

Saskatchewan's Health Care Out-of-Scope Compensation Plan 2019

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

Out-of-Scope Pay Bands

April 1, 2019

Non-Pay for Performance Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
1aa (fRQHR and fSHR)	\$40,616	\$46,708	\$52,801
1bb (fRQHR and fSHR)	47,500	54,626	61,750
1a	37,813	43,486	49,157
1b	44,863	51,593	58,322
2	51,043	58,699	66,355
3	58,577	67,364	76,150
4	65,518	75,346	85,173
5	72,717	83,624	94,531
6	83,717	96,275	108,833
7	94,297	108,443	122,589
8	106,149	122,072	137,993
9	122,571	140,957	159,343
10	144,155	165,779	187,403
11	176,830	203,354	229,879
12	200,278	230,319	260,361
13	220,170	253,196	286,221

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

Pay Band	Minimum	Mid-Range	Maximum
P4P - 8	\$102,028	\$117,332	\$132,635
P4P - 9	117,811	135,483	153,154
P4P - 9 - Temporary	122,571	140,957	159,343
P4P - 10	138,558	159,343	180,126
P4P - 11	169,964	195,459	220,954
P4P - 12	192,501	221,376	250,251
P4P - 13	211,620	243,364	275,107
P4P - 14	252,058	289,866	327,674
P4P - 15	306,489	352,462	398,434

Medical Leadership Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
ML 11	\$190,360	\$218,914	\$247,468
ML 12	215,601	247,941	280,281
ML 13	237,015	272,568	308,120
ML 14	282,304	324,650	366,996

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.