

2010/2011 Performance Agreement for President and CEO with Results

Goal	Focus	Performance Measure	Baseline 2009/2010	2010/ 2011 Target	2010/2011 Results	Weighting	Performance Score				Weighting x Percentage	
							100%	66%	33%	0%		
Access	Improving access	* Number of assessed and approved patients waiting in acute care for continuing care placement less than target (Links to TIP Choice and Quality for Seniors)	AB = 761 (average)	400	Q1 = 777 Q2 = 759 Q3 = 660 Q4 = 471	5% *	4 Quarters Met Target	3 Quarters Met Target	2 Quarters Met Target	≤ 1 Quarter Met Target	0.0%	
		* % of Albertans attached to a physician in a Primary Care Network (Links to TIP Building a Primary Care Foundation)	66%	75%	April 2011 = 72%	5% *	≥ 75%	≥ 72%	≥ 70%	< 70%	3.3%	
	Decreasing wait times	* Length of Stay in Emergency Department in hours (median) (Links to TIP Improving Access, Reducing Wait Times)	Discharged	3.2 hours (08/09)	2.5 hours	YTD = 3.1	5% *	≤ 2.5 hours	≤ 2.7 hours	≤ 2.9 hours	> 2.9 hours	0.0%
			Admitted	11.4 hours (08/09)	9 hours	YTD = 9.8	5% *	≤ 9 hours	≤ 9.5 hours	≤ 10 hours	> 10 hours	1.7%
		* Wait Time for Radiation Therapy (90 th percentile) – Ready to Treat (Links to TIP Improving Access, Reducing Wait Times)	5.6 weeks (Q2 09/10)	4 weeks	YTD = 3.6	10% *	≤ 4 weeks	≤ 4.5 weeks	≤ 5 weeks	> 5 weeks	10.0%	
		* Wait time for hip replacement surgery (90 th percentile) (Links to TIP Improving Access, Reducing Wait Times)	AB = 37.1 (2009/2010)	28 weeks	2010/2011 = 39.4	10% *	≤ 28 weeks	≤ 30 weeks	≤ 32 weeks	> 32 weeks	0.0%	
	Implement Care Transformation initiative, for subsequent provincial roll out, at U of A where General Internal Medicine patients will have an Integrated Plan of Care within 90 minutes of admission (Links to TIP Improving Access, Reducing Wait Times)	n/a	100% in 90 minutes	92.30%	5%	> 90%	> 80%	> 70%	< 70%	5.0%		
Quality	Learning and improving	Implementation of a Patient Safety and Patient Concerns Reporting System. (Links to TIP Enabling One Health Service)	n/a	Full implementation by March 31, 2011	Completed March 23, 2011.	10%	By Mar. 31, 2011	-	-	-	10.0%	
	Improving population health	Develop a draft provincial strategy to reduce diabetes admissions by one third (Links to TIP Building a Primary Care Foundation)	n/a	Provincial draft completed by Sept. 30, 2010; Zones completed by Mar. 31, 2011	Completed Provincial and All Zones March 28, 2011.	10%	Provincial and All Zones by Mar. 31, 2011	Provincial and 2 Zones by Mar. 31, 2011	Provincial draft completed by Mar. 31, 2011	Provincial draft completed later than Mar. 31, 2011	10.0%	
	Responsive to consumers and communities	* % of clients who rate the overall quality of care received as excellent, very good or good	n/a	85%	Q3 = 82%	5% *	≥ 85%	≥ 75%	≥ 70%	< 70%	3.3%	
		% of Health Advisory Council members that feel satisfied with level of engagement	n/a	80%	75%	5%	≥ 80%	≥ 75%	≥ 70%	< 70%	3.3%	
Sustainability	Living within our means	*Any recognition of achievement within the sustainability component is contingent on achieving zero deficit in 2010/11										
	Fit for the future	* Number of new contracted continuing care beds/spaces within budget. (Links to TIP Choice and Quality for Seniors)	n/a	1,300	1,166	5% *	≥ 1,300	≥ 1,250	≥ 1,200	< 1,200	0.0%	
		Implement strategy for reciprocal acceptance of research ethics review decisions across Alberta's Health Research Ethics Boards	n/a	Completed by Dec. 31, 2010	Completed Jan. 13, 2011	5%	By Dec. 31, 2010	By Jan. 31, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	3.3%	
		All management (out of scope) employees on new Human Resources benefit system (Links to TIP Enabling One Health Service)	n/a	Completed by Dec. 31, 2010	Completed July 1, 2010	5%	By Dec. 31, 2010	By Jan. 31, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	5.0%	
		Financial/Procurement System implementation (Links to TIP Enabling One Health Service)	n/a	Completed by Jan. 31, 2011	Completed Feb. 15, 2011	5%	By Jan. 31, 2011	By Feb. 28, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	3.3%	
	Workplace of choice	*Any recognition of achievement within the sustainability component is contingent on developing an action plan responding to the 2010 workforce engagement survey by Sept. 30 2010 (Links to TIP Enabling our People to Achieve Excellence in Providing Health Services)										
* Reducing Staff Injury - Disabling injury rate (DIR) (Links to TIP Enabling our People to Achieve Excellence in Providing Health Services)		2.83	2.41	2010 = 3.19	5% *	≤ 2.41 DIR (reduce by 15%)	≤ 2.50	≤ 2.60	> 2.83 DIR	0.0%		
Total:										58.2%		