

Powys Teaching Health Board Performance Management Framework

Powys Teaching Health Board (PTHB) is responsible for planning, providing and commissioning healthcare services to improve the health and wellbeing of the people of Powys. In order to ensure that the best possible health and wellbeing outcomes are achieved for Powys residents and that services are provided to the necessary standards, the health board sets out in its framework for improving performance processes to provide assurance on the comprehensive implementation of its Integrated Medium Term Plan (IMTP).

The objective of this framework is to ensure that information is available which enables the Board and other key personnel to understand, monitor and assess the organisation's performance, enabling appropriate action to be taken when performance against set targets deteriorates, and support and promote continuous improvement in service delivery.

The Framework for Improving Performance is a contributor to the Board Assurance Framework which ensures that there is sufficient, continuous and reliable assurance on the management of the major risks to the delivery of strategic objectives and most importantly to the delivery of quality, patient centred services.

A key element of performance improvement and assurance arrangements is the need to ensure that individuals and teams are aware of their personal accountability for the delivery of improvements in service and performance across both directly provided and commissioned services. The Board's Strategic Objectives are cascaded through the IMTP, Annual Plan and Directorate Plans to inform objectives for all teams and individuals throughout the organisation, and measurable targets will be set and agreed. This links directly to the continuous development and improvement of Individual Performance Review and Personal Development Planning. The key mechanisms for managing performance across the organisation include:

The Board

The Board receives an Integrated Performance Report on a quarterly basis. This comprises of a combination of key relevant national priority indicators, regulatory requirements, and priority local performance measures which balance quality, safety, access and finance. The Board also receives assurances in respect of performance via its Finance, Planning & Performance Committee, which is responsible for providing assurance to the Board that the health board has strong performance improvement arrangements in place. The Finance, Planning and Performance Committee will also provide assurance to the Board relating to the achievement against the health board's plans and objectives.

The Finance, Planning and Performance Committee

The Finance, Planning and Performance Committee of the Board enables the scrutiny and review of matters of financial management and monitoring, planning arrangements, commissioning arrangements and performance against the delivery of national outcome measures and targets as well as capital and estate issues. The Committee's purpose is to provide assurance to the Board on the arrangements in place and to provide evidence based and timely advice to assist the Board to discharge its responsibilities in these areas as well as in relation to performance improvement within the organisation and the delivery of aims and objectives.

The Executive Delivery and Performance Group

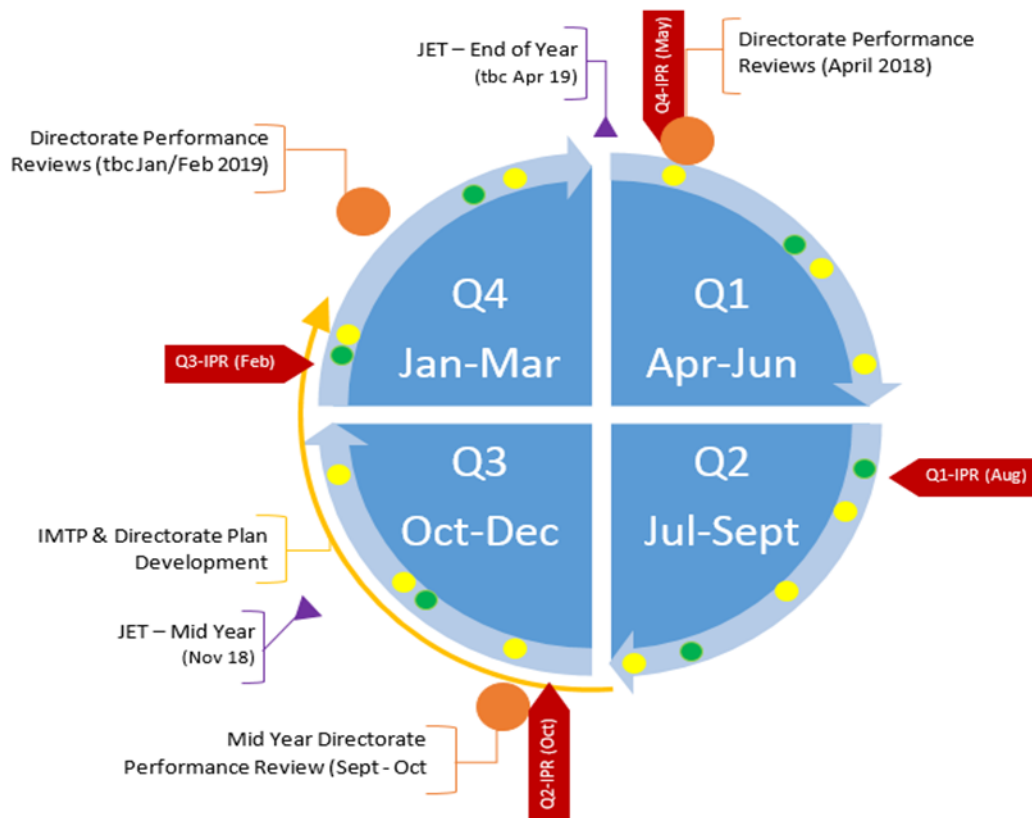
The Executive Delivery and Performance Group has delegated powers from the Board to oversee the day to day management of an effective system of integrated governance, risk management and internal control across the whole organisation's activities, both clinical and non clinical and for both directly provided and commissioned services.

The Group sets out the appropriate frameworks and procedures to support delivery of the organisational objectives including the development of the Annual Plan and will continually monitor and review operational performance, putting in place corrective measures where necessary.

Directorate Performance Reviews

Directorate Performance Reviews are held twice a year and will enable the Executive Team to hold Directorates to account for delivery against plan and agreed performance improvement measures and support the development of integrated future plans.

Annual Performance Management Schedule 2018/19



Key: IPR – Integrated Performance Report

JET – Joint Executive Team Performance Review (PTHB & Welsh Government)



Delivery & Performance Group



Finance, Planning & Performance Committee

PTHB organisational objectives

Core Well-being Objectives

- 1: Focus on Well-being
- 4: Enable Joined up Care
- 3: Tackle the Big Four
- 2: Provide Early Help and Support
- 5: Develop Workforce Futures

Enabling Well-being Objectives

- 6: Promote Innovative Environments
- 7: Put Digital First
- 8: Transforming in Partnership

Integrated Performance Report

PTHB Integrated Performance Report extract attached for information it is a substantial document. Would suggest utilising a version of the summary report to feed into the PSB Performance Management Framework.



Extract draft.pptx

PTHB Integrated Performance Report Summary extract.



Extract
Summary.pptx

IPR Data Sources

Data collated manually from following sources:

- Welsh Patient Administration System
- Public Health Wales Observatory
- Stats Wales
- E- Rostering
- Electronic Staff Record
- Medicines Management System
- Primary Care systems
- Welsh Government Performance Data
- NHS England Cancer Waiting Times System
- Datix – Patient Incident Report & Adverse Event Reporting
- National Wales Informatics Service
- Directorate Annual Plans

Performance Management Framework Stakeholders

- PTHB Board
- Finance Planning & Performance Committee
- Executive Delivery & Performance Group
- Welsh Government
- Health Board Service Leads
- Public

Potential Barriers

Performance reporting timetables/requirements (aligned to NHS Wales reporting timetables, NHS Wales Strategic Planning Cycle), capacity to report in different formats.