

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

Health Care Affiliate Organizations

Out-of-Scope Pay Bands

April 1, 2018

### Non-Pay for Performance Pay Bands

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1aa (RQHR and SHR)	\$40,214	\$42,158	\$44,303	\$46,677	\$49,317	\$52,278
1bb (RQHR and SHR)	47,030	49,304	51,811	54,587	57,678	61,139
1a	37,439	39,251	41,247	43,456	45,916	48,670
1b	44,419	46,569	48,935	51,558	54,476	57,745
2	50,538	52,984	55,675	58,660	61,981	65,698
3	57,997	60,803	63,895	67,318	71,130	75,396
4	64,869	68,007	71,466	75,294	79,557	84,330
5	71,997	75,480	79,319	83,568	88,298	93,595
6	82,888	86,899	91,316	96,208	101,655	107,755
7	93,363	97,882	102,859	108,369	114,504	121,375
8	105,098	110,184	115,783	121,986	128,892	136,627
9	121,357	127,230	133,699	140,861	148,836	157,765
10	142,728	149,634	157,241	165,667	175,043	185,548
11	175,079	183,552	192,885	203,218	214,721	227,603
12	198,295	207,888	218,458	230,162	243,191	257,783
13	217,990	228,541	240,161	253,026	267,348	283,387

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

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
P4P - 8	\$101,018	\$105,905	\$111,288	\$117,250	\$123,888	\$131,322
P4P - 9	116,645	122,290	128,508	135,391	143,056	151,638
P4P - 9 - Temporary	121,357	127,230	133,699	140,861	148,836	157,765
P4P - 10	137,186	143,824	151,136	159,234	168,247	178,343
P4P - 11	168,281	176,425	185,394	195,328	206,382	218,766
P4P - 12	190,595	199,816	209,976	221,225	233,747	247,773
P4P - 13	209,525	219,666	230,834	243,200	256,966	272,383
P4P - 14	249,562	261,638	274,941	289,669	306,066	324,430
P4P - 15	303,454	318,137	334,314	352,223	372,161	394,489

### Medical Leadership Pay Bands

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ML 11	\$188,475	\$197,596	\$207,641	\$218,767	\$231,148	\$245,018
ML 12	213,466	223,794	235,173	247,772	261,797	277,506
ML 13	234,668	246,026	258,534	272,384	287,802	305,069
ML 14	279,509	293,035	307,934	324,429	342,794	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.