


















Action:	Current BRAG Rating	Recommended BRAG Rating
1. Leadership 1.3.1 Establish a revised performance management mechanism across all divisions and the corporate function	Green Completed 30/11/2015	Blue
Detail:		
<p>In November and December 2015 the Chief Operating Officer reviewed the purpose and format of the performance delivery meetings. The mechanism was revised and the Performance Management Framework (PMF) developed to enable high level performance reporting through the Divisions. The draft PMF was consulted on, agreed and signed off by Heads and Leads of the Divisions. The set agenda includes Operational, Quality, Finance, HR and QIP/CIP Plans as core items. The PMF was presented to Board. Meetings have been scheduled for the year and the new format commenced January 2016. Responsibilities of the staff groups are set out in the PMF and training developed as a toolbox talk commencing in March 2016.</p>		
Evidence:		
Performance Management Framework December 2015	 1.3.1 Performance Management Framew	
DO and EC&M Performance Delivery Agenda's 21.12.15 (previous process)	 1.3.1 DO Performance Agenda  1.3.1 ECM PDM agenda 21.12.15.pdf	
DO, U & EM Care Performance and Delivery Meetings 2016	 1.3.1 DO Performance Delivery  1.3.1 Urgent Emergency Care Perf	
Signed Performance Management Framework agreements	 1.3.1 Signed PMF - Division D&O.pdf  1.3.1 Signed PMF - Division of Urgent & E  1.3.1 Signed PMF - W&Cs.pdf	

Performance Management and Delivery Meeting papers January 2016		 1.3.1 Surgery - January 2016 _Cance  1.3.1 Medicine - January 2016 Perfor  1.3.1 Urgent & Emergency Care - Jai  1.3.1 D&O - January 2016 Performance M	
Performance Management and Delivery Meeting papers February 2016		 1.3.1 D&O - February 2016 Perfoi  1.3.1 Medicine - February 2016 Perfoi  1.3.1 Surgery - February 2016 Perfoi  1.3.1 Urgent & Emergency Care - Fel	
Head of Performance Job Description		 1.3.1 Head of Performance JD v0-2.	
On-going monitoring arrangements:			
<ul style="list-style-type: none"> • Monthly meetings with action logs • Finance & Performance Committee • Trust Board 			
Executive Director Responsible:	Interim Chief Executive Officer Peter Herring	Responsible Assurance Committee:	Trust Board