


Goal	Focus	Performance Measure	Baseline	2009/2010 Target	2009/2010 Results	Weighting	Performance Score				Weighting x Percentage
							100%	66%	33%	0%	
Access	Improving access	Number of alternate level of care patients in acute care	700	550	Average of 761	10%	≤ 550	≤ 650	≤ 700	> 700	0.0%
	Decreasing wait times	Wait time in Emergency Department for uncomplicated cases (90 <sup>th</sup> percentile)	5.6 hours	5 hours	5.5 hours (based on 2009 calendar year)	10%	≤ 5 hours	≤ 5.2 hours	≤ 5.3 hours	>5.3 hours	0.0%
		Wait time in Emergency Department for complex cases (90 <sup>th</sup> percentile)	16.0 hours	14 hours	15.1 hours (based on 2009 calendar year)	10%	≤ 14 hours	≤ 15 hours	≤ 16 hours	>16 hours	3.3%
		Wait time for hip replacement surgery (90 <sup>th</sup> percentile)	33 weeks	30 weeks	37.1 weeks	10%	≤ 30 weeks	≤ 31 weeks	≤ 32 weeks	>32 weeks	0.0%
Quality	Learning and improving	Develop incident reporting system (including common definitions, approaches, etc.)	n/a	Completed by December 31, 2009	<b>Achieved</b> by Dec., 16 2009	10%	By Dec. 31, 2009	By Jan. 31, 2010	By March 31, 2010	Later than Mar. 31, 2010	10.0%
	Improving population health	Seniors influenza immunization rates	58%	63%	55.6% Seasonal Immunization Rate	10%	≥ 63%	≥ 62%	≥ 60%	< 60%	0.0%
	Responsive to consumers and communities	Establish Health Advisory Councils	n/a	12 Health Advisory Councils by March 31, 2010	<b>Achieved</b> by Dec., 11 2009	10%	12	-	-	-	10.0%
Sustainability	Living within our means	Any bonus within the sustainability component is contingent on achieving Board-endorsed budget targets.									
	Fit for the future	Implement organizational structure with associated HR and financial delegations, and budget assignment.	n/a	By September 30, 2009	<b>Achieved</b> by Sept. 30, 2009	10%	By Sept. 30, 2009	By October 31, 2009	By Dec. 31, 2009	Later than Dec. 31, 2009	10.0%
	Workplace of choice	Develop Board-endorsed human resource management plan.	n/a	By December 31, 2009	<b>Achieved</b> by Dec. 30, 2009	10%	By Dec. 31, 2009	By Jan. 31, 2010	By March 31, 2010	Later than Mar. 31, 2010	10.0%
		Board-endorsed Strategic Plan	n/a	By June 30, 2009	<b>Achieved</b> by June 30, 2009	10%	By June 30, 2009	By Sept. 30, 2009	By Oct. 31, 2009	Later than Oct. 31, 2009	10.0%
										<b>Total</b>	<b>53.3%</b>