

Saskatoon Regional Health Authority					
Nilesh Kavia - Total Performance Pay at Risk:				\$51,157	
Range: 90% to 110% of Base Salary of:				\$255,785	
	% 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%	\$ 2,613
Surgery - province wide	37.6%	1.9%		0.88%	\$ 2,244
Rural Emergency Stabilization Services	24.8%	1.2%		0.99%	\$ 2,537
Total System Pay for Performance:				2.89%	\$7,394

Organizational					
8.0%					
Hand Hygiene	12.5%	1.0%	110.00	1.00%	\$ 2,558
Number of HIV Tests	12.5%	1.0%	110.00	1.00%	\$ 2,558
WCB Lost Time Claims	25%	2.0%	94.95	0.50%	\$ 1,266
Patient Satisfaction	25%	2.0%	90.00	0.00%	\$ -
360 Degree Feedback	25%	2.0%	110.00	2.00%	\$ 5,116
Total Organization Pay for Performance:				4.50%	\$11,498

VP Specific Target					
7.0%					
Systems Approach to Straight Time Staffing	43%	3.0%	100.00	1.50%	\$ 3,837
Fiscal Responsibility	57%	4.0%	100.00	2.00%	\$ 5,116
Total Organization Pay for Performance:				3.50%	\$8,953

	Maximum Possible		Actual Earned Pay	
System	5.00%	\$12,789	2.89%	\$7,394
Organization	8.00%	\$20,463	4.50%	\$11,498
VP Specific	7.00%	\$17,905	3.50%	\$8,953
Total P4P:	20.00%	\$51,157	10.89%	\$27,845