



## President & CEO Performance Evaluation

According to the terms of the compensation plan prescribed in the [contract of employment between the President & Chief Executive Officer \(CEO\) and St. Joseph's Health Care, London](#), the CEO is eligible to earn variable compensation up to 20% of her/his annual base salary as "performance-based compensation".

Such remuneration is earned subject to the achievement of mutually agreed performance goals, which are set annually by the Board of Directors and the CEO.

The goals for 2011/2012 are focused on the following areas:

1. Achievement of strategic initiatives	30%
2. Achievement of the <a href="#">Quality Improvement Plan</a> as per Ontario's Excellence Care for All Act	25%
3. Collaboration and integration initiatives	20%
4. Financial performance of the corporation	25%

The CEO is eligible to earn full remuneration based on her/his performance and results in the five dimensions described above. If she/he does not meet the target level of performance, the variable compensation, capped at 20% of the annual base salary or a portion thereof, is withheld. Any payment of variable compensation is subject to the achieved level of performance, assessed as follows:

**Strategic Initiatives:** annual measures of success as reported to the Board of Directors.

**Quality Improvement Plan:** weighted distribution against stated goals, as per the [Quality Improvement Plan](#) (QIP), approved annually by the Board of Directors.

**Collaboration and integration initiatives:** assessment of the achievement of initiatives to contribute to health system planning and integration.

**Financial Performance of the organization:** assessed at the end of each fiscal year using the hospital's Audited Financial Statements.