

BLIND RIVER DISTRICT HEALTH CENTRE

2015-2016 Proposed Performance Based Compensation

Position	2015-2016 QIP Total Pay for Performance
Chief Executive Officer	5%
Chief of Staff	5%
Chief Nursing Officer	5%
Chief Financial Officer	5%
Director of Environmental Services	5%

Performance Based Compensation of Executive Team
Blind River District Health Centre – 2015-16 QIP

DIMENSION	INDICATOR	CURRENT	TARGET	% TOTAL COMPENSATION IMPACT BY INDICATOR	RESULTING COMPENSATION PAYMENT PLAN		
					100% attainment of target.	Partial attainment of target. (As defined per indicator).	Target unattained.
Effectiveness	Total Margin (HSAA)	-0.14%	1.0%	1.0%	1.0% = or ↑1.0%	0.5% = or ↑0 but ↓1.0%	0% ↓0%
Patient-Centred	Improve Sleep Hygiene for patients on Acute Care (Blind River Site – Senior Friendly Initiative). % patients who have sleep hygiene addressed in the care plan	No Baseline New Initiative	50% by Q4	1.25%	1.25% = or ↑50.0%	0.625% = or ↑35.0% but ↓50.0%	0% ↓35%
	Increase early mobilization of Acute Care patients (Thessalon Site – Senior Friendly Initiative) % of patients who are mobilized	No Baseline New Initiative	50% by Q4	1.25%	1.25% = or ↑50.0%	0.625% = or ↑35.0% but ↓50.0%	0% ↓35%
Safety	Reduce falls on Acute Care (Blind River Site)	8.93	6.0	1.5%	1.5% = or ↓6.0	0.75% ↑6.0 but = or ↓ 8.93	0% ↑8.93