

## Sun Country Regional Health Authority

**VP, Community Health: Janice Giroux**

**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
<b>Total P4P:</b>		<b>20.00%</b>	<b>\$34,704</b>	<b>13.36%</b>	<b>\$23,176</b>