

**Saskatchewan's Health Care Out-of-Scope
Compensation Plan 2016
Out-of-Scope Pay Bands
1-Apr-16**

Pay Band	Step 1	Step 1 + 2%	Step 2	Step 2 + 2%	Step 3	Step 3 + 2%	Step 4	Step 4 + 2%	Step 5	Step 5 + 2%	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	123,784	127,230	129,775	133,699	136,373	140,861	143,678	148,836	151,813	157,765
10	142,728	145,583	149,634	152,627	157,241	160,386	165,667	168,980	175,043	178,544	185,548
11	175,079	178,581	183,552	187,223	192,885	196,743	203,218	207,282	214,721	219,015	227,603
12	198,295	202,261	207,888	212,046	218,458	222,827	230,162	234,765	243,191	248,055	257,783
13	217,990	222,350	228,541	233,112	240,161	244,964	253,026	258,087	267,348	272,695	283,387

Pay for Performance Pay Bands (100% Base Rates of Pay)												
8	P4P-8	\$101,018		\$105,905		\$111,288		\$117,250		\$123,888		\$131,322
9	P4P-9	116,645	118,978	122,290	124,736	128,508	131,078	135,391	138,099	143,056	145,917	151,638
9	P4P-9 - Temporary	121,357	123,784	127,230	129,775	133,699	136,373	140,861	143,678	148,836	151,813	157,765
10	E-1	137,186	139,930	143,824	146,700	151,136	154,159	159,234	162,419	168,247	171,612	178,343
11	P4P-11	168,281	171,647	176,425	179,954	185,394	189,102	195,328	199,235	206,382	210,510	218,766
12	P4P-12	190,595	194,407	199,816	203,812	209,976	214,176	221,225	225,650	233,747	238,422	247,773
13	E-2	209,525	213,716	219,666	224,059	230,834	235,451	243,200	248,064	256,966	262,105	272,383
14	E-3	249,562	254,553	261,638	266,871	274,941	280,440	289,669	295,462	306,066	312,187	324,430
15	E-4	303,454	309,523	318,137	324,500	334,314	341,000	352,223	359,267	372,161	379,604	394,489

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. Employees in Pay Bands 9 and above will be eligible for in range progression to a maximum of 2%.

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.