

Sun Country Regional Health Authority: Total Performance Pay at Risk: \$33,101 (Range: 90% to 110% of \$165,504 Base Salary)

Vice President, Health Facilities - Murray Goeres

	Maximum Possible		Actual Earned Pay	
System	4.00%	\$6,620	1.92%	\$3,179
Organization	4.00%	\$6,620	3.00%	\$4,965
Operational	8.00%	\$13,240	7.00%	\$11,585
Patient Experience	2.00%	\$3,310	1.00%	\$1,655
Behavioural	2.00%	\$3,310	0.00%	\$0
Total P4P:	20.00%	\$33,101	12.92%	\$21,385

System											
4.0%											
Surgery				Falls and Restraints				Medication Reconciliation			
2.00%				1.00%				1.00%			
% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	2.0%	99.21%	0.92%	25%	1.0%	90%	0.00%	25%	1.0%	110%	1.00%
			\$1,524				\$0				\$1,655

Total System Pay for Performance: 1.92% of 4% \$3,179

Organizational															
4.0%															
Falls				Attendance Management: WCB Days				Operating Results				10 Year PFCC Plan			
1.00%				1.00%				1.00%				1.00%			
% of Total Organizational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
25%	1.0%	100%	0.50%	25%	1.0%	110%	1.00%	25%	1.0%	110%	1.00%	25%	1.0%	100%	0.50%
			\$828				\$1,655				\$1,655				\$828

Total Organization Pay for Performance: 3.00% of 4% \$4,965

Operational															
8.00%															
Falls				Sick & Premium Pay				Operating Results				Surgical Site Infection Bundle			
2.00%				2.00%				2.00%				2.00%			
% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
25%	2.0%	100%	1.00%	25%	2.0%	110%	2.00%	25%	2.0%	110%	2.00%	25%	2.0%	110%	2.00%
			\$1,655				\$3,310				\$3,310				\$3,310

Total Operational Pay for Performance: 7.00% of 8% \$11,585

Patient/Client Experience			
2.0%			
Patient Satisfaction Tool			
2.0%			
% of Total Patient/Client Experience Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
100%	2%	100%	1.00%
			\$1,655

Total Patient Experience Pay for Performance: 1.00% of 2% \$1,655

Behavioural							
2.0%							
360 degree feedback				Staff Satisfaction			
1.00%				1.00%			
% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	1.00%	90%	0.00%	50%	1.00%	90%	0.00%
			\$0				\$0

Total Behavioural Pay for 0.00% of 2% \$0