

Saskatchewan's Health Care Out-of-Scope Compensation Plan 2020

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

Out-of-Scope Pay Bands

April 1, 2020

Non-Pay for Performance Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
1aa (fRQHR and fSHR)	\$41,144	\$47,315	\$53,487
1bb (fRQHR and fSHR)	48,118	55,336	62,553
1a	38,305	44,051	49,796
1b	45,446	52,264	59,080
2	51,707	59,462	67,218
3	59,339	68,240	77,140
4	66,370	76,325	86,280
5	73,662	84,711	95,760
6	84,805	97,527	110,248
7	95,523	109,853	124,183
8	107,529	123,659	139,787
9	124,164	142,789	161,414
10	146,029	167,934	189,839
11	179,129	205,998	232,867
12	202,882	233,313	263,746
13	223,032	256,488	289,942

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

Pay Band	Minimum	Mid-Range	Maximum
P4P - 8	\$103,354	\$118,857	\$134,359
P4P - 9	119,343	137,244	155,145
P4P - 9 - Temporary	124,164	142,789	161,414
P4P - 10	140,359	161,414	182,468
P4P - 11	172,174	198,000	223,826
P4P - 12	195,004	224,254	253,504
P4P - 13	214,371	246,528	278,683
P4P - 14	255,335	293,634	331,934
P4P - 15	310,473	357,044	403,614

Medical Leadership Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
ML 11	\$192,835	\$221,760	\$250,685
ML 12	218,404	251,164	283,925
ML 13	240,096	276,111	312,126
ML 14	285,974	328,870	371,767

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.