



Health PEI Executive Leadership Team Compensation Follow-Up

Follow-Up Report: June 2026



Background: Health PEI Executive Leadership Team Compensation Audit

In 2024, we completed an audit on the compensation of Health PEI’s Executive Leadership Team (ELT). We concluded that five of the eight ELT employees held positions that were classified in accordance with legislation and policies. However, the salaries paid to these employees did not always match the salary ranges assigned to their classification level. We also found employment contracts with the ELT were not authorized as required.

Our Follow-Up Work

Given the significant changes to Health PEI’s ELT since the initial audit report, we completed this follow-up process earlier than usual to provide an update on the implementation status of report recommendations.



All eight Health PEI ELT contracts which were in effect as of December 1, 2023 ended between **August 2024** and **July 2025**.



When the contracts ended, **some** positions were temporarily filled by interim executives.



In May 2025, Treasury Board authorized the Department of Health and Wellness to allow Health PEI to implement a new ELT structure and salary range for positions.

Key Findings

Health PEI reported to us that as of October 1, 2025, all six recommendations had been implemented.

During our follow-up work, we concluded that **five** of **six** recommendations were implemented. One recommendation was no longer applicable due to a new compensation framework.

