

Sun Country Regional Health Authority

VP, Health Facilities: Murray Goeres

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 (\$)
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%	110.00	2.00%	\$3,470
Total Behavioural Pay for Performance:				2.00%	\$3,470

	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	2.00%	\$3,470
Total P4P:		20.00%	\$34,704	13.36%