

Sun Country Regional Health Authority

CEO - Marga Cugnet

Total Performance Pay at Risk: \$52,073
Range: 90% to 110% of Base Salary of: \$260,363

	% 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%	\$ 4,895
Surgery - province wide	25.0%	3.00%	99.30	1.40%	\$ 3,632
Rural ER services	25.0%	3.00%	108.65	2.80%	\$ 7,284
Balanced Budget within 0.5% deficit/surplus	33.0%	4.00%	110.00	4.00%	\$ 10,415
Total System Pay for Performance:				10.07%	\$26,225
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%	\$ 3,343
Total Patient Experience Pay for Performance:				1.28%	\$3,343
Behavioural					
2.00%					
360 - Behavioural Measures	25%	2.00%	110.00	2.00%	\$5,207
Total Behavioural Pay for Performance:				2.00%	\$5,207

	Maximum Possible	Actual Earned Pay
System	12.00% \$31,244	10.07% \$26,225
Organization	4.00% \$10,415	0.00% \$0
Patient Experience	2.00% \$5,207	1.28% \$3,343
Behavioural	2.00% \$5,207	2.00% \$5,207
Total P4P:	20.00% \$52,073	13.36% \$34,775