

Saskatchewan's Health Care Out-of-Scope Compensation Plan 2022

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

Out-of-Scope Pay Bands

April 1, 2022

Non-Pay for Performance Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
1aa (fRQHR and fSHR)	\$42,806	\$49,226	\$55,648
1bb (fRQHR and fSHR)	50,062	57,572	65,080
1a	39,852	45,831	51,808
1b	47,282	54,375	61,467
2	53,796	61,864	69,933
3	61,737	70,997	80,257
4	69,051	79,409	89,766
5	76,638	88,133	99,629
6	88,231	101,468	114,702
7	99,382	114,291	129,200
8	111,874	128,655	145,435
9	129,180	148,558	167,935
10	151,929	174,719	197,509
11	186,366	214,320	242,274
12	211,079	242,739	274,401
13	232,043	266,850	301,656

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

Pay Band	Minimum	Mid-Range	Maximum
P4P - 8	\$107,529	\$123,659	\$139,787
P4P - 9	124,165	142,789	161,413
P4P - 9 - Temporary	129,180	148,558	167,935
P4P - 10	146,029	167,935	189,839
P4P - 11	179,129	205,999	232,869
P4P - 12	202,882	233,314	263,745
P4P - 13	223,031	256,488	289,942
P4P - 14	265,651	305,497	345,344
P4P - 15	323,016	371,469	419,920

Medical Leadership Pay Bands

Pay Band	Minimum	Mid-Range	Maximum
ML 11	\$200,626	\$230,719	\$260,813
ML 12	227,227	261,311	295,396
ML 13	249,796	287,266	324,736
ML 14	297,527	342,156	386,786

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.