

2010/2011 Performance Agreement for EVP and Chief Medical Officer 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	Percentage of Albertans attached to a physician in a Primary Care Network	66%	75%	72%	5%	≥ 75%	≥ 72%	≥ 70%	< 70%	3.3%	
		Primary Care Transformational Improvement Program 2010/2011 objectives realized	n/a	90% of 2010/2011 Objectives Realized	85.70%	5%	≥ 90%	≥ 85%	≥ 75%	< 75%	3.3%	
		Development of plan / strategy for 2011 Trilateral Negotiations	n/a	By October 30, 2010	October 12, 2010	10%	By Oct. 30, 2010	By Nov. 30, 2010	By Dec. 31, 2010	Later than Dec. 31, 2010	10.0%	
Quality	Learning and improving	Physician Management Institute (PMI) courses conducted within Alberta for current / prospective AHS medical leaders	n/a	4 courses held by March 31, 2011	5 courses were held by March 31, 2011	5%	4 courses held	3 courses held	2 courses held	< 2 courses held	5.0%	
		Development of a proposal to foster a new partnership with Alberta's academic institutions ("Alberta Academic Health Sciences Network")	n/a	Strategy and process in place by December 31, 2010	December 05, 2010	5%	By Dec. 31, 2010	By Jan. 31, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	5.0%	
		Framework established to facilitate effective participation of physicians / physician leaders in AHS accreditation activities	n/a	By June 30, 2010		5%	By Jun. 30, 2010	By Jul. 31, 2010	By Aug. 30, 2010	Later than Aug. 30, 2010	0.0%	
	Improving population health	Develop a draft provincial strategy to reduce acute care admissions for diabetes by one third	n/a	Provincially draft completed by September 30, 2010 Zones completed by March 31, 2011	March 25, 2011	10%	Provincial and all Zones by Mar. 31, 2011	Provincial and 2 Zones by Mar. 31, 2011	Provincial completed by Mar. 31, 2011	Provincial completed later than Mar. 31, 2011	10.0%	
		Responsive to consumers and communities	Development of an interactive and robust website/webpage for interaction with Physicians	n/a	By December 31, 2010	September 24, 2010	5%	By Dec. 31, 2010	By Jan. 31, 2011	By Feb. 28, 2011	Later than Feb. 28, 2011	5.0%
			Development of a portfolio mechanism / team to address urgent / significant provincial physician issues or questions from internal and external stakeholders	n/a	By January 31, 2011		5%	By Jan. 31, 2011	By Feb. 28, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	0.0%
Sustainability	Living within our means	Adherence to portfolio budget	2010/2011 Budget	Balanced budget for 2010/2011	Achieved	15%	Balanced budget for 2010/2011	-	-	-	15.0%	
	Fit for the future	Implementation of AHS Medical Staff Bylaws & Rules (including a new model for physician performance)	n/a	By January 31, 2011	February 28, 2011	10%	By Jan. 31, 2011	By Feb. 28, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	6.6%	
		Development of proposed principles and scope for a provincial Academic Alternate Relationship Plan (AARP) (for stakeholders to consider / approve)	n/a	By December 31, 2010	March 31, 2011	5%	By Dec. 31, 2010	By Jan. 31, 2011	By Mar. 31, 2011	Later than Mar. 31, 2011	1.7%	
		Provincial medical leadership for Cancer Care, Diagnostic Imaging, Pharmacy, and Laboratory Services: structure complete and leaders selected	n/a	By June 30, 2010	August 31, 2010	5%	By Jun. 30, 2010	By Aug. 31, 2010	By Sept. 30, 2010	Later than Sept. 30, 2010	3.3%	
	Workplace of Choice	Any recognition of achievement within the sustainability component is contingent on developing draft action plans for area of responsibility by June 30, 2010 responding to the 2010 workforce engagement survey and implementation of at least one initiative by Dec. 31, 2010										
		Implementation of AHS Physician Contract templates	n/a	By October 30, 2010		5%	By Oct. 30, 2010	By Nov. 30, 2010	By Dec. 31, 2010	Later than Dec. 31, 2010	0.0%	
	Enabling Our People Transformational Improvement Program 2010/2011 physician-related objectives realized	n/a	75% of 2010/2011 Objectives Realized		5%	≥ 75%	≥ 50%	≥ 25%	< 25	0.0%		
<b>Total:</b>										<b>68.2%</b>		