

**Sun Country Regional Health Authority: Total Performance Pay at Risk: \$34,191 (Range: 90% to 110% of \$170,955 Base Salary)**

**Vice President, Community Health - Janice Giroux**

	Maximum Possible		Actual Earned Pay	
System	4.00%	\$6,838	1.92%	\$3,284
Organization	4.00%	\$6,838	3.00%	\$5,129
Operational	8.00%	\$13,676	4.50%	\$7,693
Patient Experience	2.00%	\$3,419	1.00%	\$1,710
Behavioural	2.00%	\$3,419	0.50%	\$855
<b>Total P4P:</b>	<b>20.00%</b>	<b>\$34,191</b>	<b>10.92%</b>	<b>\$18,670</b>

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%
			\$1,574				\$0				\$1,710

**Total System Pay for Performance: 1.92% of 4% \$3,284**

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%
			\$855				\$1,710				\$1,710				\$855

**Total Organization Pay for Performance: 3.00% of 4% \$5,129**

Operational															
8.00%															
Healthy Weights				Understanding the Early Years				Public Health				Mental Health & Addictions			
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%	100%	1.00%	25%	2.0%	100%	1.00%	25%	2.0%	105%	1.50%
			\$1,710				\$1,710				\$1,710				\$2,564

**Total Operational Pay for Performance: 4.50% of 8% \$7,693**

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%
			\$1,710

**Total Patient Experience Pay for Performance: 1.00% of 2% \$1,710**

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%	100%	0.50%	50%	1.00%	90%	0.00%
			\$855				\$0

**Total Behavioural Pay for 0.50% of 2% \$855**