

Saskatchewan's Health Care Out-of-Scope Compensation Plan 2018

Saskatchewan Health Authority - SAHO - 3sHealth - Saskatchewan Cancer Agency

Out-of-Scope Pay Bands

April 1, 2018

Non-Pay for Performance Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
1aa (RQHR and SHR)	\$40,214	\$46,246	\$52,278
1bb (RQHR and SHR)	47,030	54,085	61,139
1a	37,439	43,055	48,670
1b	44,419	51,082	57,745
2	50,538	58,118	65,698
3	57,997	66,697	75,396
4	64,869	74,600	84,330
5	71,997	82,796	93,595
6	82,888	95,322	107,755
7	93,363	107,369	121,375
8	105,098	120,863	136,627
9	121,357	139,561	157,765
10	142,728	164,138	185,548
11	175,079	201,341	227,603
12	198,295	228,039	257,783
13	217,990	250,689	283,387

Pay for Performance Pay Bands (100% Base Rates of Pay)

Pay Band	Minimum	Mid-Range	Maximum
P4P - 8	\$101,018	\$116,170	\$131,322
P4P - 9	116,645	134,142	151,638
P4P - 9 - Temporary	121,357	139,561	157,765
P4P - 10	137,186	157,765	178,343
P4P - 11	168,281	193,524	218,766
P4P - 12	190,595	219,184	247,773
P4P - 13	209,525	240,954	272,383
P4P - 14	249,562	286,996	324,430
P4P - 15	303,454	348,972	394,489

Medical Leadership Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
ML 11	\$188,475	\$216,747	\$245,018
ML 12	213,466	245,486	277,506
ML 13	234,668	269,869	305,069
ML 14	279,509	321,436	363,362

Medical Leadership Pay Bands are established as 40% Medical Supplement Adjusted to 0.8 FTE on Pay for Performance Pay Bands 11, 12, 13 and 14.

With the suspension of the Pay for Performance program, the employees in the Pay for Performance Pay Band 9 will temporarily be paid in accordance with the Non-Pay for Performance Pay Band 9 rates of pay.

A denominator of 1950 (stated annual hours) will be utilized to derive an hourly rate for payroll purposes. This denominator will be constant each year and may result in actual annual salary that deviates slightly from stated pay band maximums depending on the working days in each calendar year.

A denominator of 1560 (stated annual hours, calculated as 1950 X 0.8 FTE) will be utilized to derive an hourly rate for payroll purposes for the Medical Leadership Pay Bands. This denominator will be constant each year and may result in actual annual salary that deviates slightly from stated pay band maximums depending on the working days in each calendar year.