$190,408.29	CLAYDEN, GERALD	\$410,658.05	DANGERFIELD, JORDAN	\$117,044.74
CANERS, DENNIS T	\$523,525.77	CLEGHORN, SCOTT A	\$541,715.93	DAO, VI V B	\$204,064.55
CANERS, THEO	\$121,768.77	CLEVEN, RAEGAN D	\$355,339.58	DARCZEWSKI, IRENA	\$371,665.60
CANTOR, MICHAEL J	\$574,301.96	CLOUTIER, JUSTIN M	\$475,782.03	DARNBROUGH, ANDREA L	\$447,175.72
CAPLAN, DEBORAH C	\$252,241.85	CLOVECHOK, CODY	\$292,805.85	DARR, MITCHELL	\$77,466.99
CAPPELLANI, RONALD B	\$249,711.97	COATES, KEVIN R	\$544,854.59	DART, ALLISON B	\$140,513.39

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

DARWISH, ABBAS	\$94,774.89	DOWNEY, ANGELLE D	\$210,706.70	EMBIL, JOHN M A	\$1,514,897.60
DASCAL, MARIO A	\$835,681.47	DOWNS, A CRAIG	\$373,296.48	EMBREE, JOANNE E	\$108,762.30
DASHEFSKY, SIDNEY M	\$665,638.55	DRACHENBERG, DARREL E	\$881,388.46	EMERY, C	\$591,016.19
DAVIDSON, J MICHAEL ²	\$2,944,643.01	DREWNIK, ANNA	\$342,479.24	EMHAMED, MUSBAH	\$785,966.25
DAVIE, SOPHIE	\$388,190.43	DREXLER, JAROSLAV	\$463,613.09	ENCARNACAO, CAYLEY	\$80,119.34
DAVIES, JARED	\$381,548.01	DU PLESSIS, MARLIE M	\$146,658.88	ENG, STANLEY	\$430,843.33
DAVIS, MICHAEL O	\$530,450.96	DU PREEZ, JOACHIM	\$188,392.64	ENGEL, JEFF S	\$508,766.42
DAWE, DAVID E	\$120,476.05	DU TOIT, LINDA L	\$132,059.27	ENGELBRECHT, STEPHANUS	\$307,805.79
DAYA, JAYESH J	\$449,668.01	DU, GUOYAN	\$85,087.19	ENNS, JAMES P	\$790,367.02
DE GUSSEM, ELS MARIA	\$113,824.19	DUBBERLEY, JAMES	\$396,066.19	ENNS, JESSICA S	\$176,919.27
DE MOISSAC, PAUL C	\$395,956.63	DUBEY, ARBIND A	\$237,014.70	EPP, RILEY	\$140,924.61
DE MUELENAERE, PHILLIP	\$1,255,907.96	DUBIEL, CHRISTOPH	\$128,337.98	ERONMWON, CINDY OSA	\$85,204.52
DE ROCQUIGNY, ANDRE J	\$624,363.07	DUBYNA, AARON D	\$256,089.51	ESCHUN, GREGG M	\$84,505.68
DEAN, ERIN C	\$554,522.08	DUBYNA, DALE	\$205,189.69	ESHGHI ESFAHANI, FARID	\$1,028,976.17
DEANE, KAREN	\$82,956.43	DUCAS, DIANE A	\$104,148.94	ESKAROUS, SOAD	\$410,608.96
DEANE, SHANNON	\$196,308.33	DUCAS, JOHN	\$121,697.04	ESMAIL, ALI RAZA	\$407,823.74
DEBNATH, PRANAB K	\$112,629.11	DUCAS, ROBIN A	\$667,427.74	ESMAIL, AMIRALI M	\$500,996.37
DEBROUWERE, ROLAND G	\$439,705.01	DUECK, DARRIN	\$342,571.54	ESPENELL, AINSLEY E	\$438,968.35
DECOCK, CANDACE	\$156,344.25	DUERKSEN, CARL	\$518,120.87	ESSIG, MARCO ²	\$893,059.76
DECTER, DIARNUID	\$668,766.84	DUERKSEN, DONALD R	\$676,895.61	ETHANS, KAREN D	\$302,868.05
DEKONINCK, THERESA	\$112,589.46	DUERKSEN, MARK T	\$343,778.25	ETUKAKPAN, LUCY EDWI	\$639,336.66
DELAQUIS, ALYSSA C	\$186,823.80	DUFF, BRIAN D	\$159,091.48	EVANS, DEVON C R	\$388,778.30
DELAQUIS, CHLOE	\$241,530.06	DUFF, GRAHAM	\$319,057.31	EVANS, HEATHER	\$96,861.04
DEMERS, VERONIQUE	\$114,651.46	DUMATOL-SANCHEZ, JOCELYN	\$746,705.45	EVANS, MICHELE J	\$146,533.56
DEMETTER, SANDOR J	\$164,673.99	DUNCAN, STEPHEN J	\$446,158.03	EWONCHUK, MARIE J	\$261,540.34
DEMSES, HABTU	\$303,094.33	DUNDAS, JENNIFER	\$397,991.64	EZE, OSCAR	\$667,638.33
DENIS, JAMES P	\$378,870.55	DUNFORD, DAWN A	\$152,056.13	FAINMAN, SHANE E	\$223,584.60
DEONARAIN, SUE	\$251,671.67	DUNSMORE, SARA E ³	\$918,042.38	FAINSTEIN, RACHEL E	\$291,799.83
DEONARINE, LINDA	\$300,189.10	DUPLAK, KAMILA I	\$116,888.09	FAISAL, NABIHA	\$459,922.88
DERENDORF, BRADLEY K	\$92,836.69	DURAND, CARL	\$92,401.85	FAMA, DANIEL JA	\$84,560.74
DERKATCH, SHELDON D	\$1,333,597.73	DURCAN, ANNE M	\$90,344.82	FAMUYIDE, OMOLAYO	\$120,637.37
DERZKO, LYDIA A	\$165,903.85	DUTTA, VIKAS	\$597,205.44	FANELLA, SERGIO T	\$102,358.70
DESAUTELS, ANGELA D	\$198,943.76	DWILOW, RACHEL	\$145,085.73	FANOUV, VIVIAN JA	\$167,089.59
DESAUTELS, DANIELLE	\$111,361.17	DYCK, ALEXANDER	\$230,382.80	FASHOLA, ZAHEED OL	\$238,085.91
DESILETS, NICHELLE	\$283,263.95	DYCK, ANDREW J	\$441,016.13	FATOYE, ADETUNJI	\$236,513.40
DESMARAIS, G P	\$89,780.00	DYCK, GORDON H	\$656,139.93	FEIERSTEIN, MICHELE	\$202,505.63
DESROCHERS, SEAN ROLA	\$250,830.41	DYCK, MICHAEL P	\$279,247.58	FELSCH, SHEILA E	\$241,591.21
DHALA, ALY	\$199,921.13	DYCK, NEALA	\$204,563.40	FERGUSON, DAVID A	\$127,263.06
DHALIWAL, JAMIT S	\$631,367.31	DYCK, STEPHANIE	\$958,087.74	FINLAYSON, NOLAN A	\$304,052.44
DHALIWAL, PERRY	\$300,865.24	DYSON, ASHLEY L	\$222,152.59	FINNEY, BRETT A G	\$433,382.48
DHALIWAL, RUMEET	\$78,209.84	DZIKOWSKI, DANA RAE	\$332,387.02	FIORNTINO, ELISA J F	\$129,011.73
DHALIWAL, SURINDER	\$266,225.44	EAGLESHAM, HUGH ²	\$2,692,168.70	FISHMAN, LAWRENCE	\$370,216.83
DHALLA, SONNY S	\$1,225,966.45	EARL, KEVIN D G	\$206,493.17	FITZGERALD, MICHAEL	\$212,593.67
DHANJAL, PERMJEET	\$160,183.98	EDIRIWICKRAMA, IRESHA	\$829,904.41	FJELDSTED, FREDRIK H	\$293,673.57
DHARAMSI, NAFISA	\$127,728.43	EDWARD, GIRGIS	\$342,829.03	FLEISHER, MARCIA L	\$108,707.37
DIAMOND, HEATHER D	\$314,138.57	EGHTEDARI-NAMIN, FARIBA	\$309,865.75	FLEISHER, WILLIAM P	\$119,194.83
DILLON, J DAVID	\$625,361.32	EGUAOJE, VICTORIA	\$203,553.37	FLETCHER, COLIN W	\$312,980.76
DILLON, TANYA	\$84,443.17	EHSAEI, FARHAD	\$190,277.93	FLYNN, BRYAN T	\$548,147.85
DIONNE, CLAIRE	\$373,510.91	ELALLEGY, ABED ALI	\$332,756.58	FOERSTER, DAVID R	\$375,785.88
DIRKS, JACQUELYN	\$263,039.29	ELBARDISY, NOZAHY	\$552,119.42	FOGEL, JORDAN P ²	\$492,856.07
DISSANAYAKE, DILANI	\$257,051.94	ELBAROUNI, BASEM	\$1,130,338.53	FOGEL, RICHARD B	\$81,320.00
D'MELLO, ANDREA	\$93,105.61	ELEFF, MICHAEL K	\$147,651.65	FONTIGNY, NADINE J	\$308,756.38
DOAK, GREG J	\$233,006.06	EL-GAALY, SHERIEF A	\$138,628.95	FOROUZANDEH, FARIBA	\$372,881.69
DOAN, QUY	\$333,767.07	EL-GABALAWY, HANI S	\$80,316.44	FORSYTH, MARK D	\$661,894.14
DOCKING, LEANNE M	\$358,999.53	ELGAZZAR, REDA F	\$109,656.29	FOSTER, RUKHSANA	\$574,744.49
DODD, KHUSHMAN	\$209,362.55	ELGHERIANI, ALI	\$408,442.31	FOTTI, CHRISTOPH	\$317,289.12
DOLYNCHUK, KENNETH N	\$198,873.55	ELIAS, EVAN D	\$882,394.10	FOTTI, SARAH A	\$319,726.21
DOMINIQUE, FRANCIS	\$103,753.15	ELIAS, KAMELIA	\$479,804.32	FOURIE, THEO	\$514,257.59
DOMKE, HEATHER	\$433,820.88	ELIMBAN, VINIT V	\$310,170.23	FOX, SHANDY	\$339,217.89
DOMKE, SHEILA	\$365,550.21	ELKAMS, SAMEH N B	\$326,634.25	FRAME, HEATHER	\$207,939.66
DONALD, SEAN W	\$178,284.59	ELKHEMARI, A M	\$443,725.14	FRANKEL, MATTHEW S	\$705,642.26
DONALESSEN, JENIVA A	\$959,053.41	ELKIN, JONATHAN	\$345,113.82	FRASER, MICHAEL B	\$316,943.11
DONNELLY, JOHN P	\$366,586.73	ELKIN, MARK S	\$375,737.54	FRECHETTE, CHANTAL	\$150,230.13
DOOKERAN, RAVI	\$2,144,159.08	ELLIOTT, JACOBI	\$313,377.71	FRECHETTE, MARC	\$305,368.91
DORN, BRUCE	\$225,069.44	ELLIOTT, JASON	\$217,176.58	FRECHETTE, SHARON C	\$463,622.93
DORTAJ, NICK	\$295,891.62	ELLIS, MICHAEL J	\$150,452.65	FRECHETTE, YANNICK	\$588,510.90
DOW, NATHAN W	\$270,281.20	EL-MATARY, WAEL M M	\$208,504.32	FREDETTE, PATRICK	\$256,789.71
DOWHANIK, MONICA A	\$105,928.95	EL-MAZAHY, MANAL MOH	\$105,167.62	FREEDMAN, JEFFREY I	\$350,667.76
DOWHANIK, PAUL B J	\$95,840.56	ELVES, EMMETT J	\$564,446.09	FRIESEN, BRITNEY	\$452,141.02

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

FRIESEN, GRAHAM R	\$85,714.23	GLENN, DAVID M	\$84,071.19	GURANDA, MIHAIL	\$424,332.57
FRIESEN, TYLER B	\$298,279.94	GLEW, WADE B	\$334,593.40	GURURAJARAO, SUDARSHAN	\$652,005.24
FRIMPONG, DANIEL O	\$479,969.60	GLOBERMAN, ADAM S	\$1,362,076.80	GUZMAN, RANDOLPH	\$619,677.70
FROHLICH, ARNOLD M	\$569,998.37	GLOBERMAN, DOBROCHNA	\$284,980.24	GWOZDECKI, TARAS M	\$273,411.49
FROSK, PATRICK D	\$111,509.16	GLOVER, PAMELA G	\$169,463.56	HAAKMAN, OLGA	\$118,520.46
FUDGE, JESSICA	\$294,871.71	GOEKE, FREDRICK	\$232,079.64	HABEEB, ALI MOHAM	\$914,446.34
FULMORE, ANDREA M	\$140,038.25	GOERZ, PAUL G	\$99,308.67	HABERMAN, CRAIG J	\$333,134.05
FULMORE, JONAH J N	\$641,318.34	GOLDBERG, AVIVA	\$76,184.92	HAGER, DREW RUSS	\$394,836.71
FULMORE, KAITLIN S	\$132,069.76	GOLDBERG, JESSICA	\$132,789.25	HAGGARD, GIAN G	\$448,105.89
FULTZ, BENJAMIN	\$75,441.32	GOLDENBERG, BENJAMIN	\$192,762.15	HAI, MD ABDUL	\$343,208.94
FUNG, ADRIAN J	\$247,931.84	GOLDENBERG, DAVID J	\$503,560.54	HAIJ, SALAH A	\$425,795.84
FUNG, HAROLD	\$795,851.37	GOMORI, ANDREW J	\$90,227.81	HAIJIDIACOS, NICHOLAS	\$252,125.45
FUNK, AARON N	\$287,818.33	GONG, ANNIE	\$308,028.05	HALBRICH, MICHELLE	\$667,579.01
FUNK, DUANE J	\$170,896.24	GOOI, TEONG H	\$791,049.22	HALEIS, AHMED R	\$287,214.92
GABOR, JONATHAN	\$1,292,878.48	GOOSSEN, MARVIN	\$1,020,595.16	HALIGOWSKI, DAVID	\$348,877.13
GACUTAN, SHERWIN	\$172,255.19	GOOSSEN, RANDOLPH	\$83,857.33	HAMAM, AL WALID	\$534,585.86
GAISER-EDWARDS, ALISE	\$175,089.01	GORDEY, ERIN E	\$420,878.26	HAMEDANI, RAMIN	\$647,194.63
GALESSIERE, PAUL F	\$619,078.56	GORDON, JEREMY	\$423,444.25	HAMEED, KAZI A	\$351,698.80
GALL, RICHARD M	\$669,249.06	GORDON, VALLERIE	\$171,075.99	HAMILTON, HOLLY	\$233,006.08
GAN, KENMAN	\$122,192.88	GOUBRAN, ASHRAF W ²	\$932,462.26	HAMILTON, KRISTIN A	\$201,898.55
GARBER, LESLEY	\$761,717.04	GOUDA, FAYEZ F	\$408,375.91	HAMMELL, JENNIFER	\$344,371.68
GARBER, PHILIP J	\$124,107.62	GOULD, LISA F	\$479,340.81	HAMMOND, ALLAN W	\$590,594.72
GARBUTT, LAUREN	\$705,864.82	GOULET, STEPHEN C	\$358,281.50	HAMMOND, GREG W	\$293,088.16
GARD, SHERRY	\$478,997.97	GOUSSEAU, MICHAEL	\$576,174.71	HANCOCK, BETTY J	\$154,867.03
GARDNER, RACHEL E	\$450,110.99	GOVENDER, PRAKASHEN	\$344,752.51	HANCOCK, KYLE C	\$270,025.34
GARG, MANISH	\$279,834.58	GOVENDER, PRASHEN	\$177,854.82	HANLON-DEARMAN, ANA C	\$232,715.46
GAWRYLUK, MARIELLE	\$242,929.82	GOVERNO, NELSON J	\$458,353.25	HANNA, IRIN	\$320,783.81
GDIH, GDIH A M	\$2,753,201.89	GOVIA, RACHELLE	\$359,860.80	HANNA, MAGDY	\$103,846.85
GEISHEIMER, ANDREW R	\$215,844.27	GOYTAN, MICHAEL J	\$1,305,831.94	HANNA, MARNI	\$586,336.08
GENDI, MINA A R	\$226,483.78	GRABOWSKI, JANET L	\$698,962.06	HANNA, NERMEEN S	\$644,568.28
GENDY, BAHER M A	\$211,601.07	GRACE, KEVIN J	\$329,733.91	HANNAH, JOHN EFFA	\$351,373.15
GENDY, VIVIAN	\$116,253.77	GRAHAM, CHRIS P	\$536,434.91	HANSEN, TAWNIA M	\$382,512.44
GEORGE, RONALD H	\$197,330.30	GRAHAM, JEFFREY R	\$134,851.73	HANSON, CHRISTIAN	\$167,598.36
GEORGE, SILVIA E	\$172,827.39	GRAHAM, KERR	\$384,508.88	HARDING, GREGORY E	\$789,921.98
GERA, AMAN	\$374,374.32	GRAHAM, REID	\$120,077.13	HARDY, BRIAN ²	\$503,407.87
GERA, RAKESH M	\$636,950.78	GRAHAM, ROGER	\$116,992.13	HARDY, KRISTA M	\$233,992.10
GERGES, GEORGE RA	\$423,528.24	GRASS, STEPHEN B	\$204,250.82	HARDY, ROBERT J	\$451,178.24
GERGES, HANAN F	\$475,390.94	GRATTON, REMY-MART	\$392,375.08	HARESHA, ABDULLATI	\$596,183.84
GERGES, VIVIAN F	\$475,232.09	GRAVELLE, STEVEN	\$319,631.18	HARLOS, CRAIG H	\$173,137.25
GERGIS, ENAS S	\$641,741.93	GRAY, MICHAEL G	\$214,184.66	HARMER, HELEN A	\$189,295.21
GERGIS, NERMIN Y	\$198,227.67	GRAY, REGAN C	\$216,254.87	HARMS, STEFAN	\$462,240.33
GERSTNER, THOMAS V	\$544,215.56	GRAY, ROBIN	\$287,513.06	HARRINGTON, MICHAEL W	\$131,461.89
GERTENSTEIN, ROBYN J	\$543,616.62	GREEN, SUSAN L	\$94,523.95	HARRIS, KRISTIN R	\$309,305.49
GHARRA, MOHAMMED	\$77,195.50	GREENBERG, HOWARD M	\$187,117.14	HARRIS, PATRICIA	\$728,582.52
GHEBRAY, TESHAY M	\$401,022.52	GREGOIRE, SCOTT A	\$1,416,229.34	HARRISON, WAYNE D ²	\$1,964,420.12
GHEBRIAL, MAGED S N	\$294,699.69	GREGORY, KALYN	\$81,019.43	HARTLEY, DUANE M	\$463,464.96
GHONEIM, MOSTAFA S	\$855,042.07	GREGORYANZ, TATIANA	\$79,086.12	HARWOOD-JONES, MARISA R	\$471,157.53
GHORPADE, NITIN	\$584,091.61	GRENIER, DEBJANI	\$115,337.90	HASDAN, GALIT	\$503,625.66
GHROODA, ESSEDDEEG	\$567,904.82	GRENIER, JANINE	\$184,338.93	HASHMI, SAJJAD	\$451,261.56
GIANNOULI, ELENI	\$446,178.50	GREXTON, TRAVIS J	\$96,083.06	HASSAN, TAGHREED	\$246,665.07
GILBERT, JANE	\$395,296.06	GREYLING, LOUW D L	\$341,187.24	HASTIR, ARVIND	\$335,832.71
GILL, DALIJT	\$488,796.22	GRIFFIN, JENNIFER	\$224,314.81	HAVERLUCK, BRENNIA L	\$182,147.83
GILL, EUNICE	\$127,791.38	GRIFFIN, PATRICK	\$189,710.22	HAWALESHKA, ADRIAN	\$164,900.35
GILL, HARPREET	\$190,175.05	GRIMES, RUTH B	\$263,162.37	HAWE, RICHARD D	\$480,786.32
GILL, JAGROOP S	\$369,096.13	GROBLER, WILHELMUS	\$318,030.49	HAWRYLUK, GREGORY	\$172,459.02
GILLESPIE, BRIAN	\$727,992.17	GROCHOLSKI, STEVEN AN	\$192,607.06	HAYAKAWA, THOMAS E	\$723,625.63
GILLESPIE, JAMIE L	\$111,445.27	GROCOTT, HILARY P	\$536,497.01	HAYDEY, RICHARD P	\$1,276,690.54
GILLETTE, ALEESHA	\$429,832.74	GROENEWALD, LOUISE H	\$234,996.76	HAYES, CHRISTOPH	\$812,232.75
GILLMAN, LAWRENCE	\$341,245.13	GRUNFELD, ALEXANDER	\$334,013.57	HAYWARD, ROWLAND J	\$660,328.35
GILLMAN, MARK	\$108,760.52	GUDMUNDSON, CATHERINE	\$303,616.24	HEBBARD, PAMELA	\$462,181.09
GILMORE, JONATHAN	\$402,498.05	GUENTHER CHAN, LINDSAY J	\$90,990.19	HEBERT, JACQUELIN	\$112,147.53
GINDY, LYDIA A	\$303,475.54	GUENTHER, ASTRID	\$257,988.16	HECHLER, PETER	\$231,499.09
GINGERICH, JOEL R	\$150,356.60	GUEST, MITCHELL	\$97,315.31	HECHTENTHAL, NORMAN	\$132,219.07
GIRARD, JOHN	\$394,341.37	GUINDI, NIZAR S	\$326,446.71	HEDDEN, DAVID R	\$584,731.25
GIRGIS, HOSSAM E	\$441,984.98	GUINDY, SHERINE	\$593,698.64	HEDDEN, JOHN R	\$96,028.42
GIRGIS, LABIB GIR	\$117,693.64	GUJRAL, PARAMJEET	\$301,545.57	HEENDENIYA, AMILA C	\$376,539.53
GIUFFRE, JENNIFER	\$534,987.16	GUPTA, AASHIMA	\$149,268.96	HEIBESH, SUZY G F	\$1,232,162.79
GLACKEN, ROBERT P	\$293,117.19	GUPTA, KAMAL KIS	\$173,270.71	HEINRICH, KRISTIN M	\$309,044.29
GLAZNER, KATHRYN A	\$261,745.05	GUPTA, RAVI	\$640,175.23	HELEWA, MICHAEL E	\$87,533.23

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

HELEWA, RAMZI M	\$1,033,274.98	INGLIS, DUNCAN	\$673,999.11	KADERALI, ZULFIQAR	\$104,855.15
HENDERSON, BLAIR	\$1,320,581.82	INGLIS, PETER J	\$420,183.97	KAETHLER, WILFRIED	\$202,616.13
HENEIN, MATTA MAK	\$89,910.83	INGRAM, PETER F	\$80,343.90	KAHANOVITCH, DAVID	\$87,300.05
HENNESSEY, HOOMAN	\$186,120.03	INTRATER, HOWARD	\$1,180,724.64	KAITA, KELLY D E	\$691,294.30
HENRY, STEPHEN F	\$553,449.48	INTWALA, CHAITASI	\$808,186.89	KAKUMANU, ANKINEEDU	\$303,006.55
HERMANN, LAURA L	\$139,295.98	IQBAL, IRUM	\$349,005.57	KALER, RAJPREET	\$456,479.83
HICKS, CYNTHIA D	\$677,697.53	IQBAL, SHAIKH	\$140,420.93	KALICINSKY, CHRYSZYNA	\$152,716.32
HICKS, WAYNE	\$448,496.75	IRVING, HEATHER	\$222,721.49	KALKAT, HARMANDEE	\$312,381.67
HIEBERT, TIMOTHY	\$164,896.15	ISAAC, CAREY	\$399,518.77	KALRA, ARWIN	\$75,269.94
HILDAHL, ERIK J	\$118,237.98	ISAACS, ROBERT L	\$105,462.94	KALTURNYK, BLAKE P	\$467,919.72
HILDEBRAND, BRENDA C	\$330,721.01	ISABEY, ERIKA PAI	\$261,424.31	KANDEEL, TAREK M	\$163,477.21
HILDERMAN, LORRAINE	\$247,993.26	ISHAK, GEORGE	\$665,728.86	KANIA, JADWIGA	\$520,050.61
HILDES RIPSTEIN, G E	\$161,384.87	ISKANDER, SALAH S G	\$354,412.49	KANJEE, RAAGEEN	\$966,890.24
HILL, DEBORAH M	\$85,389.47	ISKANDER, SUZAN F	\$392,373.40	KANSARA, ROOPESH R	\$304,267.98
HILL, SCOTT	\$541,093.74	ISRAELS, SARA J	\$97,694.95	KANWAL, JASWINDER	\$767,716.80
HILLMAN, CHINA-LI	\$1,057,003.06	ISSAIVANAN, MAGIMAIRA	\$121,612.38	KAPLAN, JOEL	\$232,075.02
HINGWALA, JAY ³	\$937,289.26	IWAASA, KENNETH K	\$418,014.97	KARLICKI, FERN	\$144,562.00
HITCHON, CAROL	\$151,463.69	JABS, MARLIS	\$128,547.14	KARPINSKI, MARTIN E	\$930,352.36
HO, JULIET	\$119,165.18	JACKSON, ANDORA	\$237,918.35	KARVELAS, JOHN	\$288,201.33
HO, PETER	\$555,639.78	JACKSON, JOHN H	\$75,680.21	KARVELAS, LISA M	\$85,013.59
HOBAN, CHRISTOPH	\$429,711.44	JACOB, MARY V ²	\$973,871.42	KASHALO, MOHAMED-S	\$121,803.00
HOBSON, DOUGLAS E	\$291,846.20	JACOB, THOMAS K	\$263,677.63	KASHEFI, HOSSEIN	\$681,801.06
HOCHMAN, DAVID J	\$726,347.92	JACOB, V C	\$82,224.59	KASHIN, ROBERT S	\$172,624.10
HOCHMAN, JORDAN	\$590,887.33	JACOBS, JOHANNES	\$640,764.78	KASI, ANUSHUYA	\$618,680.82
HOCHMAN, MICHAEL	\$526,523.06	JACOBSON, ERIC	\$295,842.94	KASLOFF, IAN M	\$578,281.30
HODGSON, SCOTT	\$172,524.17	JAEGER, CLAIRE	\$422,195.93	KASPER, KENNETH D	\$391,250.65
HOHL, C M	\$521,978.72	JAGDEO, AMIT	\$713,266.67	KASS, MALEK	\$1,093,310.35
HOLLAND-MUTER, ELIZABETH	\$153,793.60	JAHANGIRI, AZADEH	\$144,923.21	KASSEM, WAIL A	\$219,094.02
HOLMES, CAROL	\$125,224.71	JAIN, MADHURI	\$706,314.72	KASSIER, KARL	\$596,426.69
HOLMES, SIGNY L	\$964,964.64	JAMAL, ALEEM	\$268,129.57	KASSUM, SHAMINA	\$249,025.74
HOLODNIK, ANNA	\$97,279.54	JAMAL, SHABANA	\$665,945.25	KATOPODIS, CHRISTINA	\$520,272.47
HOMIK, LAWRENCE	\$1,536,622.17	JAMES, JOANN	\$479,696.93	KATZ, GUIDO A	\$335,574.71
HONG, JONATHAN	\$181,142.32	JAMORA, EARL	\$126,796.20	KATZ, LAURENCE	\$102,359.77
HONIBALL, JAMES J	\$567,755.37	JANKE, ALYSSA J	\$102,749.81	KATZ, MATTHEW	\$361,876.08
HOQ, AARON	\$167,536.26	JANOWER, AMBER M	\$208,557.04	KATZ, PAMELA	\$249,796.97
HOOPER, DAVYD	\$792,323.38	JANSEN VAN RENS, NICHOLAS	\$542,298.32	KAUENHOFEN, KURT M	\$265,476.44
HOOPER, WENDY M	\$280,130.50	JANZ, DAVID E	\$432,335.51	KAUFMANN, ANTHONY M	\$230,520.03
HORGAN, LEE F	\$493,634.02	JARAMILLO-CORRE, CARLOS	\$407,073.54	KAUR, MANPRIYA	\$202,717.78
HOSGOOD, GREG	\$98,427.37	JARKAS, OSAMA	\$107,521.43	KAUSHAL, ALKA	\$250,920.97
HOSSEINI, BOSHRRA	\$781,974.14	JASSAL, DAVINDER	\$753,089.12	KAUSHAL, RAVI DATT	\$230,899.63
HOUSTON, BRETT L	\$90,703.49	JASTRZEBSKI, ANDRE	\$1,362,594.83	KAUSHIK, VISHAL R	\$506,913.88
HOUSTON, RYAN STEV	\$99,374.14	JATTAN, AARON R	\$172,879.01	KAYLER, DOUGLAS E	\$239,304.92
HOY, CONRAD S	\$171,673.71	JAVELLANA, AUDREY	\$300,904.99	KAZMERIK, KATRICE E	\$107,588.60
HOY, GERALD J	\$433,020.41	JAYAKUMAR, SETHU M	\$545,270.21	KEAN, SARAH L	\$195,657.44
HOY, MURRAY L	\$534,281.74	JAYAS, RAVI	\$176,574.64	KEARNS, KATHERINE	\$197,991.97
HRABARCHUK, BLAIR	\$92,728.50	JEBAMANI, SAMUEL	\$140,379.68	KEDDY-GRANT, JILL	\$347,852.19
HUEBERT, DAVID M	\$141,528.55	JELLCOE, PAUL	\$220,595.57	KEECH, ADAM	\$75,694.83
HUGHES, PETER	\$146,731.73	JENKINS, KEITH A	\$196,492.27	KEIJZER, RICHARD	\$114,202.57
HUGHES, PHILIP M	\$493,159.26	JENSEN, DERREK M	\$395,573.43	KELLEHER, BARBARA E	\$176,507.32
HUMNISKI, KIRSTYN L	\$145,423.44	JHOOTY, JASON M S	\$342,342.38	KELTA, NOHA S G	\$681,787.40
HUNT, DANIEL A	\$193,871.55	JILKINE, KONSTANTI	\$250,385.60	KEMKARAN, KENNETH	\$586,932.74
HUNT, JENNIFER	\$507,732.74	JOHNSON, BIJAI	\$491,383.85	KENNEDY, MAUREEN F	\$176,631.19
HUNTER, CHRISTOPH	\$378,824.24	JOHNSON, DARCY	\$201,935.99	KENNETH, MELISSA	\$109,305.01
HUNTER, WILLIAM M	\$84,639.36	JOHNSON, ERIC C	\$238,021.44	KERR, LORRAINE	\$111,561.93
HURD, CARMEN	\$392,303.39	JOHNSON, MICHAEL G	\$1,121,876.57	KERR, PAUL D	\$520,954.89
HURST, LORNE D	\$542,043.92	JOHNSON, ROBERT G	\$362,991.78	KERR-RAMSAY, AUTHERINE	\$153,194.75
HURTON, SCOTT M S	\$602,698.74	JOHNSTON, CHRISTINE	\$113,450.30	KETAWALA, PRASANGA	\$335,275.90
HUTCHISON, TREVOR	\$300,372.80	JOHNSTON, JAMES B	\$121,651.54	KEYNAN, YOAV	\$185,909.68
HUTFLUSS, GEORGE J	\$377,900.77	JOHNSTON, JANINE L	\$226,632.98	KHADEM, ALIASGHAR	\$843,845.69
HYMAN, JEFFREY R	\$279,654.90	JOHNSTON, STEPHANIE	\$286,377.46	KHAN, ALI H	\$588,700.67
HYNES, ADRIAN F	\$157,238.52	JONES, JODI LYNN	\$345,935.77	KHAN, NOOR M	\$325,587.31
HYUN, ERIC	\$560,618.93	JORDAAN, ESAIAS EN	\$291,388.51	KHAN, SADIA A	\$217,676.78
IBRAHIM, WAEL	\$177,663.82	JOSE, JOE M	\$243,082.65	KHANAHMADI, SHAHAB	\$897,135.84
IGOH, PAUL IGOH	\$96,862.42	JOSHUA, JULIAN M	\$151,058.76	KHANDELWAL, AJAI S	\$376,937.29
ILCHYNA, DANIEL C	\$365,965.22	JOUNDI, MOHAMED G	\$168,761.40	KHANGURA, DAVINDER	\$545,762.25
ILIRIANI, KLEVIS	\$218,493.43	JOWETT, ANDREW G	\$293,011.52	KHELIL, ASSIL I	\$447,913.33
ILNYCKYJ, ALEXANDRA	\$551,655.67	JOYAL, KRISTINA	\$111,002.63	KHIMJI, MOHAMED	\$329,563.27
ILSE, WERNER K	\$228,329.54	JUNAID, ASAD	\$389,704.66	KHOO, CLARENCE	\$629,158.98
IMAM, ISAM E B	\$408,689.25	KABANI, AMIN M ¹	\$290,799.87	KHOSHNAM, MOHSEN	\$562,883.38

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

KICKBUSH, JULIE	\$533,249.03	KRONGOLD, PENINA	\$322,756.86	LEONHART, MICHAEL W	\$226,609.01
KIDANE, BINIAM	\$635,720.23	KRUK, ROBERT D	\$323,785.53	LEPAGE, ELIZABETH	\$81,118.60
KILADA, BAHER F N	\$411,700.89	KRULICKI, HARTLEY	\$604,873.91	LEPAGE, MATTHEW	\$117,139.29
KIM, CHRISTINA	\$145,386.24	KRZYZANIAK, KELLY M	\$276,754.59	LERNER, NEAL	\$219,738.20
KIM, DIANE	\$165,743.27	KUEGLE, PETER F X	\$362,288.28	LESLIE, WILLIAM D	\$1,073,357.40
KIM, HAE KWANG	\$346,370.69	KULBISKY, GORDON P	\$906,870.33	LESPERANCE, SARAH C L	\$195,885.86
KIM, JULIAN O	\$167,105.08	KULKARNI, SHUBHANG	\$90,247.82	LETKEMAN, RICHARD C	\$286,575.66
KIMELMAN, ALLEN L	\$270,341.11	KUMAR, APARNA	\$539,351.67	LEUNG SHING, LOUIS P	\$209,438.05
KIMELMAN, SAMANTHA	\$113,649.83	KUMBHARATHI, RAVI BABU	\$545,191.40	LEUNG, CALEB GA	\$78,774.32
KINDLE, GEOFFREY	\$1,415,068.17	KUNDZICZ, EDWARD	\$171,343.27	LEUNG, EDWARD	\$127,996.39
KING, TARA D	\$98,792.77	KUO, BRIAN	\$366,807.80	LEUNG, GABRIELLE	\$233,168.30
KINNEAR, DAVID	\$511,334.83	KUZENKO, NINA J L	\$222,969.09	LEVI, CLIFFORD	\$588,869.89
KINSLEY, DAVID C	\$589,370.37	KWOK, KAREN S	\$350,236.53	LEVIN, BRENDA L	\$449,994.76
KIPPEN, JAMES D	\$1,306,039.55	KYEREMATENG, DORIS	\$298,781.86	LEVIN, DANIEL P ⁴	\$155,125.82
KIRKPATRICK, IAIN D C	\$1,078,771.69	LABIYARATNE, CHAMINDRA	\$398,385.53	LEVY, SHAUNA B	\$370,448.82
KIRSHNER, ALLA	\$414,442.40	LABOSSIERE, MATHIEU	\$201,081.13	LEWIS, ANTHONY B	\$254,752.21
KISH, SCOTT L	\$219,078.28	LACERTE, MARTINA M	\$243,217.33	LEYLEK, AHMET	\$226,179.00
KLASSEN, DONALD H	\$194,633.63	LACH, LORI ANN	\$90,941.53	LEYLEK, MELIKE L	\$137,090.43
KLASSEN, LARRY J	\$240,619.18	LAFOURNAISE, CARRIE L	\$370,372.07	LEZEN, JESSICA E	\$112,811.23
KLASSEN, NORMA F	\$290,700.58	LAGE, KAREN L	\$291,394.84	LI, AIMEE	\$128,740.20
KLAUKE, DANIEL	\$132,549.35	LAM, HERMAN P ³	\$901,979.67	LI, GORDON J	\$465,089.67
KLIPPENSTEIN, NORMAN L	\$734,365.45	LAMAI, OLABIMPE	\$244,737.24	LI, WILLIAM	\$416,381.57
KLIPPENSTEIN, PETER J	\$403,072.73	LAMB, JULIE A	\$376,119.37	LIM, SIOK HOON	\$175,345.99
KLOPP, ANNIKA	\$335,749.34	LAMBA, K S	\$255,189.48	LINDENSCHMIDT, RICHARD B	\$551,982.70
KLUS, BRADLEY A	\$102,123.00	LAMBERT, DAVID A	\$396,586.17	LINDENSCHMIDT, RICHARD R	\$280,962.52
KLYM, KAREN L	\$221,097.39	LAMBRECHTS, HUGO	\$292,157.14	LINDQUIST, CHRISTOPH	\$1,009,653.73
KNEZIC, KATHY A	\$290,257.15	LANDER, MATTHEW	\$371,624.47	LINDSAY, DANIEL J ²	\$1,517,816.94
KNICKLE, COREY JOH	\$317,823.64	LANE, ERIC S	\$246,800.05	LINDSAY, DUNCAN C	\$1,450,476.40
KNIGHT, ERIN M	\$211,053.80	LANE, MARGO A	\$183,669.68	LING, JUSTIN W	\$434,606.84
KOCZANSKI, ROMAN	\$121,507.24	LANGRELL, JORDAN	\$498,913.00	LINT, DONALD W	\$133,964.70
KOENIG, JAMES K ²	\$4,320,355.72	LANGRIDGE, JAMES K	\$371,762.16	LIPINSKI, GRAZYNA	\$462,421.92
KOENSGEN, STUART J	\$97,159.45	LANOUILLE, DANELLE S	\$153,100.13	LIPNOWSKI, STAN	\$533,773.82
KOETTING, LEAH	\$119,667.94	LARGE, GREGORY	\$317,994.70	LIPSCHITZ, JEREMY	\$840,470.66
KOGAN, SYLVIA	\$348,512.29	LAU, JONATHAN	\$249,570.02	LITTLEFORD, JUDITH A	\$348,947.91
KOH, CLARISSA	\$238,520.73	LAU, YAN	\$700,440.65	LITVINOV, ALEXEY	\$150,891.74
KOH, DENISE	\$806,813.90	LAUNCELOTT, SEBASTIAN	\$403,009.28	LIU, JUNLIANG	\$265,902.40
KOHJA, ABBAS ALI	\$513,432.57	LAUTATZIS, MARIA-ELE	\$91,409.47	LIU, MONICA H	\$321,696.25
KOKO, RAL	\$663,220.46	LAUTENSCHLAGER, JESSICA E	\$125,680.25	LIU, RICHARD Y	\$515,659.75
KOLTEK, MARK M	\$139,413.35	LAVITT, GAIL	\$83,806.79	LIU, SHUANGBO	\$803,009.78
KOMENDA, PAUL V J	\$623,944.89	LAW, JAIMIE R	\$329,610.30	LLANOS, ROMEO	\$209,473.19
KONG, ANNE M C	\$292,306.99	LAWAL, WAHEED	\$727,582.85	LLOYD, ALISSA J	\$514,278.30
KONG, LYNDA	\$259,244.46	LAXTON, J T W	\$260,511.23	LLOYD, ROBERT L ²	\$397,293.10
KONRAD, GEOFFREY	\$420,511.40	LAZAR, MATTHEW H	\$348,737.90	LO, EVELYN	\$140,568.99
KOODOO, STANLEY R	\$376,239.18	LAZARECK, SAMUEL L	\$148,050.84	LOBATO DE FARIA, RICARDO	\$457,803.77
KORNELSEN, BRADY Q	\$415,535.23	LAZARUS, ARIE	\$295,597.96	LOCKMAN, LEONARD E	\$348,374.85
KOSOWSKI, MARCO	\$93,058.91	LE, WILSON	\$289,023.17	LOCUM POOL, MANITOBA	\$108,905.61
KOTB, RAMI	\$84,259.69	LECLUYER, NADINE S	\$144,613.26	LOEPP, CHRISTINE	\$138,076.93
KOTECHA, YATISH	\$389,750.54	LEE, CINDY H Y	\$223,084.04	LOEWEN, CALVIN G	\$398,882.12
KOUL, RASHMI	\$203,800.55	LEE, GILBERT Q	\$339,416.61	LOEWEN, ERIN D M	\$95,712.05
KOULACK, JOSHUA	\$708,475.69	LEE, HARVEY B	\$320,340.00	LOEWEN, SYLVIA R	\$218,430.78
KOWAL, CORY G	\$92,371.53	LEE, SANDRA	\$1,068,997.62	LOGSETTY, SARVESH	\$336,792.92
KOWALCHUK, IVAN J	\$294,461.75	LEE, SANTINA	\$75,314.67	LOISELLE, JOEL A	\$174,730.69
KOWALSKI, STEPHEN E	\$201,667.70	LEE, TREVOR J	\$413,429.59	LONE, SADIA J	\$210,228.06
KOWALUK, BRUCE A	\$339,328.88	LEE, TREVOR W	\$464,328.01	LONG, ADRIAN L	\$847,196.47
KOZ, LORI G	\$349,841.94	LEE, VIVIAN K	\$699,340.08	LONGSTAFFE, JAMES	\$435,623.18
KRAHN, CURTIS	\$340,835.09	LEE, WILFRED	\$118,632.37	LONGSTAFFE, ROBERT C	\$408,695.30
KRAHN, JAMES	\$323,574.12	LEE-CHEN, BEVERLEY	\$398,137.47	LOPEZ GARDNER, LEONORA L	\$118,449.66
KRAHN, MARIANNE	\$143,988.05	LEEN, DESMOND A	\$221,180.02	LOPEZ VILLA, ELIDA	\$119,073.55
KRAMER, MATTHIAS	\$147,677.80	LEE-WING, MATTHEW W	\$884,270.13	LOPEZ, APRYL	\$184,098.87
KREMER, STEVEN	\$122,503.68	LEFAS, GEORGIA M	\$278,881.10	LOPEZ, MIRTHA I	\$269,353.06
KREML, JOHN A	\$462,344.67	LEFEVRE, GERALD R	\$101,414.54	LOTHER, SYLVAIN A	\$99,563.74
KREML, RENEE LEA	\$755,376.50	LEHMANN, HEATHER	\$177,789.24	LOUDON, MICHAEL	\$643,042.74
KRISTJANSON, DAVID N	\$271,565.51	LEI, BENNY T C	\$362,349.46	LOVE, MICHAEL	\$1,083,603.81
KROCCZAK, TADEUSZ	\$963,574.59	LEIBL, MARLI	\$539,214.93	LOWDEN, CAMERON S	\$543,659.97
KROEKER, BRYAN	\$155,215.19	LEICHT, RICHARD	\$1,788,939.05	LU, PAUL B	\$248,556.91
KROEKER, DANIEL	\$305,182.50	LEITAO, DARREN J	\$405,075.34	LU, PETER	\$105,881.09
KROEKER, JORDAN	\$157,845.62	LELOKA, C MATHABO	\$232,287.94	LUDWIG, LOUIS	\$264,124.75
KROEKER, LLOYD R	\$300,565.51	LEMMEX, DEVIN B	\$343,152.17	LUDWIG, SORA M	\$309,345.48
KROFT, CARA D L	\$137,000.90	LENOSKI, STEPHANE	\$402,439.85	LUHNING, KIEL	\$157,543.92

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

LUK, TSE LI	\$397,136.36	MARCOUX, MORGAN J	\$157,248.01	MEHTA, ASITA	\$192,441.35
LUKIE, BRIAN J	\$331,919.40	MARE, ABRAHAM C	\$360,335.38	MEHTA, P G	\$572,416.05
LUM MIN, SUYIN	\$298,124.29	MARIN, SAMANTHA	\$131,371.72	MEHTA, RAHUL	\$115,669.02
LUQMAN, ZUBAIR	\$501,050.50	MARKS, SETH D	\$196,020.16	MEJIA, ANA MARIA	\$81,946.35
LYNCH, JOANNA M	\$85,184.86	MARRIOTT, JAMES J	\$220,400.55	MELLON, AARON M	\$670,070.30
LYONS, EDWARD A ²	\$576,483.12	MARSH, JONATHAN	\$480,746.06	MELO ALFARO, LINDSEY C	\$102,557.62
LYSACK, DAVID A	\$1,039,550.04	MARSHALL, ALEXIS	\$287,133.37	MEMAURI, BRETT F	\$628,307.00
LYTWYN, JAMES REI	\$542,550.77	MARTENS, DAVID B	\$306,617.99	MEMON, GHULAM	\$521,607.99
MABIN, DEBORAH	\$234,380.67	MARTENS, M DAWN ²	\$4,081,263.48	MEMON, RUKHSANA	\$810,487.09
MACAULAY, AARON	\$174,823.10	MARTENS-BARNES, CAROLYN	\$127,774.93	MENARD, CHANTALLE	\$115,705.55
MACDIARMID, ANDREW L	\$234,173.23	MARTIN, DANIEL	\$162,772.03	MENARD, SHEILA	\$376,469.36
MACDONALD, KAREN ELI	\$395,377.97	MARTIN, DAVID	\$506,996.86	MENDOZA, KENNETH R	\$310,476.98
MACDONALD, LINDSEY	\$203,132.54	MARTIN, KATHRYN	\$195,442.51	MERADJE, KATAYOUN	\$94,133.11
MACDONALD, PETER	\$451,818.16	MARTIN, MARISSA K	\$207,977.06	MEREDITH, TREVOR J	\$385,772.85
MACDOUGALL, BRENDAN	\$122,017.97	MARTINEZ, EDDSEL R	\$357,577.33	MESTITO DAO, IRENE	\$91,991.26
MACDOUGALL, GRANT	\$614,595.44	MASLOW, KENNY D	\$652,105.42	METCALFE, JENNIFER	\$370,671.15
MACEK, RALF K W	\$190,833.40	MASOUD, IBITSAM A	\$159,903.24	MEWHORT, HOLLY	\$216,928.12
MACHADO DE SOUZ, CAMILA	\$400,561.80	MASSICOTTE, KRISTINE	\$95,613.95	MHANNI, AIZEDDIN	\$226,087.90
MACINTOSH, ETHEL L	\$368,091.33	MATHEN, MATHEN K	\$824,949.97	MIAN, MUHAMMAD	\$155,884.75
MACKALSKI, BARBARA A	\$521,504.39	MATHEW, GEORGE	\$664,679.95	MICFLIKIER, AARON	\$721,419.95
MACKAY, MICHAEL J	\$150,130.08	MATHIESON, ANGELA L	\$422,348.99	MICKS, TAFT G	\$233,322.51
MACKENZIE, G SCOTT	\$635,253.74	MATHISON, TRINA L	\$329,426.57	MIKHAIL, SAMY N F	\$395,382.73
MACKENZIE, LAUREN J	\$149,761.00	MATSUBARA, TIMOTHY K	\$331,686.23	MILLAR, KYLE A	\$172,063.95
MACLEAN, JAYDA M	\$79,007.72	MATTELIANO, ANDRE A	\$1,052,154.12	MILLER, DAVID L	\$264,581.01
MACLEOD, BRUCE A	\$394,304.72	MATTER, MICHELE A	\$83,427.44	MILLER, DONALD M	\$442,016.82
MACMILLAN, MICHAEL B	\$366,661.89	MATTHEWS, CHRIS M	\$306,607.36	MILLER, JACOB B	\$139,469.10
MACNAIR, TRACY L	\$1,122,534.92	MAXIN, ROBERT	\$135,685.22	MILLER, LISA	\$930,112.72
MADI, LUBNA	\$507,910.13	MAYBA, JOHN I	\$1,508,536.47	MILLER, TAMARA L	\$196,052.51
MADISON, ADENA M	\$447,528.72	MAYCHER, BRUCE W ²	\$1,845,527.83	MILLIGAN, BRIAN E	\$430,908.58
MAGARRELL, CYNTHIA	\$94,415.66	MAZUR, STEPHEN	\$240,896.01	MILLO, NOAM Z ²	\$813,764.48
MAGILL, TRAVIS EV	\$113,077.97	MAZURAT, ANDREA	\$134,998.16	MILLS, JEREMY J	\$128,255.80
MAGNUSSON, JOSHUA B	\$95,838.15	MCCAMMON, JAMES R	\$278,230.23	MILNER, JOHN F	\$401,158.33
MAGUIRE, DOUG	\$589,274.83	MCCAMMON, RICHARD J	\$109,901.96	MINDERS, LODEWYK	\$489,651.69
MAHARAJ, IAN G	\$511,901.57	MCCANNELL, MELANIE G	\$266,001.07	MINHAS, KUNAL K S	\$1,360,635.21
MAHARAJH, DAVE A	\$227,709.38	MCCARTHY, BRENDAN G	\$322,245.42	MINK, STEVEN	\$124,631.49
MAHAY, ARIC	\$516,700.05	MCCARTHY, TIMOTHY G	\$595,848.20	MINTZ, STEVEN L	\$88,724.86
MAHAY, RAJ K	\$745,768.20	MCCARTHY, BLAKE M ²	\$1,498,015.07	MINUK, EARL	\$355,393.87
MAHDI, TAHSEEN	\$203,373.82	MCCRAE, HEATHER	\$109,632.47	MINUK, LEONARD A	\$108,846.56
MAHON, KENDRA E	\$188,829.52	MCCREA, KRISTIN	\$334,562.95	MIS, ANDREW A	\$528,053.06
MAIER, JOANNE C	\$189,984.01	MCDONALD, HEATHER D	\$412,423.71	MITCHELL, RYAN T M	\$349,259.21
MAITI, SOUBHIK	\$611,043.79	MCEACHERN, JAMES D	\$1,167,888.05	MITTELSTADT, MATTHEW	\$157,192.62
MAITI, SOURABH	\$856,630.02	MCELHOES, JASON R	\$354,989.59	MOAWAD, VICTOR F	\$339,916.61
MAJEAU, LADONNA	\$155,330.26	MCFADDEN, L R	\$286,100.30	MODDEMANN, DIANE	\$233,423.45
MAKAR, BRYCE	\$169,216.61	MCFEE, COLIN D	\$529,996.27	MODIRROUSTA, MANDANA	\$151,303.48
MAKSYMUK, ANDREW W	\$122,553.80	MCGILL, DUSTIN	\$163,842.93	MOFFATT, DANA C M	\$1,042,495.64
MAKSYMOWICZ, ANET	\$514,096.61	MCGINN, GREG	\$265,726.16	MOGA, IUSTIN	\$110,659.30
MALABANAN, EDILBERTO	\$467,909.00	MCGREGOR, GREGOR I	\$270,192.34	MOGHARBEL, HUSSAIN	\$202,206.55
MALCHY, BRIAN A	\$119,139.63	MCGREGOR, JYOTI M	\$236,297.02	MOGHAREH, MOHAMMAD	\$526,287.68
MALEKALKALAMI, AZADEH	\$504,904.63	MCINTYRE, IAN L	\$285,342.20	MOHAMED, MUFTA A M	\$865,887.26
MALEK-MARZBAN, PEIMAN	\$1,547,468.48	MCINTYRE, IAN W	\$370,691.61	MOHAMMED, AHMED M E	\$653,202.83
MALIK, ABID I	\$219,626.80	MCKAY, MICHAEL A	\$435,128.58	MOHAMMED, UMAR ABBA	\$137,116.39
MALIK, AMRIT	\$566,459.02	MCKAY, SAVANNA D	\$200,349.24	MOLLER, ERIKA E	\$239,978.41
MALIK, BITTOO S	\$1,689,626.52	MCKIBBIN, LUNDY	\$114,896.30	MOLLER, PHILIP R	\$736,457.14
MALIK, RAJNISH N	\$822,388.51	MCKINNON, ANDREW	\$433,198.58	MOLTZAN, CATHERINE	\$330,008.94
MALO, STEVEN	\$134,057.27	MCLEAN, NORMAN J	\$489,518.56	MOMOH, JOHN T	\$137,201.09
MAMMEN, THOMAS ²	\$939,528.12	MCLEOD, JARET K	\$166,265.14	MONGRU, PADMA P	\$271,978.64
MAN, ADA W Y	\$362,069.06	MCLEOD, MALCOLM	\$243,689.75	MONKMAN, LISA M	\$141,612.68
MANCINI, ENRICO V	\$164,177.69	MCMAHON, KRISTIN L	\$80,703.68	MOODY, JANE K	\$223,181.46
MANISHEN, WAYNE J	\$326,514.16	MCMECHAN, ALISON	\$76,387.20	MOONEY, OWEN T	\$84,241.41
MANNESS, ROBERT C	\$177,614.10	MCMILLAN, STEWART	\$91,970.00	MOORE, ROSS F	\$125,619.74
MANSARAY, MARCELLA	\$81,915.80	MCMULLEN, AMANDA J	\$162,049.96	MORAN DE MULLER, KAREN	\$1,238,007.56
MANSFIELD, JOHN F	\$172,289.14	MCNAUGHT, JENNIFER	\$107,552.11	MOROZ, YAMANA	\$186,109.38
MANSOUR, HANY M S	\$354,916.42	MCNAUGHTON, LESLIE J	\$261,166.61	MORRIS, AMANDA F	\$510,459.37
MANSOURI, BEHZAD	\$976,140.95	MCPHAIL, KRISTIN	\$187,408.12	MORRIS, ANDREW L	\$381,726.08
MANSUSOW, JOSHUA S	\$2,123,798.53	MCPHEE, LISA C ²	\$1,615,873.44	MORRIS, GLENN S	\$173,439.65
MARAIS, FRANCOIS	\$549,326.21	MCTAGGART, DAWN LYNN	\$242,484.63	MORRIS, MARGARET	\$183,808.20
MARANTZ, JEFFREY ²	\$1,346,482.32	MCTAVISH, WILLIAM G	\$194,313.96	MORRIS, MELANIE	\$241,726.37
MARANTZ, JESSE I	\$296,857.06	MEDD, THOMAS M	\$142,843.84	MORROW, CHRISTOPH	\$259,884.16
MARCH, JUSTIN TY	\$547,227.63	MEGALLI BASALI, SHERIF F	\$588,965.29	MOTT, SHELLEY M	\$78,343.00

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

MOTTOLA, JEFFREY C	\$978,532.50	NKOLE, KELECHI	\$562,671.68	PAPEGNIES, DEREK	\$117,774.85
MOUSSA, NESREEN M	\$395,694.98	NKOSI, JOEL E	\$373,869.55	PAPETTI, SELENA	\$222,620.99
MOUTON, ROBERT W	\$230,243.87	NOBLE, RACHEL LU	\$276,213.82	PAQUIN, FRANCINE	\$264,677.29
MOWCHUN, LEON	\$220,901.64	NOEL, COLIN	\$686,584.05	PARACHA, MUHAMMAD	\$661,663.41
MSHIU, MERLYN	\$546,732.01	NOLIN, STEVEN V	\$363,784.78	PARADIS, DANIELLE	\$76,094.64
MUIRHEAD, BRIAN	\$94,289.35	NOSEIR, MATTA SHA	\$200,891.60	PARADOSKI, SAMANTHA	\$145,976.19
MUJAWAR, QUAIS M	\$187,469.95	NOSEWORTHY, GRAHAM	\$155,954.82	PARHAM, SHELLEY M	\$129,037.35
MULCHEY, KIMBERLEY	\$412,638.82	NOSTEDT, MICHELLE	\$584,298.29	PARKER, KENNETH R	\$259,551.10
MULHALL, DALE	\$81,618.67	NOVEL, MARINO M	\$232,879.49	PARPIA, YASIN	\$232,860.05
MULLER DELGADO, HELLMUTH	\$133,688.32	NWANKWOR, IKEDINACH	\$192,666.81	PARR, CHRISTOPH	\$374,344.97
MUNIKAR, MIING	\$230,576.87	NYHOF, HAROLD W	\$626,788.93	PARTAP, NADINE A	\$133,957.19
MUNS, PAUL	\$369,928.45	NYOMBA, BALANGU L	\$251,324.87	PARTYKA, JOSEPH W	\$561,771.94
MURRAY, KEN	\$462,401.08	OBARA, ROBERT	\$888,886.91	PASKVALIN, MARIO	\$650,459.06
MURUG, IRINA	\$145,597.46	OBERMAN, SAUL S	\$359,205.89	PATEL, LEENA R	\$167,425.78
MUSLEH, ABDALLAH	\$172,781.62	OBEROI, SAPNA	\$100,649.99	PATEL, PRAFUL C	\$527,892.04
MUSTAFA AL-GHIR, HASSAN A	\$832,453.13	O'CARROLL, AOIFE	\$114,271.10	PATEL, PREMAL	\$364,407.14
MUSTAFA, ARJOWAN	\$156,833.15	OCHONSKA, MARGARET	\$864,256.53	PATEL, S V	\$340,562.41
MUSTAPHA, SHAREEF F	\$326,614.99	OGARANKO, C P	\$305,469.87	PATENAUDE, AMANDA F	\$1,934,950.17
MUTHIAH, KARUPPAN	\$861,617.09	OGUNLANA, DOROTHY P	\$604,478.39	PATHAK, KUMAR A	\$615,119.89
MUTTER, THOMAS C	\$322,908.95	OGUNMOKUN, OLALEKAN	\$97,369.01	PAUL, JAMES T	\$192,911.73
MYHRE, JOEL R	\$439,505.03	O'HAGAN, DAVID B	\$576,814.07	PAUL, NIRANJAN	\$275,862.16
MYKYTIUK, PATRICIA	\$753,012.65	O'KEEFFE, KIERAN M	\$263,737.53	PAULS, RYAN J	\$496,157.98
MYSORE, MUNI	\$147,397.29	OKORAFOR, IKENNA N	\$453,506.72	PAULSON, CHARLES K	\$80,675.92
MYSORE, PRIYANKA	\$364,656.81	OKOYE, CHIJIJOKE	\$340,253.57	PEDERSON, KRISTEN	\$154,731.99
NAGRA, SUNIT	\$484,298.93	OKPALEKE, CHRISTOPH	\$95,951.04	PEEDICAIL, JOSEPH SA	\$185,345.55
NAIDOO, JENISA ¹	\$34,723,440.56	OLA, OPEYEMI B	\$264,544.96	PEIKES, TYLER	\$151,684.80
NAIR, SHONA	\$375,453.51	OLADINI, OLUWATOSI	\$367,422.77	PEITSCH, LORRAINE	\$163,235.53
NAIYEJU, OLANREWAJ	\$200,782.16	OLAYEMI, FUNMILAYO	\$642,216.72	PELOQUIN, CHRISTIAN	\$123,626.97
NANTAIS, JORDAN	\$268,293.03	OLD, JASON	\$454,761.79	PENNER, BRITTANY	\$141,226.24
NARASIMHAN, SOWMYA	\$248,180.23	OLIVER, JERED	\$101,907.24	PENNER, CHARLES G	\$158,846.23
NARVEY, STEFANIE	\$219,228.93	OLIVIER, ERIN P	\$317,216.73	PENNER, KURT	\$187,412.20
NASHED, MAGED	\$172,372.00	OLSON, ROBYN L	\$266,669.69	PENROSE, MICHAEL	\$388,901.24
NASIR, MAHMOOD	\$615,146.62	OMELAN, CRAIG K	\$303,378.84	PEPELASSIS, DIONYSIOS	\$200,318.14
NASIR, NOREEN	\$402,034.49	OMELAN, GRAEME D	\$284,847.78	PERCHE, JASON M	\$418,702.07
NASR, NAGWA Y I	\$377,567.96	OMICHINSKI, L MICHAEL	\$626,781.94	PERETZ, DAVID	\$771,232.32
NAUSE, LEANNE N	\$274,936.01	OMODUNBI, OLADIPUPO	\$391,706.60	PERIJA, BRITTANY	\$279,038.84
NAWROCKA, DOROTA	\$95,754.70	OMODUNBI, OLUWATUMI	\$188,495.09	PERL, EYTAN J	\$302,067.45
NAYAK, JASMIR G	\$848,479.92	OMOIKE, IZIEGBE O	\$347,038.86	PERMACK, SHELDON M	\$346,229.68
NAZAR-UL-IMAN, SAIED	\$657,726.66	O'NEIL, LIAM J	\$146,658.69	PERNAROWSKI, KATHERINE	\$699,730.83
NCHE ANYE, MARCEL	\$81,289.11	ONG, ALDRICH	\$199,389.16	PERRIN, DAVID	\$274,143.51
NEILY, SAMUEL ER	\$299,476.58	ONG, GEORGE H	\$319,079.73	PERRY, DARYL I	\$435,446.39
NELL, ANTOINE M	\$830,648.51	ONITA, NDUBUISI	\$380,546.73	PERVEEN, SADIA	\$364,385.52
NELSON, MICHAEL	\$94,263.46	ONWURAH, DONATUS U	\$536,237.85	PESCHKEN, CHRISTINE	\$133,055.54
NELSON, TYLER	\$281,668.35	ONYSHKO, DANIEL J	\$399,167.41	PETERS, BRIAN	\$566,336.13
NEMANI, SAILAJA	\$418,486.84	OOMAH, SACHA RAJ	\$324,421.54	PETERS, HEIN	\$525,203.28
NEMETH, PETER	\$166,338.53	OPEJIN, ADETOLA A	\$88,597.34	PETROPOLIS, CHRISTIAN	\$1,024,254.99
NEPON, JACK	\$366,037.13	OPPENHEIMER, MARK W	\$232,268.31	PETROPOLIS, MARIA A T	\$238,751.86
NEPON, JOSH	\$298,158.62	ORLIKOW, EVAN	\$420,606.65	PHILLIPS, MICHAEL L	\$328,752.45
NEUDORF, MATTHEW	\$96,253.28	ORMISTON, JOHN D	\$377,544.15	PICKERING, CHRISTINE	\$245,026.71
NEUFELD, DONNA M	\$201,448.86	ORUKPE, AIRIDULU	\$220,243.12	PIERCE, RYAN T	\$175,907.32
NEUFELD, GREGORY M	\$273,266.75	OSAGIE, IFEOMA W	\$960,037.52	PIETERSE, WERNER	\$300,211.12
NEWMAN, SUZANNE	\$120,113.45	OSEI-BONSU, ADELAIDE	\$318,881.95	PIETERSE, WICKUS	\$552,469.93
NG, MARCUS C	\$215,126.15	OSLER, F GIGI	\$297,561.98	PILAT, EDWARD J	\$216,008.50
NGUYEN, HOANG DUN	\$186,959.67	OSUORAH, DONATUS I	\$406,508.78	PILJEK, AMANDA N	\$77,116.72
NGUYEN, LIEN	\$235,564.03	OTA, CHIDINMA	\$395,804.52	PILKEY, BRADLEY D	\$636,869.97
NGUYEN, MAI P	\$413,407.95	OWUSU, NANA	\$91,730.25	PINETTE, GILLES D	\$1,026,878.85
NGUYEN, QUYEN	\$133,530.50	PACHAL, CINDY ANN	\$243,165.76	PINNIGER, GREGORY W	\$257,238.51
NGUYEN, TAI VAN	\$444,933.50	PACIN, ONDREJ	\$251,416.34	PINSK, MAURY N	\$140,833.72
NGUYEN, THANG N	\$351,580.79	PACIN, STEFAN	\$453,843.31	PINTIN-QUEZADA, JULIO	\$287,769.02
NICHOL, DARRIN W	\$238,464.56	PAGURA, JINA	\$286,955.44	PIO, ANTON	\$310,450.69
NICHOL, MICHAEL P	\$253,917.33	PAIGE, DENNIS J	\$386,205.05	PIRZADA, MUNIR A	\$451,277.47
NICKEL, JARROD E	\$206,243.57	PALATNICK, CARRIE S	\$542,127.14	PIRZADA, SHAN	\$542,604.99
NICOLL, BRADEN J	\$137,292.17	PALETTA, ANTONIO	\$83,038.96	PITZ, MARSHALL	\$99,408.32
NIGAM, RASHMI	\$666,122.43	PALITSKY, DANIEL J	\$318,416.74	PITZEL, COLLEEN	\$161,431.48
NIJJAR, SATNAM S	\$411,591.58	PANASKEVICH, TATIANA	\$651,447.87	PLESTER, JENNIFER	\$283,221.47
NIRAULA, SAROJ	\$106,405.55	PANDEY, ANIL K	\$432,573.19	PLETT, MICHAEL G	\$109,286.57
NISHAT, SAMINA	\$227,342.30	PANDIAN, ALAGARSAM	\$839,749.47	PLEWES, MICHAEL E	\$582,677.51
NISSAN, RAMEN	\$283,043.40	PANG, EILEEN G	\$233,988.64	POETTCKER, ROBERT J	\$565,400.62
NJIONHOU KEMENI, MARIE M	\$366,149.27	PANNU, FAZEELAT	\$369,057.99	POHL, BLANE L	\$176,855.73

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

POLIMENI, JOSEPH O	\$133,362.79	RAVANDI, AMIR	\$877,651.43	ROSENBLAT, KARA	\$89,510.33
POLLIQUIN, VANESSA	\$289,816.67	RAVI RAJ	\$411,047.34	ROSENFELD, LANA A	\$177,213.94
POLLOCK, BRADLEY	\$571,497.44	RAZA, IRFAN	\$427,808.92	ROSENTHAL, PETER	\$212,128.98
POOLE, CODY M	\$203,372.81	RECKSIDLER, CARMEN	\$87,090.06	ROSS, F KATH	\$361,184.84
POON, WAYNE W C	\$252,048.45	REDA, ANDREW W	\$335,819.30	ROSS, JAMES F	\$804,898.23
POOYANIA, SEPIDEH	\$584,328.18	REDA, JOHN E	\$292,352.42	ROSS, LONNY L	\$148,182.93
POPESCU, ANDRA D	\$274,362.32	REDA, YOUSEF	\$651,486.07	ROSS, TIMOTHY K	\$418,740.50
POPESKI, DIANNE K	\$536,778.60	REED, JASON M	\$453,020.23	ROUSSEAU, SKYE R	\$286,950.72
POPOFF, DARYL	\$196,784.37	REHSIA, DAVINDER	\$261,494.04	ROUSSIN, BRENT C	\$220,626.29
POPOWICH, SHAUNDR	\$393,856.48	REHSIA, NAVNEET S	\$581,931.93	ROUX, JAN	\$118,906.86
PORHOWNIK, NANCY R	\$436,663.96	REHSIA, SABEER S	\$703,003.75	ROUX, JAN G	\$198,732.63
PRASAD, BENJAMIN	\$137,774.82	REHSIA, SACH I	\$410,121.61	ROY, DANIELLE	\$545,700.61
PREACHUK, CHRIS T J	\$3,195,009.27	REID, GREGORY J	\$257,068.60	ROY, MAURICE J	\$220,018.16
PRECIOUS, ARIBIBIA	\$253,526.63	REIMER, ANGELA M	\$160,713.26	ROZBACHER, ADRIAN	\$337,688.71
PREMATILAKE, SURAJ P	\$471,725.87	REIMER, DARREN K	\$132,462.84	ROZBACHER, ANDREA	\$87,305.83
PRENOVAULT, JEAN	\$567,811.80	REIMER, DAVID J	\$557,875.06	RUBIN, TAMAR	\$156,359.52
PRETORIUS, ALEXANDER	\$106,039.98	REIMER, HEINZ	\$137,487.61	RUDDOCK, DEANNE L	\$370,711.88
PRETORIUS, LUZELLE L	\$104,059.56	REIMER, MURRAY B	\$269,516.93	RUMBOLT, BRIAN R	\$387,474.74
PREUN, JENNIFER	\$105,535.79	REITMEIER, SHAYNE	\$747,560.22	RUSEN, JACK B	\$89,554.91
PRICE, CHRISTOPH	\$185,965.23	REMPEL, REGINA R	\$119,672.32	RUSEN, SARA M	\$83,755.63
PRICE, RUSSELL J	\$352,261.61	RESLEROVA, MARTINA	\$757,409.52	RUSH, DAVID N	\$110,735.33
PRICE, SHANDIS L	\$120,398.68	RETROSI, GIUSEPPE	\$174,722.05	RUSK, RICHARD C	\$430,536.67
PRINSLOO, JOCHEMUS	\$265,764.25	REYNEKE, ANNEMIE	\$314,750.30	RUSSELL, SAMANTHA	\$426,488.21
PROBER, MARK ALAN	\$238,939.44	REYNOLDS, JAMES L	\$308,061.16	RUST, LEN	\$151,791.05
PROCTOR, CHRISTOPH	\$232,820.96	REYNOLDS, JODY J	\$1,002,196.53	RUTHERFORD, MAEGAN M	\$377,316.80
PRODAN, OREST	\$91,643.25	REZAZADEH, SHADI	\$364,707.91	RUZHYNKY, JENNIFER	\$258,746.80
PROMISLOW, STEVEN	\$545,592.68	REZK, EMAD A	\$98,156.14	RUZHYNKY, VLADIMIR	\$440,764.82
PSOOY, KAREN J	\$132,056.46	RHOMA, SALAHALDE	\$420,169.07	RYALL, LORNE A	\$109,818.43
PUAR, RIPNEET	\$274,505.45	RICCI BARTOL, MARIA F	\$210,261.23	RYZ, KRISTA S	\$827,338.75
PUNTER, FIONA	\$390,503.85	RICE, PATRICK	\$83,890.34	SAAD, VERA N	\$138,974.45
PUTTAERT, BRETT D	\$108,795.49	RICHARDS, CERI ANNE	\$119,348.99	SAADIA, VIVIEN	\$229,955.77
PUTTAERT, DOUGLAS	\$162,230.02	RICHARDS, MICHAEL D	\$221,054.32	SABAPATHI, KARTHIK	\$312,126.95
PYLYPIUK, CHRISTY L	\$396,064.73	RICHARDSON, CINDY J	\$406,396.85	SABESKI, LYNNE M	\$427,940.48
PYMAR, HELEN C	\$327,406.05	RICHARDSON, SCOTT	\$331,582.40	SAEED, MAHWASH F	\$385,231.59
QADIR, MUNIR	\$304,908.15	RICHELLE, JACQUELIN	\$505,848.81	SAFDAR, AHSIN AJA	\$179,555.35
QAMAR, SHAISTA	\$176,296.65	RIEL, STEFAN L	\$468,092.66	SAFFARI, HAMIDEH	\$181,913.50
QUESADA, RICARDO	\$270,404.44	RIGATTO, CLAUDIO	\$407,270.07	SAGANSKI, EMILY	\$296,641.59
QURESHI, BILQUIS	\$163,145.08	RIMMER, EMILY K	\$170,196.65	SAINT-HILAIRE, MELANIE	\$94,247.01
RAABE, MICHAEL A	\$585,916.74	RING, HEATHER	\$322,225.49	SAKLA, MARY S S	\$436,116.46
RABAN, ROSHAN	\$491,838.42	RINGAERT, KEN	\$145,891.72	SALA, TANYA N	\$164,527.10
RABSON, JOHN L R	\$1,055,275.17	RIPSTEIN, JONATHAN	\$134,235.61	SALAMON, ELIZABETH	\$903,922.74
RACHALA MADHU	\$85,772.91	RIST, JAMIE LEE	\$330,325.93	SALEM, FAYEZ	\$609,038.50
RADULOVIC, DEJANA	\$828,079.46	RITCHE, JANET	\$241,505.38	SALHI, SAOUSSEN	\$162,120.23
RAE, JAMES A	\$231,757.16	RIVARD, JUSTIN D	\$451,007.05	SALIGHEH, ARMITA	\$80,854.84
RAFAY, MUBEEN F	\$139,773.98	RIZK, ABDALLA M	\$616,168.89	SALMAN, MICHAEL S	\$77,775.08
RAFIKOV, MARAT F	\$667,870.87	ROBERTS, JANET R	\$156,498.57	SALTEL, MARC E J	\$392,539.38
RAGHAVENDRAN, S	\$290,255.07	ROBERTS, KRIS A	\$184,849.52	SALTER, JENNIFER	\$362,328.84
RAHMAN, JENNIFER	\$535,821.49	ROBERTSON, REAGAN LE	\$430,153.70	SALTER, NEIL W	\$201,464.25
RAISI, SETAREH	\$90,907.02	ROBILLARD, SUSAN C	\$307,198.14	SALTER-OLIVER, BELYNDA A	\$122,672.40
RAIMONDI, CHRISTINA	\$349,574.57	ROBINSON, C CORRINE	\$351,616.56	SAM, ANGELA	\$911,423.19
RAMADAN, ABDUL N	\$315,012.28	ROBINSON, CHRISTINE	\$365,671.70	SAM, DIANA	\$248,259.04
RAMGOOLAM, RAJEN	\$504,475.68	ROBINSON, DAVID B	\$280,739.32	SAMARASENA, ISHANI G	\$364,804.21
RAMKISSOON, REECE	\$200,398.73	ROBINSON, DEBBIE J	\$503,135.21	SAMBORSKI, CORY	\$107,823.99
RAMSAY, CAREY ANT	\$397,807.24	ROBINSON, JAMES	\$544,907.74	SAMI, SAHAR	\$247,603.47
RAMSAY, JAMES A	\$384,860.55	ROBINSON, WESLEY K	\$309,620.80	SAMOIL, MARY F S	\$285,318.59
RAMSEY, CLARE D	\$284,656.79	ROCHA, GUILLERMO	\$1,523,360.68	SAMUELS, LEWIS	\$584,882.76
RANDHAWA, NIRMAL K	\$240,904.18	ROCHE, GAVIN	\$424,110.56	SANDHU, KERNJEET	\$128,616.70
RANDHAWA, SUKHWINDE	\$88,238.81	RODRIGUES, DANIEL	\$499,170.42	SARANCHUK, JEFFERY W	\$705,311.63
RANDUNNE, AVANTHI	\$934,198.26	RODRIGUEZ LEYVA, DELFIN	\$246,673.33	SAREEN, JITENDER	\$80,659.06
RANDUNNE, AYODYA S	\$867,102.49	RODRIGUEZ MARRE, ILDEGUL	\$424,345.06	SAREEN, SANJAY	\$380,558.82
RASOOL, AMERA	\$781,397.55	ROE, BRUCE E	\$133,309.99	SARLAS, EVANGELOS	\$142,850.00
RATCLIFFE, GREGORY E	\$1,298,824.73	ROETS, WILLEM G	\$349,474.10	SARPONG, SIMON K	\$149,895.39
RATHOD, SHRINIVAS	\$225,005.24	ROGOZINSKA, LUDWIKA	\$285,791.28	SAS, ALYSON P	\$86,913.51
RATNA, SAYOAN	\$87,133.68	ROHALD, PAM	\$543,708.96	SATHIANATHAN, CHRISTIE	\$582,905.28
RATNAPALA, HARANKAHA	\$89,618.25	ROMAN, MANAL	\$471,972.12	SAUNDERS, KEVIN	\$293,827.06
RATNAPARKHE, SUSHIL	\$810,190.73	ROMAN, NADER	\$438,525.77	SAVAGE, BONITA	\$88,560.64
RATZLAFF, MATTHEW	\$257,374.23	RONA, CESAR	\$594,091.70	SAWA, GAIL F	\$398,010.39
RAUBENHEIMER, JOHANN P	\$667,519.30	ROSARIO, ROSA	\$155,694.60	SAWATZKY, MARTINA	\$90,619.26
RAUCH, JOHAN F	\$756,937.43	ROSCHE, COLIN	\$389,129.89	SAWYER, JEREMY A	\$456,200.48

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

SAWYER, SCOTT K	\$469,562.15	SHIFFMAN, FRANK H	\$462,951.44	SODHI, VIJAY K	\$540,922.60
SAXENA, MILIND	\$84,512.54	SHOBAVO, OLADAPO F	\$112,942.46	SOLIMAN, MAGDI F L	\$789,358.39
SCATLIFF, ROBERT M	\$167,353.00	SHOEWU, OLUWAFEMI	\$293,743.46	SOMMER, HILLEL M	\$330,939.48
SCHACTER, GASHA I	\$113,188.30	SHOKRI, AHVAN	\$571,288.28	SONI, ANITA	\$682,115.10
SCHACTER, JENNIFER	\$77,504.14	SHOKRI, MOHAMMAD	\$500,729.51	SONI, NANDINI R	\$375,489.25
SCHAFFER, STEPHEN A	\$171,724.32	SHOUKRY, SAHAR	\$230,828.34	SONOIKI, TAIWO G	\$454,475.13
SCHANZ, DARYL	\$233,578.21	SHUCKETT, PAUL	\$137,550.04	SOOKERMANY, NATASHA	\$87,115.04
SHELLENBERG, ANGELA E	\$500,097.56	SHUMSKY, DAVID	\$115,046.96	SOOKHOO, SIUCHAN	\$693,658.64
SHELLENBERG, JOHN D	\$180,348.00	SHUNMUGAM, RAVENDREN	\$1,148,499.20	SOPEL, MRYANDA	\$293,480.19
SCHIFKE, WILLIAM G	\$294,045.14	SICKERT, HELGA G	\$256,634.13	SOUFI, YUCEF	\$488,077.99
SCHMIDT, BRIAN J	\$265,160.95	SIDAROUS, AMAL M	\$639,272.60	SOUQUE, KATRYN E	\$192,899.40
SCHNEIDER, CAROL E	\$444,889.89	SIDDIQUI, FAISAL S	\$291,568.23	SPANGELO, LISA MICH	\$153,276.60
SCHROEDER, ALVIN N	\$371,277.62	SIDDIQUI, ISSAR	\$542,969.84	SPEER, MARGARET	\$274,653.24
SCHROEDER, FRANCIS M	\$283,564.74	SIDHOM, CHERINE R	\$458,229.80	SPEZIALI, CRAIG D	\$115,590.97
SCHUR, NATALIE K	\$461,506.33	SIDHU, GURVEEN K	\$230,936.21	SPOONER, AARON J	\$504,182.36
SCHUTT, VIVIAN A	\$430,575.80	SIDHU, KIRANDEEP	\$239,242.93	SPRINGMAN, MAEGAN	\$213,690.59
SCHWARTZ, ANNA G	\$256,157.21	SIDRA GERGES, MAGED E	\$404,864.12	SRINATHAN, SADEESH K	\$444,246.93
SCHWARTZ, LEONARD D	\$387,674.18	SIEMENS, JASON M	\$139,090.53	ST GODDARD, JENNIFER	\$219,007.08
SCOTT, JASON	\$458,610.47	SIGURDSON, ERIC	\$96,075.84	ST JOHN, PHILIP D	\$219,000.20
SCOTT, KRISTEN	\$267,927.65	SIGURDSON, LEIF JOHN	\$868,004.09	ST VINCENT, ANTHONY	\$226,000.21
SCOTT, SARA	\$348,200.99	SIKORA, FELIX J	\$383,927.65	STAINES, KENTON M	\$503,794.13
SCOTT-HERRIDGE, JOEL	\$651,568.77	SILAGY, STEWART	\$893,320.90	STANIFORTH, CHRISTINA	\$311,747.65
SEAMAN, MICHAEL K	\$836,019.11	SILHA, JOSEF	\$1,326,171.68	STANIFORTH, CHRISTOPH	\$289,298.67
SEFIDGAR, MEHDI	\$603,794.77	SILHOVA, DASA	\$347,931.33	STANKO, LORRAINE	\$652,915.27
SEGSTRO, RONALD J	\$96,963.42	SILVAGGIO, JOSEPH	\$250,052.43	STASIUK, ALLISON D	\$289,129.03
SEIFER, COLETTE M	\$481,807.46	SILVER, CARLA D	\$274,944.89	STEFANYSHEN, GRANT S	\$84,471.23
SEITZ, ANDREW R	\$249,516.59	SILVER, NORMAN A	\$1,377,310.46	STEIGERWALD, SARAH	\$498,364.26
SELLERS, ELIZABETH	\$116,011.82	SILVER, SHANE	\$2,262,015.15	STELZER, JOSE	\$303,547.47
SEMUS, MICHAEL J	\$241,353.57	SIMARD-CHIU, LESLIE A	\$167,138.81	STEPHENSEN, MICHAEL C	\$368,738.58
SEN, ROBIN	\$240,825.46	SIMKIN, RUTH E	\$81,282.34	STERN, SHERYL	\$170,335.49
SEQUEIRA, ALASTAIR	\$392,895.19	SIMONS, FRANCES E	\$128,383.79	STEVENSON, LAUREL E	\$238,371.20
SERLETIS, DEMITRE	\$201,232.93	SIMONSEN, J NEIL	\$93,060.91	STILLWATER, LAURENCE	\$1,331,626.21
SETHI, KRISHAN	\$218,408.14	SIMONSON, DON W	\$216,082.47	STITZ, MARSHALL	\$436,649.78
SETHI, SUBASH	\$130,830.73	SIN, TRA	\$261,814.81	STOCKL, FRANK A	\$2,136,582.61
SETO, JONATHAN	\$182,255.56	SINGER, MARILYN	\$94,688.44	STOCKWELL, KEVIN	\$170,549.02
SEWELL, GARY	\$181,608.53	SINGH, AMARJIT	\$138,081.25	STOFFMAN, JAYSON M	\$101,814.13
SEXTON, LAURA A	\$187,224.14	SINGH, GURBALBIR	\$194,746.97	STOROSCHUK, GREGORY W	\$260,815.54
SHAFFER, SETH	\$607,159.31	SINGH, HARMINDER	\$676,146.05	STORSLEY, LEROY J	\$887,644.89
SHAH, ASHISH H	\$1,021,198.71	SINGH, MANEESHA	\$292,882.30	STOSKI, ROXANM M ²	\$630,882.67
SHAH, BHARAT	\$316,620.20	SINGH, NEAL	\$109,545.70	STRANG, DAVID G	\$112,576.38
SHAH, SYED A A	\$125,770.12	SINGH, PRABHJOT	\$165,510.02	STRANGES, GREGORY A	\$528,065.90
SHAIKH, NASIR	\$636,772.64	SINGH, RAMANDIP	\$190,365.71	STRANK, ROYDAN K	\$385,489.30
SHAKER, MARIAN	\$1,467,279.36	SINGH, RENATE G	\$704,600.15	STRIDE-DARNLEY, BENJAMIN	\$114,732.39
SHAMLOU MONTAZE, AMIR HASS	\$351,644.67	SINGH, RICHY D	\$537,997.07	STROESCU, DANIELA V	\$403,436.01
SHANE, MARVIN	\$91,725.06	SINGH, ROBINDER	\$291,445.59	STRONGER, LYLE	\$349,328.28
SHANKAR, JAI JAI S	\$561,591.60	SINGH, SHIRIN	\$479,649.52	STRUMPFER, JOHANN	\$219,662.13
SHANKS, MICHELLE	\$105,174.37	SINGH-ENNS, SONIA	\$124,588.19	STRZELCZYK, JACEK ²	\$4,053,128.16
SHANTI, MOHAMMAD	\$923,002.38	SIQUEIRA BRIGLI, FELIPE	\$159,596.39	SUD, ANIL K	\$622,873.71
SHARIATI, MAJID	\$870,806.56	SIVANANTHAN, GOKULAN	\$199,005.60	SUDERMAN, JOSIAH L	\$76,290.00
SHARIFF, FARHANA	\$99,229.19	SIVANANTHAN, KAMALANAY	\$493,140.56	SULAIMAN, WASAN S S	\$518,128.26
SHARIFF, TAHARA J	\$227,745.99	SIVASANKAR, RAMAN	\$538,574.02	SUSKI, LISA	\$81,583.64
SHARKEY, JAMES B	\$609,647.71	SKAKUM, KURT K	\$223,333.30	SUSSER, MOSES M	\$173,813.81
SHARKEY, RHYS	\$253,543.47	SKAKUM, RUTH	\$259,622.05	SUTHERLAND, DONNA E	\$439,498.25
SHARMA, ADITYA	\$199,881.57	SKEAD, LENNARD	\$454,620.85	SUTHERLAND, ERIC N	\$523,365.34
SHARMA, DEEPTI	\$297,831.44	SKINNER, JAMES T	\$120,892.76	SUTHERLAND, IAN SCOTT	\$467,452.56
SHARMA, SAVITA	\$158,000.01	SKRABEK, PAMELA J	\$205,092.30	SUTHERLAND, JAMES G	\$306,379.76
SHARMA, SHELLY	\$85,137.60	SKRABEK, RYAN Q	\$891,441.67	SUTTON, IAN R	\$645,649.77
SHATSKY, MORLEY	\$467,315.66	SLUTCHUK, MARVIN	\$160,165.70	SWAIN, KRISTINA	\$105,129.71
SHAW, JAMES A	\$188,509.01	SMAL, SAMUEL J	\$401,064.88	SYED, ALI	\$149,851.70
SHAWYER, ANNA C	\$319,616.66	SMALL, LUKE	\$80,731.55	SZAJKOWSKI, TERENCE	\$361,417.81
SHAYEGI NICK, ANITA	\$926,159.29	SMITH, CATHERINE	\$238,536.66	SZWAJCER, DAVID ¹	\$106,775.89
SHELL, MELANIE	\$269,737.12	SMITH, ERIK R	\$213,328.79	T JONG, GEERT W	\$276,261.26
SHELTON, PAUL A	\$140,801.80	SMITH, KRISTINE	\$407,126.69	TADROUS, JACQUELIN	\$366,618.14
SHENODA, KAMAL L M	\$434,106.52	SMITH, LOUIS F	\$1,179,534.42	TAGIN, MOHAMED A	\$220,959.10
SHENOUDA, MERVAT	\$334,201.11	SMITH, RILEY	\$429,502.13	TAM, JAMES W	\$755,681.41
SHENOUDA, PHEBE F S	\$96,258.63	SNEATH, JASON	\$2,452,468.64	TAMAYO MENDOZA, JESUS A	\$497,408.82
SHEPERTYCKY, MARTHA R	\$457,506.18	SNOVIDA, LIUBOV	\$253,993.61	TAN, EDWARD	\$274,295.20
SHEPS, MICHAEL D	\$860,696.43	SOCHOCKI, MICHAEL P	\$423,736.36	TAN, LAWRENCE	\$495,726.70
SHERBO, EHREN	\$154,850.88	SODHI, POONAM	\$129,596.88	TANDON, RICHA	\$743,734.98

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

TANGRI, NAVDEEP	\$505,947.11	UDUEHI, EKATA A	\$99,679.11	WARDEN, SARAH K	\$172,123.93
TANNER, KAREN L	\$190,818.34	ULLAH, SHAHLA I	\$523,360.26	WAREHAM, KRISTEN B	\$128,565.78
TAPPER, JASON A	\$787,898.63	UNGARIAN, JILLIAN	\$294,343.42	WARELIS, ADAM	\$212,979.78
TARASKA, VICTORIA	\$881,696.51	UNGER, JASON B A	\$140,072.98	WARKENTIN, RAY	\$318,909.72
TARASKA, VINCENT A	\$464,980.25	UTKO, PAWEL	\$446,140.21	WARNAKULASOORIY, RIVIRAJ	\$146,642.44
TARIQ, MUHAMMAD	\$574,160.18	UWABOR, WISDOM O	\$438,722.56	WARRACK, CHRISTOPH	\$285,958.19
TASSI, HISHAM	\$91,954.36	UYS, THARINA	\$319,222.08	WARRAICH, GUNWANT	\$217,484.29
TATININI, RANJIT K	\$146,382.05	UZWYSHYN, MIRA	\$111,772.13	WARRAICH, KANWARJIT	\$372,157.55
TAWFIK, VIOLA L	\$382,299.88	VALJI, RAFIAA	\$143,676.73	WARRAICH, NAVROOP	\$148,042.84
TAYLOR, HUGH R	\$437,282.82	VAN ALSTYNE, MURRAY	\$281,700.09	WASEF, MERVAT S	\$296,637.98
TAYLOR, SUSAN N	\$578,961.75	VAN AMSTEL, LEANNE L	\$915,342.97	WASEF, NAGY S	\$249,435.71
TEGG, TYLER	\$367,971.14	VAN DAM, AVERI	\$135,875.29	WATSON, HEATHER	\$229,256.40
TEILLET, MARC E	\$185,728.19	VAN DE VELDE, ROCHELLE	\$528,224.29	WATTERS, TIMOTHY	\$187,960.56
TENENBEIN, MARSHALL	\$531,362.23	VAN DEN HEEVER, JESAJA W	\$646,163.65	WAYE, LEON R L	\$496,295.10
TEO, SWEE L	\$215,581.74	VAN DER WESTHUI, LUCAS C	\$527,807.97	WEBAR VALDIVIES, JAVIER	\$238,132.17
TESKEY, LINDSAY S	\$266,601.56	VAN DER ZWEEP, JOHN	\$587,343.75	WEBB, JOANNA	\$118,090.88
THAMES, JOYCE	\$353,132.16	VAN DIJK, CODY	\$118,535.39	WEERATUNGA, BUDDHINI	\$274,383.18
THESS, BERNARD A	\$668,034.17	VAN INEVELD, CORNELIA	\$95,907.02	WENGEL, TIFFANY	\$231,752.27
THIESSEN, PHOEBE	\$282,123.33	VAN JAARSVELDT, WERNER	\$454,367.41	WERIER, JONATHAN	\$150,914.85
THILLE, SUZANNE M	\$246,406.56	VAN NIEKERK, ETIENNE	\$285,866.03	WETTIG, KARA B	\$486,636.17
THOMAS, SHAWN T	\$363,070.41	VAN OTTERLOO, MATTHEW	\$97,341.38	WHEELER, JEFFREY	\$388,722.33
THOMAS, SUNU	\$247,466.40	VAN RENSBURG, C JANSE	\$642,865.33	WHITE, BRUCE K	\$341,677.54
THOMPSON, ELIZABETH	\$293,944.44	VAN RENSBURG, P D JANSE	\$545,642.09	WHITE, SANDRA	\$123,891.80
THOMPSON, LEANNE J	\$111,052.34	VAN ROOYEN, M LOUIS	\$729,205.29	WHITTAKER, ELIZABETH	\$201,333.00
THOMPSON, SUSAN B	\$193,661.57	VAN, ROYCE	\$336,704.01	WHITTAKER, LAUREN	\$273,961.07
THOMPSON, THOMAS R	\$150,664.67	VANCURA, DAVID	\$505,301.62	WICKLOW, BRANDY A	\$122,556.96
THOMSON, BRENT R J	\$155,056.20	VANDERHEYDEN, KARA L	\$156,198.96	WIEBE, CHRIS J	\$128,053.44
THOMSON, GLEN T D	\$225,175.66	VANDERHOOF, LUKE JOHN	\$462,767.10	WIEBE, JENNIFER	\$80,866.23
THOREN, JACALYN	\$242,769.59	VANDERHOOF, REBECCA H	\$162,379.06	WIEBE, KIM L	\$82,984.31
THORINGTON, KRystal M	\$145,617.49	VATTHEUER, ANNABEL	\$77,178.63	WIEBE, SANDRA	\$372,098.86
THORLAKSON, DEREK	\$143,059.09	VENDITTI, MARCELLO	\$289,961.27	WIEBE, TANNIS H	\$331,551.76
THORLAKSON, IAN J	\$169,305.54	VENDRAMELLI, MARK P	\$228,948.78	WIENS, ANTHONY V	\$570,671.77
THORLEIFSON, MULLEIN D	\$522,728.41	VENKATESAN, NITHYA	\$203,902.10	WIENS, JAMES J	\$694,947.47
THWALA, ANDREA B	\$708,733.21	VENTER, DIRK J	\$599,924.98	WIENS, NICOLE	\$143,388.86
TIEN-ESTRADA, JOAN	\$138,512.82	VERGARA, DERRICK Y	\$541,165.75	WIESENTHAL, BENJAMIN	\$127,134.43
TING, TOMMY W	\$628,511.85	VERGIS, ASHLEY	\$759,611.09	WILD, KIM J	\$507,377.96
TISCHENKO, ALEXANDER	\$590,215.33	VERITY, SHAWN D	\$317,335.07	WILLIAMS, CHRISTOPH	\$221,696.50
TISSERA, PONSUGE A	\$887,142.98	VERMEULEN, SONJA L	\$136,939.01	WILLIAMS, J DAVID	\$220,388.84
TISSEVERASINGHE, ANNALIESE	\$231,077.36	VERNON, JAMES	\$634,168.30	WILLIAMSON, D	\$114,688.37
TITUS, ROSELIN T	\$85,958.30	VERRELLI, MAURO ³	\$805,515.00	WILLIAMSON, KELVIN W	\$824,163.20
TKACZYK, NICHOLAS	\$830,780.79	VIALLET, NORBERT R	\$559,035.74	WILLOWS, JIM R	\$127,370.55
TODARY FAHMY, YVETTE	\$345,424.92	VICKAR, ERIC L	\$502,367.99	WILSON, ANDREA GA	\$203,134.52
TOEWS, KAREN A	\$416,359.19	VIGNUDO, SILVIA	\$166,234.31	WILSON, GREGORY P	\$548,580.50
TOEWS, MATTHEW E	\$194,743.26	VILLA HERNANDEZ, JUAN	\$81,134.25	WILSON, MURRAY ²	\$2,175,238.45
TOMY, KERRI	\$121,806.37	VILLEDADA, JOSE A	\$291,461.37	WINNING, KYLE J	\$84,106.93
TOOLE, JOHN W P	\$264,791.10	VIPULANANTHAN, MANOHARY	\$520,095.53	WINOGRODZKA, CHRISTINA	\$342,057.90
TOOP, ALEXA	\$230,689.98	VIRDI, PARAMVIR	\$357,398.62	WINOGRODZKI, ARTHUR	\$249,629.26
TORBIAK, LINDSAY	\$128,287.27	VISCH, SHAWN H R	\$243,086.36	WISEMAN, MARNI C	\$1,308,981.86
TRAN, CUC P	\$403,340.45	VISSER, GERHARDT	\$412,827.53	WISEMAN, NATHAN	\$301,109.11
TRELOAR, KELBY	\$299,506.39	VISSER, ROBIN C H	\$490,871.93	WOELK, CORNELIUS	\$286,096.08
TREPEL, SIMON	\$199,589.35	VIVIAN, MARK A ²	\$1,088,794.13	WOLFE, KEVIN B	\$700,605.00
TRINH, HANG	\$214,395.99	VLCEK, LUBOMIR	\$237,004.25	WOLFE, SCOTT A	\$370,904.02
TRIVEDI, ANURAG	\$529,402.48	VLOK, NICOLAAS	\$412,290.18	WONG, CLINT S	\$669,599.68
TRIVEDI, SONAL	\$132,901.73	VORSTER, ALEWYN P	\$84,707.25	WONG, ELLIOT J	\$121,806.02
TSANG, DOMINIC	\$409,487.55	VOSTERS, NICOLE K	\$118,893.26	WONG, JAS	\$137,441.08
TSANG, JAMES F	\$1,044,408.58	VUKSANOVIC, MILOS V M	\$562,491.43	WONG, RALPH P W	\$339,775.27
TSANG, MAE TINA	\$218,749.95	WACHUKWU, CHINYERE	\$278,685.73	WONG, STEPHEN G	\$361,957.10
TSANG, SUSAN T	\$101,189.34	WADHWA, ANKUR	\$223,757.39	WONG, TURNLY	\$307,186.75
TSE, WAI CHING	\$100,448.33	WAHBA HANNA, TALAAT W	\$615,542.39	WONG, VERONICA	\$400,261.29
TSUYUKI, SEAN H ²	\$2,480,877.43	WAKEMAN, M STEWART	\$134,551.45	WOO, CASEY	\$407,513.38
TUFESCU, TED	\$549,831.21	WALDMAN, JEFFREY C	\$260,391.96	WOO, NOBBY	\$608,250.88
TUNOVIC, EDIN	\$290,996.79	WALKTY, ANDREW	\$110,800.88	WOO, VINCENT C	\$1,049,763.05
TURABIAN, B MICHAEL	\$242,572.01	WALLACE, MARC G	\$921,669.11	WOOD, ALEXANDRA	\$94,844.75
TURGEON, THOMAS	\$466,109.13	WALLACE, SHARON E	\$264,997.87	WOOD, HENRY	\$112,371.78
TURNER, BLAIRE D	\$323,177.96	WALMSLEY, CHRISTOPH	\$393,333.66	WOODMASS, JARRET	\$516,761.24
TURNER, ROBERT B	\$378,928.52	WALTERS, JUSTIN J ³	\$782,684.36	WOODROW, LINDSEY	\$314,538.60
TURNER, SHELLEY A	\$174,602.40	WALTERS, LESLEA A	\$308,826.12	WORB, ANDREW	\$84,631.71
TURNER, TRENT	\$171,396.42	WANG, ANGUS N	\$291,139.19	WORDEN, TYLER A	\$257,970.67
UDOW, SEAN J	\$188,685.67	WANIGASEKARA, WANIGASEK	\$238,567.51	WORKMAN, WILLIAM	\$137,584.81

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

WOSNITZA, KARI MARI	\$84,476.95
WOURMS, VINCENT P	\$472,844.99
WTOREK, PIOTR THO	\$134,862.00
WUERZ, TERENCE	\$291,735.07
XU, QI	\$208,956.35
YAFFE, CLIFFORD	\$219,366.51
YALE, ROBERT	\$133,605.23
YAMAMOTO, JENNIFER	\$210,969.17
YAMASHITA, MICHAEL	\$770,153.32
YAMSUAN, MARLEN	\$221,387.03
YANG, LIN	\$278,792.50
YANKOVSKY, ALEXEI	\$210,169.43
YAWORSKI, DANIEL N	\$129,253.77
YEHUDAIFF, DORON	\$483,655.49
YING, STEPHEN M ²	\$1,255,354.68
YIP, BENSON	\$173,784.79
YORK, RYAN J	\$305,686.51
YOUNG, BRENT C	\$140,270.52
YOUNG, JEANNE	\$266,081.41
YOUNG, R SHAWN	\$93,004.55
YOUSEFZADEH, AMIR	\$85,553.61
YU, ADELICIA	\$1,277,147.55
YU, MONICA	\$102,918.29
YUONESS, SALEM A	\$1,194,538.41
ZABOLOTNY, BRENT P	\$364,945.51
ZABORNIAK, KARVER M	\$277,264.11
ZACHARIAS, JAMES ³	\$913,157.39
ZAHIRI, MAJID	\$465,154.00
ZAKI, AMEL E	\$400,364.11
ZAKI, MAGDY F	\$573,796.51
ZARRABIAN, MOHAMMAD	\$896,017.03
ZEILER, FRED	\$875,017.11
ZELENIEZ, CALEB S G	\$246,848.81
ZHANG, HANBO	\$127,178.18
ZHANG, JASON J	\$123,685.79
ZHANG, SURONG	\$856,942.11
ZHANG, YIYANG	\$111,694.56
ZHOU, BOWEN	\$132,433.94
ZIAEI SABA, SHAHNAZ	\$384,096.79
ZIEROTH, SHELLEY R	\$129,752.13
ZIESMANN, MANFRED	\$494,852.97
ZIESMANN, MARKUS T	\$316,665.42
ZIMMER, KENNETH W	\$296,573.03
ZIOMEK, ANNA M	\$300,992.99
ZOHNI, KHALED	\$276,547.82
ZYLBERMAN, MELINA	\$366,114.70

Manitoba Health Services Insurance Plan
The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

Explanatory Notes:

- (1) *Director of a private laboratory facility. Services may be provided by a group of practitioners, but are billed in the name of a single practitioner for administrative efficiencies. (See pages 18-19 for list of facilities).*
- (2) *Director of a private radiology facility. Services may be provided by a group of practitioners, but are billed in the name of a single practitioner for administrative efficiencies. (See pages 19-23 for list of facilities).*
- (3) *Billings for dialysis services representing the work of more than one physician. (See page 23 for list of facilities).*
- (4) *Director of a nuclear medicine facility. Services may be provided by a group of practitioners, but are billed in the name of a single practitioner for administrative efficiencies. (See pages 23-24 for list of facilities).*

Laboratory Directors and Facilities

Akash Gupta	Canadian Blood Services - Platelet Immunology Laboratory
Amin Kabani	Altona Community Memorial Health Centre
	Arborg & District Hospital
	Beausejour Hospital
	Bethesda Regional Health Centre
	Boissevain Health Centre
	Boundary Trails Health Centre
	CancerCare Manitoba - Hematology Laboratory
	Carberry Plains Health Centre
	Carman Memorial Hospital
	Centre de Sante Notre-Dame Health Centre
	Churchill Health Centre
	Concordia Hospital
	Dauphin Regional Health Centre
	Deloraine Health Centre
	DeSalaberry District Health Centre
	E. M. Crowe Memorial Hospital
	Flin Flon General Hospital
	Gillam Hospital
	Gladstone Health Centre
	Glenboro Health Centre

Manitoba Health Services Insurance Plan**The Public Sector Compensation Disclosure Act**Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

Grace Hospital
Grand Rapids Nursing Station
Grandview District Hospital
Hamiota District Health Centre
Health Sciences Centre
Health Sciences Centre - Transplant Immunology Laboratory
Hunter Memorial Hospital
Johnson Memorial Hospital
Lakeshore General Hospital
Lorne Memorial Hospital
Lynn Lake District Hospital
Melita Health Centre
Minnedosa Health Centre
Misericordia Health Centre
Morris General Hospital
Neepawa Health Centre
Pinawa Hospital
Pine Falls Health Complex
Portage District General Hospital
Riverdale Health Centre
Roblin District Health Centre
Rock Lake Health District Hospital
Russell Health Centre
Selkirk Regional Health Centre
Seven Oaks General Hospital
Shoal Lake - Strathclair Health Centre
Snow Lake Health Centre
Souris Health Centre
St. Boniface General Hospital
Ste. Anne Hospital
Ste. Rose General Hospital
Stonewall & District Health Centre
Swan Valley Health Centre
The Pas Health Complex
Thompson General Hospital
Tiger Hills Health Centre
Tri-Lake Health Centre

Manitoba Health Services Insurance Plan**The Public Sector Compensation Disclosure Act**

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

	Victoria Hospital Virden Health Centre Vita & District Health Centre Westman Regional Laboratory Services
David Szwajcer	CancerCare Manitoba - Cellular Therapy Laboratory CancerCare Manitoba - Histocompatibility Laboratory
Jenisa Naidoo	Dynacare (100 - 830 King Edward Street, Winnipeg, Manitoba) Dynacare (30 Lakewood Boulevard, Winnipeg, Manitoba) Dynacare (790 Sherbrook Street, Winnipeg, Manitoba)
Paul Van Caesele	Cadham Provincial Laboratory

Radiology Directors and Facilities

Alessandra Cassano-Bailey	Seven Oaks General Hospital
Ashraf Goubran	St. Boniface General Hospital
Blake McClarty	St. Boniface General Hospital
Brian Hardy	Prota Clinic
Bruce Maycher	Mclvor X-Ray Clinic St. Boniface General Hospital Transcona X-Ray Clinic
Daniel Lindsay	Arborg & District Hospital Beausejour Hospital Churchill Health Centre Dauphin Regional Health Centre E. M. Crowe Memorial Hospital Express Care X-Ray Clinic Flin Flon General Hospital Gillam Hospital Grand Rapids Nursing Station Hunter Memorial Hospital

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

	Johnson Memorial Hospital
	Lac du Bonnet Health Centre
	Lakeshore General Hospital
	Lynn Lake District Hospital
	Pinawa Hospital
	Pine Falls Health Complex
	Selkirk Regional Health Centre
	Snow Lake Health Centre
	Stonewall & District Health Centre
	The Pas Health Complex
	Thompson General Hospital
Edward Lyons	Maples Surgical Centre
Francisco Avila Flores	Grandview District Hospital
	Hamiota District Health Centre
	Riverdale Health Centre
	Roblin District Health Centre
	Russell Health Centre
	Shoal Lake - Strathclair Health Centre
	Ste. Rose General Hospital
	Swan Valley Health Centre
Hugh Eaglesham	Assiniboine X-Ray Clinic
	Charleswood X-Ray Clinic
	Dynacare (310 - 1020 Lorimer Boulevard, Winnipeg, Manitoba)
	Lakewood Medical Centre
	Meadowood X-Ray Clinic
	Pembina X-Ray Clinic
	Winnipeg Clinic
J. Michael Davidson	Fort Whyte Imaging
	Legacy X-Ray Clinic
	Manitoba X-Ray Clinic (1155 Concordia Avenue, Winnipeg, Manitoba)
	Munroe X-Ray Clinic
	Seven Oaks X-Ray Clinic
	Sport Manitoba

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

Jacek Strzelczyk	Deer Lodge Centre Grace Hospital
James Koenig	Pan Am Clinic (300 Portage Avenue, Winnipeg, Manitoba) Pan Am Clinic (315 Chancellor Matheson Road, Winnipeg, Manitoba) Pan Am Clinic (75 Poseidon Bay, Winnipeg, Manitoba) Pan Am Clinic WRHA (75 Poseidon Bay, Winnipeg, Manitoba)
Jeffrey Marantz	Health Sciences Centre Manitoba Clinic Mount Carmel Clinic
Jordan Fogel	St. Amant
Lisa McPhee	Manitoba X-Ray Clinic (3263 Portage Avenue, Winnipeg, Manitoba) Manitoba X-Ray Clinic (LL4-400 Tache Avenue, Winnipeg, Manitoba)
M. Dawn Martens	Radiology Consultants of Winnipeg (105 - 2110 Main Street, Winnipeg, Manitoba) Radiology Consultants of Winnipeg (1550 - 1120 Grant Avenue, Winnipeg, Manitoba) Radiology Consultants of Winnipeg (2255 Pembina Highway, Winnipeg, Manitoba)
Marco Essig	Health Sciences Centre WRHA MRI Clinic
Mark Vivian	Victoria Hospital
Martin Bunge	Health Sciences Centre - Children's Hospital Rehabilitation Centre for Children
Mary Jacob	C.W. Wiebe Medical Centre
Murray Wilson	Breast Health Centre BreastCheck (5 - 25 Sherbrook Street, Winnipeg, Manitoba) BreastCheck (620 Frederick Street, Brandon, Manitoba) Canadian Diagnostic Imaging X-Ray @ Atlantic Medical X-Ray on Corydon

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

Noam Millo	Health Sciences Centre Shared Health - Diagnostic Services
Robert Lloyd	Altona Community Memorial Health Centre Bethesda Regional Health Centre Boundary Trails Health Centre Carman Memorial Hospital Centre de Sante Notre-Dame Health Centre DeSalaberry District Health Centre Lorne Memorial Hospital Morris General Hospital Portage District General Hospital Rock Lake Health District Hospital Ste. Anne Hospital Vita & District Health Centre
Roxann Stoski	Concordia Hospital
Sean Tsuyuki	Misericordia Health Centre Riverview Health Centre Tache Facilities Limited
Stephen Ying	Health Sciences Centre
Thomas Mammen	Boissevain Health Centre Carberry Plains Health Centre Deloraine Health Centre Glenboro Health Centre Melita Health Centre Minnedosa Health Centre Neepawa Health Centre Souris Health Centre Tiger Hills Health Centre Tri-Lake Health Centre Virden Health Centre

Manitoba Health Services Insurance Plan**The Public Sector Compensation Disclosure Act**

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

Wayne Harrison	Brandon Clinic Medical Corporation Brandon Regional Health Centre Clement Block Laboratory and X-Ray Services
----------------	---------------------------------------------------------------------------------------------------------------------

Dialysis Directors and Facilities

Don Allan	Sherbrook Centre Dialysis Unit
Herman Lam	Central Dialysis Unit
James Zacharias	Manitoba Local Renal Health Centres
Jay Hingwala	Home Hemodialysis, HSC
Joe Bueti	HSC Renal Program
Sean Armstrong	SOGH Renal Program
Andrea Mazurat	SOGH Hemodialysis
Sushil Ratnapa	Home Hemodialysis
Sara Dunsmore	Peritoneal Dialysis & Renal Clinic
Mauro Verrelli	SBH Renal Program
Justin Walters	Hemodialysis
Martina Resler	Peritoneal Dialysis

Nuclear Medicine Directors and Facilities

Bohdan Bybel	Health Sciences Centre Seven Oaks General Hospital
Daniel Levin	Grace Hospital
John Sutherland	Nuclear Management Company Limited

Manitoba Health Services Insurance Plan

The Public Sector Compensation Disclosure Act

Schedule of Payments for Fiscal Year Ended March 31, 2022

(Continued)

Salem Yuoness

Brandon Regional Health Centre

William Leslie

St. Boniface General Hospital

Victoria General Hospital

Appendices

Appendix A - Performance Reporting

The Performance Reporting – Indicators of Progress against Priorities is being phased out with the adoption of Balanced Scorecards. 2021/22 will be the final year for this report as Balanced Scorecards will be fully implemented and performance results fully reported.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2021/22 result or most recent available data?	What is the trend over time?	Targets, Timeframes, if applicable, and sources of information
Diabetes prevalence rate as measured by the age- and sex-adjusted proportion of residents, one year and older, living with diabetes.	Prevalence and mortality rates may reflect on the performance of the system with respect to management of diabetes.	1988/89 age- and sex-adjusted prevalence of diabetes among Manitoba residents: 3.0% 2009/2010 – 7.5% 2010/2011 – 7.8% 2011/2012 – 8.0% 2012/2013 – 8.3% 2013/2014 – 8.6% 2014/2015 – 8.8% 2015/2016 – 9.1% 2016/2017 – 9.3% 2017/2018 – 9.5% 2018/2019 – 9.8% Source: Manitoba Health administrative data.	Age- and sex-adjusted prevalence: 2019/20 - 10.0% Source: Manitoba Health administrative data *Note: - Diabetes prevalence rates were calculated using the Canadian Chronic Disease Surveillance System (CCDSS) definition.	There has been a 2 to 3% year over year increase in diabetes prevalence among Manitoba residents over the last 5 years. Slight year over year increases in prevalence have been observed in all regions of the province.	Better diagnosis and reporting may have resulted in increased incidence. Better education and care may have resulted in the observed increased prevalence. Canadian prevalence rate of 8.1% in 2017 Source: Canadian Chronic Disease Survey, Public Health Agency of Canada)

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2021/22 result or most recent available data?	What is the trend over time?	Targets, Timeframes, if applicable, and sources of information
<p>Telehealth: # Communities and end points (The higher number of end points indicate that some communities have more than one location equipped.)</p> <p>Utilization by category</p> <p>Utilization rates</p>	<p>Shows the Province’s ability to address access to care and education over geographically dispersed communities.</p>	<p>2004/05 4,369 events</p> <p>2007/08 Clinical: 4,876 Education: 1,230 Administration: 738 Tele-visit: 33 Other: 248</p>	<p>2021/22 Clinical: 17,113 Education: 170 Administration: 196 Tele-visit: 1 Other: 11</p> <p>2021/22 total utilization: 17,491</p> <p>2021/22 total number of sites: 205 sites and 397 endpoints</p>	<p>Manitoba Telehealth (MBT) predicts <u>5</u> sites to be added in the next fiscal year.</p> <p><u>Average Annual Growth from 2007/08 to 2021/22 fiscal years):</u> Clinical: 11% Education: -1% Administration: -4% Tele-visit: -5% Other: 0.3%</p> <p>145% growth in # of events from 2007/08 (7,125) to 2021/22 (17,491)</p>	<p>MBT Fiscal Utilization Reports from 2003/04 to 2021/22</p> <ul style="list-style-type: none"> <input type="checkbox"/> 2003/04: 3,724 <input type="checkbox"/> 2004/05: 4,369 <input type="checkbox"/> 2005/06: 4,842 <input type="checkbox"/> 2006/07: 5,995 <input type="checkbox"/> 2007/08: 7,125 <input type="checkbox"/> 2008/09: 8,463 <input type="checkbox"/> 2009/10: 9,835 <input type="checkbox"/> 2010/11: 2,817 <input type="checkbox"/> 2011/12: 6,183 <input type="checkbox"/> 2012/13: 8,769 <input type="checkbox"/> 2013/14: 0,590 <input type="checkbox"/> 2014/15: 2,742 <input type="checkbox"/> 2015/16: 5,721 <input type="checkbox"/> 2016/17: 7,473 <input type="checkbox"/> 2017/18: 8,223 <input type="checkbox"/> 2018/19: 1,658 <input type="checkbox"/> 2019/20: 4,237 <input type="checkbox"/> 2020/21: 2,930 <input type="checkbox"/> 2021/22: 7,491

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2021/22 result or most recent available data?	What is the trend over time?	Targets, Timeframes, if applicable, and sources of information
<p>Priority Procedures (surgical) wait time reduction</p> <p>Cataract Surgery</p>	<p>Access to services is important to understanding the effectiveness of the health system.</p>	<p>Cataract Annual Average Wait Times (in weeks) for Winnipeg:</p> <p>2012/13 – 16 2013/14 – 15 2014/15 – 15 2015/16 – 16 2016/17 – 18 2017/18 – 20 2018/19 – 21 2019/20 – 21 2020/21 – 23</p> <p>Source: WRHA administrative data.</p>	<p>Cataract Annual Average Wait Time for Winnipeg:</p> <p>2021/22– 21 weeks*</p> <p>Source: WRHA administrative data.</p> <p>*Notes: Due to reporting constraints, the methodology for this reporting year has been changed from Median Wait Time, as reported on the Manitoba Health Services Wait Time website, to Average Wait Time. Provincial Wait Times for cataract surgery are not available, but ~83% of those procedures are completed in Winnipeg.</p>	<p>The average Wait Time for cataract surgery was 21 weeks in 2018/19 and 2019/20. Wait Times in 2020/21 were more variable and the yearly average increased to 23 weeks due to the COVID-19 pandemic. In 2021/22, the yearly average Wait Time decreased to the pre-COVID-19 average of 21 weeks.</p>	<p>Cataract surgeries are performed at 6 sites across 3 regional Health authorities</p> <p>The national benchmark for cataract surgeries is 16 weeks.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2021/22 result or most recent available data?	What is the trend over time?	Targets, Timeframes, if applicable, and sources of information																		
Response time for translation requests of department's public-facing documents, in paper or electronic format.	It is important to offer equal services to Francophone Manitobans	<p>2018/19 Translation log is in use. Requests submitted: 112</p> <p>Average length of time for the department to submit request to Translation Services: 10 days</p> <p>98.2% of translation requests were completed within the target timeframes.</p> <table border="1" data-bbox="516 678 919 1013"> <thead> <tr> <th>Translation Requests</th> <th>Average of Translation Services' Turnaround (days)</th> </tr> </thead> <tbody> <tr> <td>5 days</td> <td>5.91</td> </tr> <tr> <td>10 days</td> <td>8.77</td> </tr> <tr> <td>21 days</td> <td>18.25</td> </tr> <tr> <td>Rush</td> <td>0.67</td> </tr> </tbody> </table>	Translation Requests	Average of Translation Services' Turnaround (days)	5 days	5.91	10 days	8.77	21 days	18.25	Rush	0.67	<p>Number of Requests submitted: 178</p> <p>Average Length of time for the department to submit a request to Translation Services: 1 day</p> <p>96.6% of translation requests were completed within the target timeframes, representing a 2.2% decrease from the previous report.</p> <table border="1" data-bbox="953 743 1297 1013"> <thead> <tr> <th>Translation Requests</th> <th>Average of Translation Services' Turnaround (days)</th> </tr> </thead> <tbody> <tr> <td>5 days</td> <td>3.0</td> </tr> <tr> <td>10 days</td> <td>6.3</td> </tr> <tr> <td>21 days</td> <td>10.9</td> </tr> </tbody> </table>	Translation Requests	Average of Translation Services' Turnaround (days)	5 days	3.0	10 days	6.3	21 days	10.9	There was a decline in the turnaround time in all three request categories.	<p>Timeframe</p> <p>1-500 words 5 days</p> <p>501-3000 words 10 days</p> <p>3001 and more words 21 days</p> <p>Source FLS annual report</p>
Translation Requests	Average of Translation Services' Turnaround (days)																						
5 days	5.91																						
10 days	8.77																						
21 days	18.25																						
Rush	0.67																						
Translation Requests	Average of Translation Services' Turnaround (days)																						
5 days	3.0																						
10 days	6.3																						
21 days	10.9																						

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2021/22 result or most recent available data?	What is the trend over time?	Targets, Timeframes, if applicable, and sources of information																																																																
COVID-19 case numbers total. % hospitalized % requiring ICU care	Understanding the impact of a pandemic will promote understanding of the impact on the health system and support future planning.	April 1, 2021 to June 30, 2022	April 1, 2021 to June 30 2022 COVID-19 Cases: 111,414 COVID-19 Hospitalizations: 8,614 COVID-19 ICU:1,120	<table border="1"> <thead> <tr> <th>Date</th> <th>Reported Cases</th> <th>%Hosp*</th> <th>%ICU*</th> </tr> </thead> <tbody> <tr><td>Apr 2021</td><td>4843</td><td>5.2%</td><td>1.1%</td></tr> <tr><td>May 2021</td><td>12293</td><td>6.4%</td><td>1.7%</td></tr> <tr><td>Jun 2021</td><td>4935</td><td>8.2%</td><td>2.3%</td></tr> <tr><td>Jul 2021</td><td>1393</td><td>12.1%</td><td>3.0%</td></tr> <tr><td>Aug 2021</td><td>1109</td><td>10.5%</td><td>1.3%</td></tr> <tr><td>Sep 2021</td><td>1878</td><td>11.8%</td><td>2.3%</td></tr> <tr><td>Oct 2021</td><td>3063</td><td>10.3%</td><td>1.6%</td></tr> <tr><td>Nov2021</td><td>4339</td><td>8.1%</td><td>1.5%</td></tr> <tr><td>Dec 2021</td><td>14198</td><td>4.4%</td><td>0.5%</td></tr> <tr><td>Jan 2022</td><td>39788</td><td>4.1%</td><td>0.4%</td></tr> <tr><td>Feb 2022</td><td>9039</td><td>9.9%</td><td>0.9%</td></tr> <tr><td>Mar 2022</td><td>5180</td><td>14.1%</td><td>1.1%</td></tr> <tr><td>Apr 2022</td><td>5737</td><td>18.3%</td><td>1.3%</td></tr> <tr><td>May 2022</td><td>2719</td><td>26.8%</td><td>2.2%</td></tr> <tr><td>Jun 2022</td><td>900</td><td>36.8%</td><td>4.2%</td></tr> </tbody> </table>	Date	Reported Cases	%Hosp*	%ICU*	Apr 2021	4843	5.2%	1.1%	May 2021	12293	6.4%	1.7%	Jun 2021	4935	8.2%	2.3%	Jul 2021	1393	12.1%	3.0%	Aug 2021	1109	10.5%	1.3%	Sep 2021	1878	11.8%	2.3%	Oct 2021	3063	10.3%	1.6%	Nov2021	4339	8.1%	1.5%	Dec 2021	14198	4.4%	0.5%	Jan 2022	39788	4.1%	0.4%	Feb 2022	9039	9.9%	0.9%	Mar 2022	5180	14.1%	1.1%	Apr 2022	5737	18.3%	1.3%	May 2022	2719	26.8%	2.2%	Jun 2022	900	36.8%	4.2%	Sources: <ul style="list-style-type: none"> Public Health Information System (PHIMS) COVID-19 surveillance data Admissions, Discharge & Transfer (ADT) data <p>* COVID-19 associated hospital admissions were included. Due to a need for timely reporting, hospitalizations and ICU submissions do not need to be directly attributed to COVID-19. Instead an association to a positive COVID-19 laboratory result is sufficient. Duplicate submissions for the same patient within the same illness episode are</p>
Date	Reported Cases	%Hosp*	%ICU*																																																																		
Apr 2021	4843	5.2%	1.1%																																																																		
May 2021	12293	6.4%	1.7%																																																																		
Jun 2021	4935	8.2%	2.3%																																																																		
Jul 2021	1393	12.1%	3.0%																																																																		
Aug 2021	1109	10.5%	1.3%																																																																		
Sep 2021	1878	11.8%	2.3%																																																																		
Oct 2021	3063	10.3%	1.6%																																																																		
Nov2021	4339	8.1%	1.5%																																																																		
Dec 2021	14198	4.4%	0.5%																																																																		
Jan 2022	39788	4.1%	0.4%																																																																		
Feb 2022	9039	9.9%	0.9%																																																																		
Mar 2022	5180	14.1%	1.1%																																																																		
Apr 2022	5737	18.3%	1.3%																																																																		
May 2022	2719	26.8%	2.2%																																																																		
Jun 2022	900	36.8%	4.2%																																																																		

What is being measured and using what indicator?

Why is it important to measure this?

Where are we starting from (baseline measurement)?

What is the 2021/22 result or most recent available data?

What is the trend over time?

Targets, Timeframes, if applicable, and sources of information

excluded. A higher portion of incidental hospital admissions with COVID-19 has been observed in 2022 compared to 2021.

Appendix B - Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board. The following Other Reporting Entities (OREs) form part of the department's consolidated results:

The seven service delivery organizations (SDOs):

1. CancerCare Manitoba

CancerCare Manitoba is the provincially mandated cancer agency and provides clinical services to both children and adults.

For more information please visit: CancerCare Manitoba (cancercare.mb.ca)

2. Interlake-Eastern Regional Health Authority

Interlake-Eastern Regional Health Authority is responsible for the planning and delivery of health care service to meet the needs of the population they serve.

For more information please visit: Interlake-Eastern Regional Health Authority (ierha.ca)

3. Northern Regional Health Authority

Northern Regional Health Authority is responsible for the planning and delivery of health care service to meet the needs of the population they serve.

For more information please visit: Northern Regional Health Authority (northernhealthregion.com)

4. Prairie Mountain Health

Prairie Mountain Health is responsible for the planning and delivery of health care service to meet the needs of the population they serve.

For more information please visit: Prairie Mountain Health (prairiemountainhealth.ca)

5. Shared Health

Shared Health leads the planning and coordination of the integration of patient-centred clinical and preventive health services across Manitoba. The organization also delivers specific province-wide health services and supports centralized administrative and business functions for Manitoba health organizations.

For more information please visit: Shared Health (sharedhealthmb.ca)

6. Southern Health-Santé Sud

Southern Health-Santé Sud is responsible for the planning and delivery of health care service to meet the needs of the population they serve.

For more information please visit: Southern Health-Santé Sud (southernhealth.ca)

7. Winnipeg Regional Health Authority

Winnipeg Regional Health Authority (WRHA) is responsible for the planning and delivery of health care service to meet the needs of the population they serve.

For more information please visit: Winnipeg Regional Health Authority (wrha.mb.ca)

Other agencies funded by the SDOs:

St. Amant

St. Amant is a comprehensive resource for Manitobans with developmental disabilities and autism.

For more information please visit: St. Amant (stamant.ca)

Personal Care Homes

Personal Care Homes improve long-term care residents' quality of life by providing them the care and services that encourage them to remain as personally independent as possible.

3885136 Manitoba Association Inc. (operating as Calvary Place Personal Care Home) – For more information please visit: (calvaryplacepch.com)

Actionmarguerite (Saint-Boniface) (Saint-Vital) and (St. Joseph) – For more information please visit: (actionmarguerite.ca)

Bethania Mennonite Personal Care Home – For more information please visit: (bethania.ca)

Donwood Manor Personal Care Home – For more information please visit: (donwoodmanor.org)

Eden Mental Health Centre – For more information please visit: (edenhealthcare.ca)

Fred Douglas Personal Care Home – For more information please visit: (freddouglassociety.com)

Holy Family Home Inc. and Sisters Servants of Mary Immaculate Plant Fund – For more information please visit: (holymfamilyhome.mb.ca)

Lions Personal Care Home – For more information please visit: (lhc.ca)

Luther Home Corporation Personal Care Home – For more information please visit: (wrha.mb.ca)

Meadowood Manor Personal Care Home – For more information please visit: (meadowoodmanor.com)

Menno Home for the Aged Inc. (Personal Care Home 1122 Division) – For more information please visit: (southernhealth.ca)

Niverville Heritage Personal Care Home Inc. – For more information please visit: (heritagecentre.ca)

Odd Fellows and Rebekahs (Personal Care Homes Inc. Golden Links Lodge) – For more information please visit: (goldenlinks.mb.ca)

Park Manor Care Inc. – For more information please visit: (parkmanor.ca)

Pembina Place Mennonite Personal Care Home Inc. – For more information please visit: (bethania.ca)

Prairie View Lodge – For more information please visit: (southernhealth.ca)

Rest Haven Nursing Home – For more information please visit: (southernhealth.ca)

Rock Lake Health District – For more information please visit: (southernhealth.ca)

Salem Home Inc. – For more information please visit: (southernhealth.ca)

Southeast Personal Care Home – For more information please visit: (southeastpch.ca)

Tabor Home – For more information please visit: (southernhealth.ca)

The Convalescent Home of Winnipeg – For more information please visit: (tchw.com)

The Salvation Army Golden West Centennial Lodge – For more information please visit: (goldenwestlodge.ca)

The Saul and Claribel Simkin Centre Personal Care Home – For more information please visit: (simkincentre.ca)

Villa Youville – For more information please visit: (southernhealth.ca)

West Park Manor Personal Care Home – For more information please visit: (wrha.mb.ca)

Community Health Agencies

Community Health Agencies serve the needs of the most vulnerable residents and work towards helping our community find its collective footing.

Clinique Youville Clinic – For more information please visit: (youville.ca)

Hope Centre Health Care Incorporated – For more information please visit: (hopecentrehealthcare.com)

Klinik Incorporated (Operating as Klinik Community Health Centre) – For more information please visit: (klinik.mb.ca)

MFL Occupational Health and Safety Centre – For more information please visit: (ohcmb.ca)

Main Street Project – For more information please visit: (mainstreetproject.ca)

Mount Carmel Clinic – For more information please visit: Aboriginal Health & Wellness Centre (mountcarmel.ca)

Nine Circles Community Health Centre – For more information please visit: (ninecircles.ca)

NorWest Co-op Community Health Centre – For more information please visit: (norwestcoop.ca)

Sexuality Education Resource Centre Manitoba – For more information please visit: (serc.mb.ca)

Women's Health Clinic – For more information please visit: (womenshealthclinic.org)

Appendix C - Statutory Responsibilities

The department operates under the authority of the following acts of the Consolidated Statutes of Manitoba:

The Anatomy Act (A80)
The CancerCare Manitoba Act (C20)
The Chiropractic Act (C100)
The Defibrillator Public Access Act (D22)
The Dental Association Act (D30)
The Dental Hygienists Act (D34)
The Denturists Act (D35)
The Elderly and Infirm Persons' Housing Act (E20)
(except with respect to elderly persons' housing units as defined in the act)
The Emergency Medical Response and Stretcher Transportation Act (E83)
The Health Administration Act (H20)
The District Health and Social Services Act (H26)
The Health Care Directives Act (H27)
The Health Bargaining Unit Review Act (H29)
The Health Services Insurance Act (H35)
The Hearing Aid Act (H38)
The Hospitals Act (H120)
The Human Tissue Gift Act (H180)
The Licensed Practical Nurses Act (L125)
The Manitoba Medical Association Dues Act (M95)
The Medical Laboratory Technologists Act (M100)
The Midwifery Act (M125)
The Naturopathic Act (N80)
The Occupational Therapists Act (O5)
The Opticians Act (O60)
The Optometry Act (O70)
The Personal Health Information Act (P33.5)
The Pharmaceutical Act (P60)
The Physiotherapists Act (P65)
The Podiatrists Act (P93)
The Prescription Drugs Cost Assistance Act (P115)
The Private Hospitals Act (P130)
The Protection for Persons in Care Act (P144)
The Psychologists Registration Act (P190)
The Public Health Act (P210)
The Radiation Protection Act (unproclaimed) (R34)
The Regional Health Authorities Act (R5)
The Registered Dietitians Act (R39)
The Registered Psychiatric Nurses Act (R45)
The Registered Respiratory Therapists Act (R115)
The Regulated Health Professions Act (R117)
The Reporting of Supports for Child Survivors of Sexual Assault Act (Trained Health Professionals and Evidence Collection Kits)
(unproclaimed) (S234)
The Sanatorium Board of Manitoba Act (S12)
The Testing of Bodily Fluids and Disclosure Act (T55)
The Tobacco Damages and Health Care Costs Recovery Act (T70)
The Universal Newborn Hearing Screening Act (U38)

Any statute that is not assigned to a particular minister are the responsibility of the minister of justice.

Glossary

Alignment – The process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

Appropriation – amount voted by the Legislative Assembly approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Authority – In the financial tables throughout this report, represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure as well as any changes as a result of the January 18, 2022 government reorganization, allocations from Enabling Appropriations, or virement transfers between main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority please see the Expense Summary by Appropriation report in the Report on the Estimates of Expenditure and Supplementary Information (REESI).

Balanced Scorecard – is an integrated strategic planning and performance measurement tool.

Baseline - The current level of performance for all measures.

Cascading – This is the process of developing aligned balanced scorecards throughout an organization. Each level of the organization will develop scorecards, based on the objectives and measures they can influence from the group to whom they report. Cascading allows every employee to demonstrate a contribution to overall organizational objectives.

Consolidation Impacts – The adjustments needed to bring the revenue and expenditure of the Other Reporting Entity (ORE) into the summary budget, and to eliminate transactions between entities to avoid duplication of revenues and expenses (ex: a government grant is counted as an expenditure of core government and is eliminated from the revenue of the ORE).

Full-Time Equivalent (FTE) – A measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (ex: term, designated departmental) are measured in proportional equivalents, ex: a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years (or 78 weeks) of employment (ex: 6 staff for 3 months (13 weeks) each; 2 staff for 9 months (39 weeks) each; 1 full-time and 1 half-time staff for 1 year; 3 half-time staff for 1 year; etc.).

Government Reporting Entity (GRE) – Core government and the prescribed reporting organizations, such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Gross Domestic Product (GDP) – Represents the total market value of all final goods and services produced in the Manitoba economy.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily GBEs. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Initiatives – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

Interfund Activity – Public Sector Accounting Standards adjustments including Health and Education Levy and Employee Pension and Other Contributions, attributed to the entire department.

Measure – A measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Mission Statement – A mission statement defines the core purpose of the organization — why it exists, and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, reduce, improve, or achieve. Strategy Maps are comprised entirely of objectives. “Strengthen respect in our workplace” is an example of an objective on the government Strategy Map.

Other Reporting Entity (ORE) – Reporting organizations in the GRE such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – excludes core government.

Perspective – In balanced scorecard language, perspective refers to a category of performance objectives (the highest category of measures that sub-measures or key performance indicators tie into). The standard four perspectives are (Financial, Client, Internal Process, and Employee Learning and Growth).

Special Operating Agencies (SOA) – Service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. Situated at the centre of the balanced scorecard system, all performance objectives and measures should align with the organization’s strategy.

Strategy Map – The strategy map is a visual representation of what must be done well to execute strategy. Strategy maps reflect performance objectives spanning the four perspectives, combining to tell the organization’s strategic story.

Target – The target presents the desired result of a performance measure. A target provides the organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Virement – Refers to a transfer of expenditure authority between operating appropriations within a department

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the often abstract future that lies ahead. Effective visions provide a word picture of what the organization intends to ultimately become — which may be 5, 10, or 15 years in the future. This statement should contain as concrete a picture of the desired state as possible, and also provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.