

Executive Pay-for-Performance Plan System Performance Measures for 2012-13

Regional Health Authority System Measures

1. Surgical Wait Times

Combined achievement of:

- a. maximum wait time for first offer of surgery *AND*
- b. proportion of patients receiving invasive cancer surgery within 3 weeks

Each RHA has a province-wide shared component, and organization-specific component for this measure, as follows:

		Regina Qu'Appelle, Saskatoon, Prince Albert Parkland		Prairie North, Five Hills, Sunrise, Cypress, Kelsey Trail, Sun Country, Heartland		Keewatin Yatthé, Mamawetan Churchill River	
Surgery	System share:	40%	20%	30%	20%	10%	10%
	Organization share:		20%		10%		

For the organization-specific component:

- Target (100% compensation): six month maximum wait by March 31, 2013 *AND* proportion of patients receiving invasive cancer surgery within 3 weeks remains at 2011-12 levels or higher (measured by a 3-month average);
- 90% compensation: six month maximum wait by March 31, 2013 is not met, *OR* proportion of patients receiving invasive cancer surgery within 3 weeks falls below 2011-12 (measured on a 3-month/quarterly average);
- Target surpassed: 2% additional compensation for: every week less than six months.

For the province-wide shared component:

- Target (100% compensation): six month maximum wait by March 31, 2013 *AND* proportion of patients receiving invasive cancer surgery within 3 weeks remains at 2011-12 levels or higher (measured by a 3-month average);
- 90%-99% compensation: By March 31, 2013, for every percentage of patients waiting in excess of six months, three percentage points will be deducted from base salary, to a floor of 90%; *IF* the proportion of patients receiving invasive cancer surgery within 3 weeks falls below 2011-12 (measured on a 3-month/quarterly average), only 90% of base salary will be paid;
- Target surpassed: 2% additional compensation for: every week less than six months.

2. Rural Emergency Stabilization Services

	Regina Qu'Appelle, Saskatoon, Prince Albert Parkland	Prairie North, Five Hills, Sunrise, Cypress, Kelsey Trail, Sun Country, Heartland	Keewatin Yatthé, Mamawetan Churchill River
Rural ER Services	10%	20%	--

RHAs other than Mamawetan Churchill River, Keewatin Yatthé are to produce evidence-based plans which include the following elements:

- a. Identification of where and when emergency stabilization services are frequently disrupted, and establishment of an evidence-based baseline for disruptions (for a 12 month period) by November 30, 2012;
- b. Analysis of why disruptions are occurring by January 15, 2013;
- c. By February 28, 2013, establishment of a specific target for significant reduction of service disruptions for 2013-14 (e.g. 25%), and a list of steps required to meet the target by March 31 2014.
- d. Collaboration with neighbouring RHA(s) and communities is required in the development implementation phases of the plan.
- Target (100%): Completion of an evidence-based plan to sustainably reduce disruptions by a significant percentage within one year, including effective collaboration with neighbouring RHAs.
- 90% compensation if any of the following are true:
 - No collaboration with neighbouring RHAs;
 - Two of the above deadlines are missed;
- Target surpassed:
 - 5% additional compensation will be paid if RHAs identify affected communities and begin engagement with them;
 - 10% additional compensation will be paid if engagement with affected communities is completed and plan is ready for implementation.

3. Northern Community/Supportive Services

	Regina Qu'Appelle, Saskatoon, Prince Albert Parkland	Prairie North, Five Hills, Sunrise, Cypress, Kelsey Trail, Sun Country, Heartland	Keewatin Yatthé, Mamawetan Churchill River
Community/Supportive Services	--	--	40%

Mamawetan Churchill River and Keewatin Yatthé are to produce plans by Feb. 28, 2013 which include the following elements:

- a. Identification of location and number of vacancies in existing positions in mental health, addictions, home care and rehabilitation services by November 30, 2012;
- b. Analysis of reason for vacancies by January 15, 2013;

- c. By February 28, 2013, establishment of a specific target for significant reduction of vacancies in the four fields for 2013-14 (e.g. 50%), and a list of steps required to meet the target by March 31, 2014.
- d. Collaboration with communities is required in the development implementation phases of the plan.
- Target (100%): Completion of an evidence-based plan to sustainably reduce vacancies in the four fields by a significant number within one year.
- 90% compensation if two of the above deadlines are missed;
- Target surpassed:
 - 5% additional compensation will be paid for a 20% decrease in total vacancies in the four fields.
 - 10% additional compensation will be paid for a 40% decrease in total vacancies in the four fields.

Saskatchewan Cancer Agency System Measures

		Proposed Targets	Weight
System Measures (50% weight)			
Treatment within 21 days	Radiation Oncology:	95%	25%
	Medical Oncology:	95%	25%

Two system measures, measured separately, worth 25% each:

- a. Treatment within 21 days of first appointment – Radiation Oncology;
- b. Treatment within 21 days of first appointment – Medical Oncology;
- Target: For each system measure (measured separately), 95% of patients receive treatment within 21 days of being ready for treatment;*
- 90% compensation if fewer than 95% of patients receive treatment within 21 days of being ready for treatment;*
- Target Surpassed: For each system measure, if the target is met, 2% additional compensation will be accorded for each one day reduction in the average day wait-time below 2011-12 levels, and/or 1% added for each percentage point by which the target of 95% is exceeded within the 21 day timeline.*

* Patients who chose not to start chemo or radiation when offered (due to family trips, harvest, holidays etc.) will not be counted.