
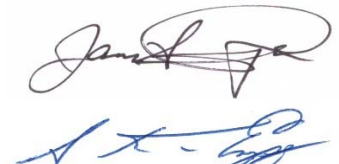


Annual Performance Targets

Leader	Nick Vlacholias	Position	President and Chief Executive Officer	Review Period	Fiscal 2018/2019	
Goals	Objectives	Base	Target	Weight	Results	Earned
Financial Performance	Improve organizational financial health Total 2018/19 audited net margin in balanced or surplus position.	Balanced Budget	Balanced net income Mar. 31, 2019	2%		
Quality Improvement Plan <i>(Common Goal with SLT)</i>	Comprising Below			1%		
	Effective Transition – Rate of 30 day psychiatric readmission at BGH.	12.04%	11%			
	Effective Transition – Rate of 30 day all-cause readmission rate at BGH for patients with COPD	17.41%	16.5%			
	Person Experience – Recommend ED	46.8%	50%			
Cultural Improvement	Overall, how would you rate your organization as a place to work? (Rated excellent, very good and good) (Results from work pulse survey)	Unknown	5% improvement over 2017-18 by March 31, 2019	0.5%		
Portfolio Specific	Support the capital redevelopment project with a goal for being on time, on budget, and on scope.	Ellis Don Schedule Total Project Costs	By March 31, 2019	.25%		
	Work with the Chief of Staff to ensure effective physician recruitment strategy	n/a	By March 31, 2019	.25%		
	Develop a plan for how to progress to a formal Enterprise Risk Management Framework	n/a	By March 31, 2019	.25%		
	Work with the Board of Directors to substantially complete a 3-5 year strategic plan.	n/a	By Q4 2018-19	.75%		
Leader Sign Off		Approval of Targets		Approval of Outcomes		
						
Nick Vlacholias	Mar 15, 2018	Jim Cooper/ Kevin Empey	Mar 15, 2018			

Annual Performance Targets

Leader	Dr. Robert Malone	Position	Chief of Staff	Review Period 2018/2019			
Goals	Objectives		Base	Target	Weight	Results	Earned
Financial Performance <i>(Common Goal)</i>	Improve organizational financial health Total 2018/19 audited net margin in balanced or surplus position.		Balanced Budget	Balanced net income Mar. 31, 2019	1%		
Quality Improvement Plan <i>(Common Goal)</i>	Comprising Below				1%		
	Effective Transition – Rate of 30 day psychiatric readmission at BGH.		12.04%	11%			
	Effective Transition – Rate of 30 day all-cause readmission rate at BGH for patients with COPD		17.41%	16.5%			
	Person Experience – Recommend ED		46.8%	50%			
Cultural Improvement <i>(Common Goal)</i>	Overall, how would you rate your organization as a place to work? (Rated excellent, very good and good) (Results from work pulse survey)		Unknown	5% improvement over 2017-18 by March 31, 2019	1%		
Portfolio Specific	Stabilize physician funding models and planning for clinic utilization.		n/a	By March 31, 2019	.4%		
	Work with Coordinator Strategic Initiatives and Governance on developing a solid physician recruitment and retention plan.		n/a	By March 31, 2019	.4%		
	Support Chief's in their new leadership roles. Develop a plan for Chief leadership education.		n/a	By March 31, 2019	.4%		
	Support review of professional staff rules and regulations /policies and review MAC terms of reference.		n/a	By March 31, 2019	.4%		
	Support all Chiefs to complete performance appraisals on their physicians within 1 year.		n/a	By March 31, 2019	.4%		

Leader Sign Off



Rob Malone

Mar 15, 2018

Approval of Targets



Jim Cooper/ Kevin Empey

Mar 15, 2018

Approval of Outcomes

DATE