

Saskatoon Regional Health Authority					
Jean Morrison - Total Performance Pay at Risk:					\$49,938
Range: 90% to 110% of Base Salary of:					\$249,688
	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	Earned Pay (\$)

System					
5.0%					
Surgery - organization specific	37.6%	1.9%		1.02%	\$ 2,550
Surgery - province wide	37.6%	1.9%		0.88%	\$ 2,191
Rural Emergency Stabilization Services	24.8%	1.2%		0.99%	\$ 2,477
Total System Pay for Performance:				2.89%	\$7,218

Organizational					
8.0%					
Hand Hygiene	12.5%	1.0%	110.00	1.00%	\$ 2,497
Number of HIV Tests	12.5%	1.0%	110.00	1.00%	\$ 2,497
WCB Lost Time Claims	25%	2.0%	94.95	0.50%	\$ 1,236
Patient Satisfaction	25%	2.0%	90.00	0.00%	\$ -
360 Degree Feedback	25%	2.0%	110.00	2.00%	\$ 4,994
Total Organization Pay for Performance:				4.50%	\$11,224

VP Specific Target					
7.0%					
SPH Vision, Mission & Values, Catholic Ethics and Partnership	29%	2.0%	100.00	1.00%	\$ 2,497
Advance Spiritual Care Services	23%	1.6%	95.00	0.40%	\$ 999
Services to Vulnerable Populations Requiring Hospice	29%	2.0%	100.00	1.00%	\$ 2,497
Optimize Infrastructure at SPH	20%	1.4%	105.00	1.05%	\$ 2,622
Total Organization Pay for Performance:				3.45%	\$8,615

	Maximum Possible		Actual Earned Pay	
System	5.00%	\$12,484	2.89%	\$7,218
Organization	8.00%	\$19,975	4.50%	\$11,224
VP Specific	7.00%	\$17,478	3.45%	\$8,615
Total P4P:	20.00%	\$49,938	10.84%	\$27,057