

Sun Country Regional Health Authority

VP, Corporate & Finance: John Knoch

Total Performance Pay at Risk: \$33,127
Range: 90% to 110% of Base Salary of: \$165,634

	% 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%	\$ 3,114
Surgery - province wide	25.0%	3.00%	99.30	1.40%	\$ 2,311
Rural ER services	25.0%	3.00%	108.65	2.80%	\$ 4,634
Balanced Budget within 0.5% deficit/surplus	33.0%	4.00%	110.00	4.00%	\$ 6,625
Total System Pay for Performance:				10.07%	\$16,683

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%	\$ 2,127
Total Patient Experience Pay for Performance:				1.28%	\$2,127

Behavioural

2.00%

360 - Behavioural Measures	25%	2.00%	110.00	2.00%	\$3,313
Total Behavioural Pay for Performance:				2.00%	\$3,313

		Maximum Possible		Actual Earned Pay	
System		12.00%	\$19,876	10.07%	\$16,683
Organization		4.00%	\$6,625	0.00%	\$0
Patient Experience		2.00%	\$3,313	1.28%	\$2,127
Behavioural		2.00%	\$3,313	2.00%	\$3,313
Total P4P:		20.00%	\$33,127	13.36%	\$22,123