

2019/20 SLT Pay-for-Performance Goals - Results

| Area | Priorities | Measures | Weight | 2019/20 Target | 2019/20 Results | Percentage of Available Pay for Performance Incentive | | | |
|----------|--|--|--------|----------------|-----------------|---|---------------|---------------|--------------|
| | | | | | | 100% | 66% | 33% | 0% |
| Strategy | Supporting Seamless Care | Patient Transfers: Inter-facility transfer risk priority number score (% reduction from baseline) | 20% | 20% | 21% | Target achieved | <20% and ≥15% | <15% and ≥10% | <10% |
| | | Long Length of Stay: Number of projects delivered from the long length of stay improvement work plan | 15% | 4 | 4 | Target achieved | 3 | 2 | 1 or 0 |
| | Being a Healthy Workplace | Recruitment: % of positions filled within 90 days of posting | 15% | 75% | 75% | Target achieved | <75% and ≥70% | <70% and ≥65% | <65% |
| | Always Improving How We Work | Unit huddles: The number of units using the standard huddle process | 20% | 20 | 21 | Target achieved | 17 to 19 | 14 to 16 | Less than 14 |
| | Using Technology to Enable High Quality Care | Discharge summaries: % of discharge summaries transcribed within 48 hours of discharge | 15% | 30% | 78% | Target achieved | >30% and ≤25% | >25% and <20% | >20% |
| Planning | Regional HIS Planning | QHC participation: The number of QHC leaders participating in the RFP review and vendor selection process | 15% | 55 | 83 | Target achieved | <55 and ≥45 | <45 and ≥35 | >35 |

- i. The percentages of pay-for-performance compensation for Senior Leadership Team members for 2019/20 are: CEO and COS 5% of total compensation; Vice Presidents 3% of total compensation.
- ii. The process for selection of goals: priority indicators were identified by Planning & Priorities with the balanced score card being approved by the Board. The Senior Leadership Team reviews the Balanced Scorecard and Quality Improvement Plan and makes a recommendation regarding the performance goals linked to compensation to the Senior Leadership Evaluation and Compensation Ad-Hoc Committee of the Board.
- iii. The Board has the discretion to modify the amount of the performance based compensation, provided the maximum compensation amounts defined in the QHC Executive Compensation Framework are not exceeded.