

**Saskatchewan's Health Care Out-of-Scope
Compensation Plan 2015
Out-of-Scope Pay Bands
1-Apr-15**

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1aa (RQHR and SHR)	\$39,561	\$41,474	\$43,584	\$45,919	\$48,516	\$51,429
1bb (RQHR and SHR)	46,267	48,504	50,970	53,701	56,742	60,147
1a	36,831	38,614	40,577	42,751	45,171	47,880
1b	43,698	45,813	48,141	50,721	53,592	56,808
2	49,718	52,124	54,771	57,708	60,975	64,632
3	57,056	59,816	62,858	66,225	69,975	74,172
4	63,816	66,903	70,306	74,072	78,266	82,961
5	70,828	74,255	78,031	82,212	86,865	92,076
6	81,543	85,488	89,834	94,646	100,005	106,006
7	91,848	96,293	101,189	106,610	112,645	119,405
8	103,392	108,395	113,904	120,006	126,800	134,409
9	119,387	125,165	131,529	138,575	146,420	155,204
10	140,411	147,205	154,689	162,978	172,202	182,536
11	172,237	180,573	189,754	199,919	211,236	223,909
12	195,076	204,514	214,912	226,426	239,243	253,599
13	214,452	224,831	236,263	248,919	263,008	278,787

Pay for Performance Pay Bands (100% Base Rates of Pay)							
8	P4P-8	\$99,378	\$104,186	\$109,482	\$115,347	\$121,877	\$129,190
9	P4P-9	114,752	120,305	126,422	133,193	140,734	149,177
9	P4P-9 - Temporary	119,387	125,165	131,529	138,575	146,420	155,204
10	E-1	134,959	141,489	148,683	156,649	165,516	175,448
11	P4P-11	165,549	173,561	182,385	192,157	203,032	215,215
12	P4P-12	187,501	196,573	206,568	217,634	229,953	243,751
13	E-2	206,124	216,100	227,087	239,252	252,795	267,962
14	E-3	245,511	257,391	270,478	284,967	301,098	319,164
15	E-4	298,528	312,973	328,887	346,506	366,120	388,086

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 payband maximums depending on the working days in each calendar year.