

Executive Pay-for-Performance Plan: CEO Regional Results 2012-13

	Base Salary (100%)	% of Base Salary Achieved	Final Adjusted Salary (\$)
Saskatchewan Cancer Agency	\$260,100	104.00	\$270,504
Cypress	\$245,378	100.82	\$247,390
Five Hills	\$309,800	101.76	\$315,252
Heartland	\$260,100	100.19	\$260,594
Keewatin Yatthe	\$160,660	96.23	\$154,603
Kelsey Trail	\$260,100	100.31	\$260,906
Mamawetan Churchill River	\$144,321	95.84	\$138,317
Prairie North	\$309,800	102.27	\$316,832
Prince Albert Parkland	\$263,337	96.80	\$254,910
Regina Qu'appelle	CEO1: \$188,350	95.61	\$180,081
	CEO2: \$133,038	95.61	\$127,198
Saskatoon	\$376,700	97.72	\$368,111
Sun Country	\$237,700	99.23	\$235,870
Sunrise	\$292,263	98.50	\$287,879

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.

Executive Pay-for-Performance Plan: CEO Regional Results 2012-13

Organization	System Measures Weight: 50%		Organization Measures Weight: 30%		Patient Satisfaction Measures Weight: 10%		Behavioural Measures Weight: 10%		Final Rate of Pay (%)					
		Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)						
Prince Albert Parkland	(Syst) Surgery - over 6 month wait	90.00	96.00	Medication Reconciliation	108.00	96.00	90.00	90.00	360 degree feedback	110.00	110.00	96.80		
	(Syst) Invasive cancer surgery within 3 weeks			Staff Injuries	90.00									
	(Org) Surgery - over 6 month wait	100.00		Operating Results	90.00									
	(Org) Invasive cancer surgery within 3 weeks													
Regina Qu'Appelle	(Syst) Surgery - over 6 month wait	90.00	93.00	Attendance Mgmt (WCB)	95.79	98.05	96.92	96.92	360 degree feedback	100.00	100.00	95.61		
	(Syst) Invasive cancer surgery within 3 weeks			Addiction Services Wait Times	108.35									
	(Org) Surgery - over 6 month wait	90.00		Surgical Site Infection Prevention	90.00									
	(Org) Invasive cancer surgery within 3 weeks													
Saskatoon	(Syst) Surgery - over 6 month wait	90.00	94.00	Hand Hygiene	108.60	104.57	90.52	90.52	Staff Satisfaction	96.00	103.00	97.72		
	(Syst) Invasive cancer surgery within 3 weeks			HIV appointment attendance	110.00				360 degree feedback	110.00				
	(Org) Surgery - over 6 month wait	90.00		Staff Injuries	95.05									
	(Org) Invasive cancer surgery within 3 weeks													
ER Disruption Reduction		110.00												
	Organization	System Measures Weight: 50%		Organization Measures Weight: 30%		Patient Satisfaction Measures Weight: 10%		Behavioural Measures Weight: 10%		Final Rate of Pay (%)				
			Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)					
	Cypress	(Syst) Surgery - over 6 month wait	90.00	100.00	Attendance Mgmt (WDP)	90.00	102.72	90.00	90.00	360 degree feedback	110.00	110.00	100.82	
(Syst) Invasive cancer surgery within 3 weeks			Employee Sick Time		110.00									
(Org) Surgery - over 6 month wait		110.00	Surgical safety checklist		108.00									
(Org) Invasive cancer surgery within 3 weeks														
Five Hills	(Syst) Surgery - over 6 month wait	90.00	101.94	Hand Hygiene	98.93	99.64	99.00	99.00	Kaizen Basics Training	110.00	110.00	101.76		
	(Syst) Invasive cancer surgery within 3 weeks			Attendance Mgmt (WDP)	90.00				360 degree feedback	110.00				
	(Org) Surgery - over 6 month wait	109.71		Operating results	110.00									
	(Org) Invasive cancer surgery within 3 weeks													
Heartland	(Syst) Surgery - over 6 month wait	90.00	99.37	Operating results	100.00	95.00	110.00	110.00	360 degree feedback	110.00	110.00	100.19		
	(Syst) Invasive cancer surgery within 3 weeks			Medication Reconciliation	90.00									
	(Org) Surgery - over 6 month wait	106.86												
	(Org) Invasive cancer surgery within 3 weeks													
Kelsey Trail	(Syst) Surgery - over 6 month wait	90.00	97.54	LTC Placement	100.00	101.88	109.70	109.70	360 degree feedback	100.00	100.00	100.31		
	(Syst) Invasive cancer surgery within 3 weeks			Hand Hygiene	107.30									
	(Org) Surgery - over 6 month wait	107.71		OH & S Meeting	104.00									
	(Org) Invasive cancer surgery within 3 weeks			Operating results	100.00									
Prairie North	(Syst) Surgery - over 6 month wait	90.00	101.08	MMR Immunization rates	103.00	105.75	90.00	90.00	Kaizen Basics Training	110.00	110.00	102.27		
	(Syst) Invasive cancer surgery within 3 weeks			Alta Extended Care Centre standards	110.00				360 degree feedback	110.00				
	(Org) Surgery - over 6 month wait	105.42		Operating results	100.00									
	(Org) Invasive cancer surgery within 3 weeks			Attendance Mgmt (WCB)	110.00									
Sun Country	(Syst) Surgery - over 6 month wait	90.00	98.00	LTC Resident Falls	90.00	100.00	91.00	92.30	360 degree feedback	110.00	110.00	99.23		
	(Syst) Invasive cancer surgery within 3 weeks			Operating results	110.00								Communication with Nurses	93.59
	(Org) Surgery - over 6 month wait	100.00												
	(Org) Invasive cancer surgery within 3 weeks													
Sunrise	(Syst) Surgery - over 6 month wait	90.00	96.00	Attendance Mgmt (WDP & SL)	100.00	101.67	90.00	90.00	360 degree feedback	110.00	110.00	98.50		
	(Syst) Invasive cancer surgery within 3 weeks			ACE exercises	110.00									
	(Org) Surgery - over 6 month wait	90.00		Operating results	100.00									
	(Org) Invasive cancer surgery within 3 weeks													
ER Disruption Reduction		105.00												
	Organization	System Measures Weight: 50%		Organization Measures Weight: 30%		Patient Satisfaction Measures Weight: 10%		Behavioural Measures Weight: 10%		Final Rate of Pay (%)				
			Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)					
	Keewatin Yatthé	(Syst) Surgery - over 6 month wait	90.00	94.00	GHX Implementation	90.00	98.10	100.00	100.00	Leadership	100.00	98.00	96.23	
(Syst) Invasive cancer surgery within 3 weeks			Staff Recruitment & Retention		95.50	Community Relationships				100.00				
(Org) Surgery - over 6 month wait			Safety Mgmt		100.00	Business Knowledge and Acumen				95.00				
(Org) Invasive cancer surgery within 3 weeks			HIV/TB Mgmt		100.00	Governance				100.00				
Community Services		95.00	Youth Health Groups		100.00	People Management				95.00				
			Medication Reconciliation		100.00									
Mamawetan Churchill River	(Syst) Surgery - over 6 month wait	90.00	94.00	Medication Reconciliation	100.70	98.00	90.00	90.00	360 degree feedback	104.40	104.40	95.84		
	(Syst) Invasive cancer surgery within 3 weeks			Community Consultations	98.00									
	(Org) Surgery - over 6 month wait	90.00		Primary Care Nursing	95.30									
Community Services		95.00												
	Organization	System Measures Weight: 50%		Organization Measures Weight: 30%		Patient Satisfaction Measures Weight: 10%		Behavioural Measures Weight: 10%		Final Rate of Pay (%)				
			Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)		Rate of Pay (%)					
Saskatchewan Cancer Agency	Radiation Oncology Time to Treatment	100.00	102.00	Colorectal screening program	110.00	103.33	110.00	110.00	SLT participation & Hoshin implementation	110.00	110.00	104.00		
	Medical Oncology Time to Treatment	104.00		Accreditation	110.00									
				Distressed Screening Tool	90.00									

Province Wide Average:

97.46

100.36

96.80

106.57

99.17

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.