

**Sun Country Regional Health Authority: Total Performance Pay at Risk: \$31,409 (Range: 90% to 110% of \$157,047 Base Salary)**

**Vice President, Finance & Corporate Services - Pam Hauptstein**

	Maximum Possible		Actual Earned Pay	
System	4.00%	\$6,282	1.92%	\$3,017
Organization	4.00%	\$6,282	3.00%	\$4,711
Operational	8.00%	\$12,564	6.50%	\$10,208
Patient Experience	2.00%	\$3,141	1.00%	\$1,570
Behavioural	2.00%	\$3,141	0.75%	\$1,178
<b>Total P4P:</b>	<b>20.00%</b>	<b>\$31,409</b>	<b>13.17%</b>	<b>\$20,685</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%
			\$1,446				\$0				\$1,570

**Total System Pay for Performance: 1.92% of 4% \$3,017**

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%
			\$785				\$1,570				\$1,570				\$785

**Total Organization Pay for Performance: 3.00% of 4% \$4,711**

Operational															
8.00%															
LTC Construction				LEAN Training				Operating Results				Sick & Premium dollars			
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%	105%	1.50%	25%	2.0%	100%	1.00%	25%	2.0%	110%	2.00%	25%	2.0%	110%	2.00%
			\$2,356				\$1,570				\$3,141				\$3,141

**Total Operational Pay for Performance: 6.50% of 8% \$10,208**

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%
			\$1,570

**Total Patient Experience Pay for Performance: 1.00% of 2% \$1,570**

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%	105%	0.75%	50%	1.00%	90%	0.00%
			\$1,178				\$0

**Total Behavioural Pay for 0.75% of 2% \$1,178**