

## Saline Future Forward Savings Plan

### **Executive Summary**

The Saline Future Forward Savings Plan is a strategic initiative designed to engage frontline employees in identifying and implementing cost-saving opportunities that strengthen the hospital's financial performance while maintaining or enhancing patient care quality.

This program formalizes a structured pathway for staff-driven innovation, incorporates rigorous financial validation, and includes a capped incentive model to ensure fiscal responsibility.

### **Purpose**

The program empowers employees to contribute directly to long-term financial sustainability by proposing operational improvements that improve efficiency and support high-quality care. It reinforces a culture of innovation and continuous improvement.

### **Program Objectives**

- Financial stewardship across all levels of the organization
- Operational efficiency and waste reduction
- Increased frontline engagement in cost-saving initiatives
- Recognition and reward for meaningful contributions
- A sustainable pipeline of improvement ideas
- Reinforcement of a continuous improvement culture

### **Program Structure**

#### **1. Eligibility**

- Participation may be individual or team-based.
- All Full- Time and Part Time employees except:
  - Directors, managers, and all leadership roles at manager level and above.
  - Employees whose job duties include cost-reduction strategy or financial oversight
  - Physician leaders
  - Contractors, agency staff, and temporary
- Employees must be actively employed at the time of payout in Q4 2027 to receive an award.
- Team submissions must clearly identify all contributors; rewards are split evenly unless otherwise documented.
- Employees may submit multiple ideas, but annual and lifetime caps still apply.
- Ideas must be original and not previously implemented or already under review by leadership

#### **2. Submission Requirements**

- All proposals must include:
  - Problem description
  - Proposed solution

- Estimated cost savings
- Operational impact
- Implementation plan
- Risks and mitigation strategies
- Submission Window:
  - October 1, 2026 through November 30, 2026

### **3. Review Committee**

- A multidisciplinary panel evaluates proposals based on:
  - Feasibility
  - Financial impact
  - Patient safety
  - Alignment with organizational goals
  - Sustainability
  - Time to implement

### **4. Implementation**

Approved proposals are assigned to a project lead or team. Support may include:

- Data analysis
- Workflow redesign
- Operational guidance
- Leadership sponsorship

### **5. Savings Verification**

Savings must meet the following criteria:

- Validated by the Finance Department
- Based on baseline vs. post-implementation data
- Adjusted for volume or seasonal variation
- Sustained for a continuous 12-month period
- Savings dollars will be connected and validated in Q4 2027
- Only verified savings qualify for incentive payment.

### **Incentive Structure**

- Reward: 5% of Verified First-Year Savings up a maximum of \$5000
- Paid to the individual or team who submitted the idea
- Distributed as a bonus or professional development award
- Annual cap: \$5,000 per employee
- Payouts issued in Q4 2027, following verification of sustained savings

Example:

A project generating \$150,000 in verified savings yields a \$7,500 reward, but the employee receives \$5,000.

## Safeguards & Ethical Standards

All proposals must:

- Maintain or improve patient safety
- Must be approved by CEO and CFO
- Comply with regulatory standards
- Avoid reducing necessary services
- Support high-quality care
- Include transparent documentation

Phase	Dates
Program Launch	July 2026
Submission Window	October 1, 2026 – November 30, 2026
Review Period	November 30, 2026 – January 2027
Implementation	2027 (varies by project)
Savings Verification	12-month period ending Q4 2027
Payouts	Q4 2027
Awards Ceremony	Annual

## Recognition

Award recipients will receive:

- Monetary reward
- Certificates of achievement
- Recognition at the annual awards event
- Spotlight in internal communications

## Recommendation

We recommend approval and implementation of the Saline Future Forward Savings Plan to strengthen financial performance and build a sustainable culture of operational excellence.