

## Saskatchewan's Health Care Out-of-Scope Compensation Plan 2021

Saskatchewan Health Authority - Affiliate Organizations - SAHO - 3sHealth - Saskatchewan Cancer Agency  
Out-of-Scope Pay Bands  
April 1, 2021

### Non-Pay for Performance Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
1aa (fRQHR and fSHR)	\$41,967	\$48,261	\$54,557
1bb (fRQHR and fSHR)	49,080	56,443	63,804
1a	39,071	44,932	50,792
1b	46,355	53,309	60,262
2	52,741	60,651	68,562
3	60,526	69,605	78,683
4	67,697	77,852	88,006
5	75,135	86,405	97,675
6	86,501	99,478	112,453
7	97,433	112,050	126,667
8	109,680	126,132	142,583
9	126,647	145,645	164,642
10	148,950	171,293	193,636
11	182,712	210,118	237,524
12	206,940	237,979	269,021
13	227,493	261,618	295,741

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

Pay Band	Minimum	Mid-Range	Maximum
P4P - 8	\$105,421	\$121,234	\$137,046
P4P - 9	121,730	139,989	158,248
P4P - 9 - Temporary	126,647	145,645	164,642
P4P - 10	143,166	164,642	186,117
P4P - 11	175,617	201,960	228,303
P4P - 12	198,904	228,739	258,574
P4P - 13	218,658	251,459	284,257
P4P - 14	260,442	299,507	338,573
P4P - 15	316,682	364,185	411,686

### Medical Leadership Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
ML 11	\$196,692	\$226,195	\$255,699
ML 12	222,772	256,187	289,604
ML 13	244,898	281,633	318,369
ML 14	291,693	335,447	379,202

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.