

Sun Country Regional Health Authority

VP, Human Resources: Don Ehman

Total Performance Pay at Risk: \$34,704
Range: 90% to 110% of Base Salary of: \$173,520

	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	Earned Pay (\$)
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System					
12.00%					
Surgery - Wait times	17.0%	2.00%	108.80	1.88%	\$ 3,262
Surgery - province wide	25.0%	3.00%	99.30	1.40%	\$ 2,421
Rural ER services	25.0%	3.00%	108.65	2.80%	\$ 4,854
Balanced Budget within 0.5% deficit/surplus	33.0%	4.00%	110.00	4.00%	\$ 6,941
Total System Pay for Performance:				10.07%	\$17,478

Organizational					
4.00%					
Medication Reconciliation	25%	1.00%	90.00	0.00%	\$ -
Work related injuries in time loss/ medical aid	25%	1.00%	90.00	0.00%	\$ -
Total Organization Pay for Performance:				0.00%	\$0

Patient/Client Experience					
2.00%					
Patient / Client Satisfaction - Communication with Nurses	25%	2.00%	102.84	1.28%	\$ 2,228
Total Patient Experience Pay for Performance:				1.28%	\$2,228

Behavioural					
2.00%					
360 - Behavioural Measures	25%	2.00%	90.00	0.00%	\$0
Total Behavioural Pay for Performance:				0.00%	\$0

		Maximum Possible		Actual Earned Pay	
System		12.00%	\$20,822	10.07%	\$17,478
Organization		4.00%	\$6,941	0.00%	\$0
Patient Experience		2.00%	\$3,470	1.28%	\$2,228
Behavioural		2.00%	\$3,470	0.00%	\$0
Total P4P:		20.00%	\$34,704	11.36%	\$19,706