

2009/2010 Performance Agreement Results for Senior Physician Executive

Goal	Focus	Performance Measure	Baseline	2009/2010 Target	2009/2010 Results	Weighting	Performance Score				Weighting x Percentage
							100%	66%	33%	0%	
Access	Improving access	Proposed AHS plan / strategy for 2011 Trilateral Negotiations including: <ul style="list-style-type: none"> New Family Physician funding model New PCN funding model Pay for performance strategy 	n/a	By March 31, 2010	Target not achieved	15%	By February 28, 2010	By March 31, 2010	By May 31, 2010	Later than May 31, 2010	0.0%
Quality	Improving population health	Develop an AHS Pandemic (H1N1) 2009 Response Plan	n/a	By September 30, 2009	Achieved by September 30, 2009	15%	By Sep 30, 2009	By Oct 15, 2009	By Oct 30, 2009	Later than Oct 30, 2009	15.0%
		Develop a comprehensive plan for physician issues, role, and communication as part of the AHS Pandemic (H1N1) 2009 Response	n/a	By October 30, 2009	Achieved by October 14, 2009	5%	By Oct 30, 2009	By Nov 15, 2009	By Nov 30, 2009	Later than Nov 30, 2009	5.0%
		Master Committee-approved performance indicators for Phase II of PDI Program	n/a	By January 30, 2010	Achieved by December 16, 2009	5%	By Jan 30, 2010	By Feb 28, 2010	By March 31, 2010	Later than March 31, 2010	5.0%
	Learning and improving	Implement a process and system for timely physician / physician leader response to concerns / complaints	n/a	By December 31, 2009	Target not achieved	5%	By Dec 31, 2009	By Jan 31, 2010	By Feb 28, 2010	Later than Feb 28, 2010	0.0%
Sustainability	Living within our means	Adherence to portfolio budget	n/a	\$4.1 M Savings to Budget	Achieved Target	15%	\$6.4 M Savings to Budget	100% of Target	90% of Target	<90% of Target	15.0%
	Workplace of choice	Net gain of physicians in Alberta	275	275	Net gain of 269	5%	>274	>239	>199	<200	3.3%
		Implementation of AHS Physician Recruitment Incentive Policy (including AG recommendations)	n/a	By March 31, 2010	Achieved by March 19, 2010	5%	By Dec 31, 2009	By Feb 15, 2010	By March 31, 2010	Later than March 31, 2010	1.65%
		Implementation of AHS Physician Leadership positions / structure to Zone level	n/a	By March 31, 2010	Achieved by March 31, 2010	5%	By Dec 31, 2009	By Feb 15, 2010	By March 31, 2010	Later than Mar 31, 2010	1.65%
		Reorganization and provincialization of AHS Medical Affairs Office	n/a	By December 31, 2009	Achieved by December 31, 2009	10%	By Dec 31, 2009	By Jan 31, 2010	By March 31, 2010	Later than Mar 31, 2010	10.0%
Foundational	Physician Engagement	AHS Medical Staff Bylaws (including a new model for physician performance review / appraisal): Completion and distribution of draft for consultation / ratification	n/a	By January 31, 2010	Achieved by March 9, 2010	15%	By Jan 31, 2010	By Feb 28, 2010	By March 31, 2010	Later than Mar 31, 2010	4.95%
Total										61.55%	