

**North Shore Health Network  
Pay for Performance Compensation  
2017-2018**

Position	
	2017-2018 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%

DIMENSION	INDICATOR	% TOTAL COMPENSATION IMPACT BY INDICATOR	RESULTING COMPENSATION PAYMENT PLAN		
			100% attainment of target.	Partial attainment of target. (As defined per indicator).	Target unattained.
<i>Patient Centered</i>	<i>Home Support for Discharged Palliative Patients</i>	<b>1%</b>	Full payment if target is met at year end. Target is 75% of eligible patients who are admitted to ACC at Both Sites		0% of payment
	<i>Did you receive enough information when you left the hospital</i>	<b>1%</b>	Full payment if target is met at year end. Target is 75% of eligible patients who are discharged from ACC at Both Sites		0 % of payment
	<i>Being able to speak up about the LTC Home – “I can express my opinion about the home without fear of consequence”</i>	<b>1%</b>	Full payment if target is met at year end. Target is 95% of eligible residents	50% of payment if target of 90% is met	0% of payment if target at year end is below 90%
<i>Safety</i>	<i>Number of CTAS II and III who left without being seen</i>	<b>1%</b>	Full payment if target is met at year end. Target is a reduction from 10% to 5% or Less, of all who LWBS that are a CTAS II or III	50% of payment if reduction is between 10% and 5%	0% payment if greater than 10% of those who leave are a CTAS II or III
<i>Corporate</i>	<i>Actual cash deficit at year end is at 145,890.00 or less</i>	<b>1%</b>	Full payment if target is met at year end		