

Executive Pay-for-Performance Plan: CEO Regional Results 2011-12

	Base Salary	% of Base Salary Achieved	Final Adjusted Salary (\$)	Contact Person
Saskatchewan Cancer Agency	\$260,100	97.84	\$254,487	Gladys Wasylenchuk (306) 791-2144 Provincial Leader Public Affairs
Cypress	\$232,233	101.79	\$236,393	Bryce Martin (306) 778-5117 Executive Director of Communications
Five Hills	\$309,800	101.09	\$313,183	Stuart Cunningham (306) 691-7662 Executive Director of Human Relations
Heartland	\$260,100	100.34	\$260,990	LeAnne Paproski (306) 882-4111 ext 233 Communications Coordinator
Keewatin Yatthe	\$152,053	98.51	\$149,786	Rowena Materne (306) 235-5834 Executive Director of Corporate Services
Kelsey Trail	\$252,297	101.91	\$257,114	Peggy Ratcliffe (306) 873-6613 Corporate Communications Officer
Mamawetan Churchill River	CEO 1 \$85,500	96.84	\$82,798	Linda Mikolayenko (306) 425-4812
	CEO 2 \$70,000	96.84	\$67,788	Director of Communications
Prairie North	\$309,800	103.84	\$321,703	Linda Lewis (306) 446-6625, (306) 441-4248 cell Communications Officer
Prince Albert Parkland	\$263,337	104.02	\$273,923	Doug Dahl (306) 765-6409 Communications Officer
Regina Qu'appelle	\$376,700	99.64	\$375,344	Bill Carney (306) 766-0889; blackberry (306) 520-2443 Communications Consultant
Saskatoon	\$376,700	98.68	\$371,735	Linda Walker (306) 655-3476, (306) 220-6256 cell Media Relations Consultant
Sun Country	\$221,273	101.84	\$225,349	Joanne Helmer (306) 842-8353 Communications Coordinator
Sunrise	\$276,597	101.50	\$280,746	Sharon Tropin (306) 786-0144 Director of Communications

Note

Executive pay for performance is composed of both system wide measures as well as regional health authority specific organizational measures including patient experience and behaviour measures. While many of the organizational measures would appear to be either the same or similar, the actual tools and the associated metrics used may be different between regional health authorities and as a consequence results will vary. Any comparisons of results need to take this into consideration.

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Organization	System Measures Weight: 40%		Rate of Pay (%)	Organization Measures Weight: 40%		Rate of Pay (%)	Patient Experience Measures Weight: 10%		Rate of Pay (%)	Behavioural Measures Weight: 10%		Rate of Pay (%)	Final Rate of Pay (%)
Saskatchewan Cancer Agency	Radiation Oncology Time to Appointment	90.00	90.00	Colorectal screening program	103.33	102.81	Patient and family committee	110.00	100.00	360 degree performance reviews	110.00	110.00	97.84
	Radiation Oncology Time to Treatment			Operating results	110.00								
	Medical Oncology Time to Appointment	90.00		Attendance Management	95.09		Patient satisfaction - NRC survey	90.00					
	Medical Oncology Time to Treatment												
Cypress	Surgery - over 12 month wait	99.21	99.61	Attendance Management	106.78	102.37	Communication with nurses	110.00	110.00	360 degree feedback	100.00	100.00	101.79
	Invasive cancer surgery within 3 weeks			Operating results	110.00								
	Falls	90.00		Surgical safety checklist	90.00		Communication with doctors	110.00					
	Restraints												
Five Hills	Medication Reconciliation	110.00	99.61	Hip & knee pathway	110.00	105.00	Communication with nurses	100.00	100.00	Staff Satisfaction	90.00	92.50	101.09
	Surgery - over 12 month wait	99.21		SSI bundle	110.00					360 degree feedback	95.00		
	Invasive cancer surgery within 3 weeks			Attendance Mgmt: WCB	90.00								
	Falls	90.00		Operating results	110.00								
Heartland	Restraints		99.61			101.25	Communication with nurses	90.00	90.00	Staff satisfaction	110.00	110.00	100.34
	Medication Reconciliation	110.00											
	Surgery - over 12 month wait	99.21		Attendance Management	90.00					360 degree feedback	110.00		
	Invasive cancer surgery within 3 weeks			SSI bundle	105.00								
Keewatin Yatthé	Falls	90.00	96.27	Infection control	100.00	102.50	Customer experience	90.00	90.00	Leadership	100.20	100.00	98.51
	Restraints			Operating results	110.00					Community relationships	101.50		
	Medication Reconciliation	96.67		Access to doctors	110.00					Business Knowledge & Acumen	99.65		
				Provider leadership	100.00					Governance	100.00		
Kelsey Trail	Surgery - over 12 month wait	99.21	101.03			99.70	HQC hospital experience	106.20	106.20	People management	97.65	110.00	101.91
	Invasive cancer surgery within 3 weeks			Falls	90.00					Employee engagement	110.00		
	Medication Reconciliation	110.00		Restraints									
	Attendance Management - WDP	95.69		Operating results	100.00								
Mamawetan Churchill River	Attendance Management - Sick Leave		99.61	Performance Appraisals	106.38	91.25	Patient-client experience	104.00	104.00	CEO evaluation	110.00	101.00	96.84
	Attendance Management - WCB			EMR implementation	102.40					Leadership	92.00		
	Surgery - over 12 month wait	99.21											
	Invasive cancer surgery within 3 weeks			Immunization rate	90.00								
Prairie North	Falls	90.00	99.61	PFCC Support	90.00	110.00	Communication with nurses	90.00	90.00	Staff Satisfaction	110.00	110.00	103.84
	Restraints			Representative workforce	90.00					Lean commitment	110.00		
	Medication Reconciliation	110.00		Investment for PFCC	95.00								
	Surgery - over 12 month wait	99.21		CSA Infection prevention	110.00								
Prince Albert Parkland	Invasive cancer surgery within 3 weeks		101.90	MMR Immunization rates	110.00	106.91	Patient satisfaction	100.00	100.00	Staff Satisfaction	110.00	105.00	104.02
	ED Wait Times	110.00		Attendance Management	97.63					Lean	100.00		
				Operating results	110.00								
	Surgery - over 12 month wait	99.21		Fall reduction strategy	100.00					Living our values	90.00		
Regina Qu'Appelle	Invasive cancer surgery within 3 weeks		96.91	Ambulatory care sensitive conditions	103.80	99.70	Patient satisfaction	110.00	110.00	Staff Satisfaction	110.00	100.00	99.64
	ED Wait Times	90.00		Workplace injury reduction	95.00								
				Operating results	100.00								
	Surgery - over 12 month wait	99.21		SHN! Falls bundle implementation	100.00								
Saskatoon	Invasive cancer surgery within 3 weeks		96.91	MMR Immunization rates	90.00	97.01	Communication with nurses	102.66	102.66	Staff Satisfaction	107.00	108.50	98.68
	ED Wait Times	90.00		Attendance Management: WCB Days	103.03					360 degree feedback	110.00		
				Operating results	95.00								
	Surgery - over 12 month wait	99.21											
Sun Country	Invasive cancer surgery within 3 weeks		99.61	Falls	100.00	105.00	Patient satisfaction tool	100.00	100.00	360 degree feedback	110.00	100.00	101.84
	Falls	90.00		Attendance Management: WCB Days	110.00					Staff Satisfaction	90.00		
	Restraints			Operating results	110.00								
	Medication Reconciliation	110.00		10 Year PFCC Plan	100.00								
Sunrise	Surgery - over 12 month wait	99.21	100.24	Management performance	110.00	106.00	Best hospital score	90.00	90.00	Living our 5 values	110.00	100.00	101.50
	Invasive cancer surgery within 3 weeks			Living our values	110.00								
	Medication Reconciliation	110.00		Operating results	100.00					Worklife Pulse survey	90.00		
	Attendance Management - WDP	92.55		Lean plan	105.00								
	Attendance Management - Sick Leave			PFCC Plan	110.00								
	Attendance Management - WCB			Rural Healthcare strategy	100.00								
Province Wide Average:			98.53	102.27			99.45			103.62	100.60		

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