

Sun Country Regional Health Authority: Total Performance Pay at Risk: \$34,191 (Range: 90% to 110% of \$170,955 Base Salary)

Vice President, Human Resources - Don Ehman

	Maximum Possible		Actual Earned Pay	
System	4.00%	\$6,838	1.92%	\$3,284
Organization	4.00%	\$6,838	3.00%	\$5,129
Operational	8.00%	\$13,676	5.50%	\$9,402
Patient Experience	2.00%	\$3,419	1.00%	\$1,710
Behavioural	2.00%	\$3,419	0.00%	\$0
Total P4P:	20.00%	\$34,191	11.42%	\$19,525

System											
4.0%											
Surgery				Falls and Restraints				Medication Reconciliation			
2.00%				1.00%				1.00%			
% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total System Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	2.0%	99.21%	0.92%	25%	1.0%	90%	0.00%	25%	1.0%	110%	1.00%
			\$1,574				\$0				\$1,710

Total System Pay for Performance: 1.92% of 4% \$3,284

Organizational															
4.0%															
Falls				Attendance Management: WCB Days				Operating Results				10 Year PFCC Plan			
1.00%				1.00%				1.00%				1.00%			
% of Total Organizational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Org. Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
25%	1.0%	100%	0.50%	25%	1.0%	110%	1.00%	25%	1.0%	110%	1.00%	25%	1.0%	100%	0.50%
			\$855				\$1,710				\$1,710				\$855

Total Organization Pay for Performance: 3.00% of 4% \$5,129

Operational															
8.00%															
Orientation Program				Recruit and Retain Nurses				Talentmap Survey				Sick & Premium dollars			
2.00%				2.00%				2.00%				2.00%			
% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Operational Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
25%	2.0%	100%	1.00%	25%	2.0%	100%	1.00%	12.5%	1.0%	100%	0.50%	37.5%	3.0%	110%	3.00%
			\$1,710				\$1,710				\$855				\$5,129

Total Operational Pay for Performance: 5.50% of 8% \$9,402

Patient/Client Experience			
2.0%			
Patient Satisfaction Tool			
2.0%			
% of Total Patient/Client Experience Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
100%	2%	100%	1.00%
			\$1,710

Total Patient Experience Pay for Performance: 1.00% of 2% \$1,710

Behavioural							
2.0%							
360 degree feedback				Staff Satisfaction			
1.00%				1.00%			
% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)	% of Total Behavioural Measure	Maximum Pay for Performance	Status (% of base salary)	Earned Pay (%)
50%	1.00%	90%	0.00%	50%	1.00%	90%	0.00%
			\$0				\$0

Total Behavioural Pay for 0.00% of 2% \$0