Alberta Health Services

2009/10 Performance Agreement Targets for President and CEO

Goal	Focus	Performance Measure	Baseline	2009/2010 Target	3 year Target	Weighting	% of Bonus			
							100%	66%	33%	0%
Access	Improving access	Number of alternate level of care patients in acute care	700	550	350	10%	≤ 550	≤ 650	≤ 700	> 700
	Decreasing wait times	Wait time in Emergency Department for uncomplicated cases (90th percentile)	5.6 hours	5 hours	4 hours	10%	≤ 5 hours	≤ 5.2 hours	≤ 5.3 hours	>5.3 hours
		Wait time in Emergency Department for complex cases (90th percentile)	16.1 hours	14 hours	8 hours	10%	≤ 14 hours	≤ 15 hours	≤ 16 hours	>16 hours
		Wait time for hip replacement surgery (90th percentile)	33 weeks	30 weeks	26 weeks	10%	≤ 30 weeks	≤ 31 weeks	≤ 32 weeks	>32 weeks
Quality	Learning and improving	Develop incident reporting system (including common definitions, approaches, etc.)	n/a	Completed by December 31, 2009	n/a	10%	By Dec. 31, 2009	By Jan. 31, 2010	By March 31, 2010	Later than Mar. 31, 2010
	Improving population health	Seniors influenza immunization rates	58%	63%	75%	10%	≥ 63%	≥ 62%	≥ 60%	< 60%
	Responsive to consumers and communities	Establish Health Advisory Councils	n/a	12 HACs by March 31, 2010	n/a	10%	12	-	-	-
Sustainability	Living within our means	Any bonus within the sustainability component is contingent on achieving Board-endorsed budget targets.								
	Fit for the future	Implement organizational structure with associated HR and financial delegations, and budget assignment.	n/a	By September 30, 2009	n/a	10%	By Sept. 30, 2009	By October 31, 2009	By Dec. 31, 2009	Later than Dec. 31, 2009
	Workplace of choice	Develop Board-endorsed human resource management plan.	n/a	By December 31, 2009	n/a	10%	By Dec. 31, 2009	By Jan. 31, 2010	By March 31, 2010	Later than Mar. 31, 2010
		Board-endorsed Strategic Plan	n/a	By June 30, 2009	n/a	10%	By June 30, 2009	By Sept. 30, 2009	By Oct. 31, 2009	Later than Oct. 31, 2009

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Performance Measure	Detailed Definition and Verification
Number of alternate level of care patients in acute care	The number of individuals in acute care assessed and waiting placement in continuing care (long term care, supportive living levels 3 and 4). Source: AHS
Wait time in Emergency Department for uncomplicated cases (90th percentile)	The 90th percentile wait time from triage to discharge for Emergency Department patients, in high volume ED (> 40,000 visits), for minor/uncomplicated conditions (includes non-admitted CTAS 4 and 5). Source: AHW / AHS
Wait time in Emergency Department for complex cases (90th percentile)	The 90th percentile wait time from triage to discharge for Emergency Department patients, in high volume ED (> 40,000 visits), for complex conditions (includes all admitted plus non-admitted CTAS 1, 2 and 3). Source: AHW / AHS
Wait time for hip replacement surgery (90th percentile)	The 90th percentile wait times for elective hip replacement surgery (inpatient, day surgery and contract surgical services). Source: AHW / AHS
Develop incident reporting system (including common definitions, approaches, etc.)	Provincial incident reporting system (including common definitions, approaches, etc.) is developed. Source: AHS Quality and Service Improvement Portfolio
Seniors influenza immunization rates	Population aged 65 and over who reported when they had their last influenza immunization (flu shot). Exclusions: Persons living on First Nation Reserves and on Crown lands, residents of institutions, full-time members of the Canadian Armed Forces and residents of certain remote regions are excluded from the sample. Source: CCHS / AHS
Establish Health Advisory Councils	Establish Health Advisory Councils to create opportunities for meaningful public engagement. Source: AHS Strategy and Performance Portfolio
Any bonus within the sustainability component is contingent on achieving Board-endorsed budget targets.	Achievement of budget targets with verification of audited financials statements through the Office of the Auditor General (OAG). Source: OAG
Implement organizational structure with associated HR and financial delegations, and budget assignment.	Organizational structure in place with clear human resources and financial delegation authority. Defined budgets are assigned to each major organizational unit. Source: AHS Corporate Services Portfolio and CFO Portfolio
Develop Board-endorsed human resource management plan.	Human resource management plan in place and endorsed by AHS Board. Source: AHS Corporate Services
Board-endorsed Strategic Plan	Strategic Plan in place and endorsed by AHS Board. Source: AHS Strategy and Performance Portfolio