

Performance management in HSE

Targets and trajectories related directly to key elements of the 'destination'

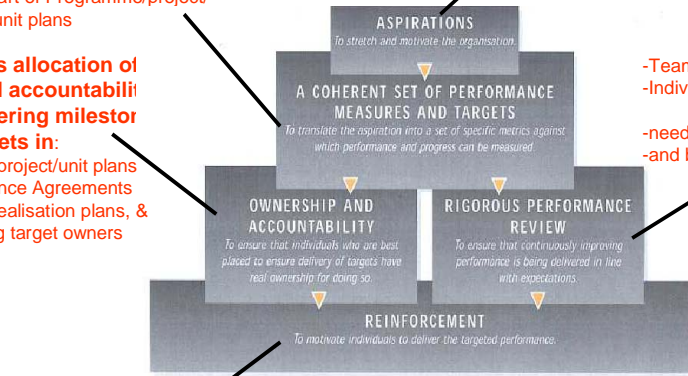
- reads through to PSA
- draws on info. from RMS, COIN etc.
- cascades through all levels in HSE
- Integral part of Programme/project/business unit plans

Rigorous allocation of personal accountability for delivering milestones and targets in:

- Program/project/unit plans
- Performance Agreements
- Benefit Realisation plans, &
- Identifying target owners

HSC Strategy, The Business Plan 05-08 & The 'narrative' (our 'destination' - HSE in 2011)

- Performance levels e.g. at RDG
- Team/business unit
- Individual via review of Performance Agreements
- needs to be specific
- and based on evidence

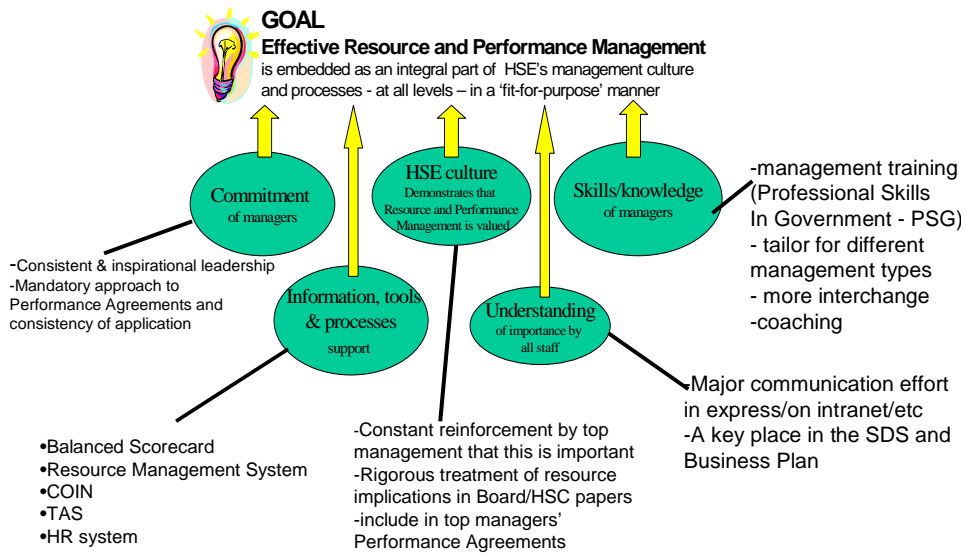


Culture & Values

- HSE staff need to see leadership as inspirational
- A culture of delivery of outcomes
- Pay/rewards linked to achievement & behaviours

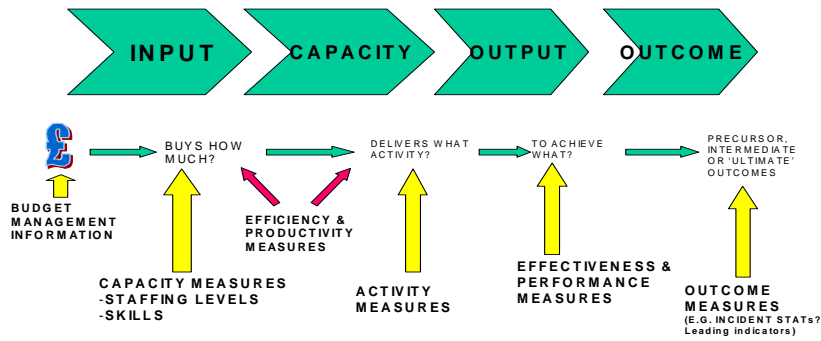
Source/core diagram
HM Treasury Productivity Panel

Our goal & routes to achievement



Measures - choices

Measures in the 'Delivery' Chain



RDG should probably use measures at all stages – the question is what do RDG members really need? .. And at what cost?

Key measures – some suggestions for corporate level monitoring

