

**Saskatoon Regional Health Authority**

**Maura Davies - Total Performance Pay at Risk: \$76,470**

**Range: 90% to 110% of Base Salary of: \$382,351**

|  | % of Total System Measure | Maximum Pay for Performance | Status (% of base salary) | Earned Pay (%) | Earned Pay (\$) |
|--|---------------------------|-----------------------------|---------------------------|----------------|-----------------|
|--|---------------------------|-----------------------------|---------------------------|----------------|-----------------|

**System**

| 12.0%                                    |     |      |  |              |                 |
|--|-----|------|--|--------------|-----------------|
| Surgery - organization specific          | 25% | 3.0% |  | 1.63%        | \$ 6,232        |
| Surgery - province wide                  | 25% | 3.0% |  | 1.40%        | \$ 5,353        |
| Rural Emergency Stabilization Services   | 17% | 2.0% |  | 1.60%        | \$ 6,118        |
| Fiscal Responsibility                    | 33% | 4.0% |  | 4.00%        | \$ 15,294       |
| <b>Total System Pay for Performance:</b> |     |      |  | <b>8.63%</b> | <b>\$32,997</b> |

**Organizational**

| 8.0%   |       |      |        |              |                 |
|--|-------|------|--------|--------------|-----------------|
| Hand Hygiene                                   | 12.5% | 1.0% | 110.00 | 1.00%        | \$ 3,824        |
| Number of HIV Tests                            | 12.5% | 1.0% | 110.00 | 1.00%        | \$ 3,824        |
| WCB Lost Time Claims                           | 25%   | 2.0% | 94.95  | 0.50%        | \$ 1,892        |
| Patient Satisfaction                           | 25%   | 2.0% | 90.00  | 0.00%        | \$ -            |
| 360 Degree Feedback                            | 25%   | 2.0% | 110.00 | 2.00%        | \$ 7,647        |
| <b>Total Organization Pay for Performance:</b> |       |      |        | <b>4.50%</b> | <b>\$17,187</b> |

|                     | Maximum Possible |                 | Actual Earned Pay |                 |
|---------------------|------------------|-----------------|-------------------|-----------------|
| <b>System</b>       | <b>12.00%</b>    | <b>\$45,882</b> | <b>8.63%</b>      | <b>\$32,997</b> |
| <b>Organization</b> | <b>8.00%</b>     | <b>\$30,588</b> | <b>4.50%</b>      | <b>\$17,187</b> |
| <b>Total P4P:</b>   | <b>20.00%</b>    | <b>\$76,470</b> | <b>13.13%</b>     | <b>\$50,184</b> |