

DIRECTOR TARGETS – 2010/2011

ROBIN EVANS

	Targets	Measurement	Qualification
1.	Achieve Westminster government's approval for BW to become a third sector organisation and with government making firm commitment after public consultation	Board assessment on level of achievement	Up to 10 points
2.	Implement pension proposals in accordance with Board's direction by April 2010	All announcements made and any alternatives in place by 31.3.10 – Board assessment	Up to 10 points
3.	Achieve government's agreement to transfer EA navigations to BW under terms acceptable to the Board	Written confirmation of government agreement	Up to 5 points
4.	Achieve Scottish Government's agreement to the transfer of Scottish waterways to the third sector	Written confirmation of government agreement	Up to 5 points
			Max. possible: 30 points

PHILIP RIDAL

	Targets	Measurement	Qualification
1.	Achieve Board approval to a Sustainable Development Action Plan that includes the methodology for measuring success	Board approval	Up to 5 points
2.	Identify and resolve any tax and accounting issues that might hinder a move to the third sector	No tax/accounting issues prevent a move to third sector	Up to 7.5 points
3.	Preparation of a comprehensive business plan for the organisation in the third sector	Board approval	Up to 7.5 points
4.	With Scotland Director work with Scottish Government and Defra to achieve new transparency agreement that is acceptable to Scottish Government, Defra and BW	Signed partnership agreement	Up to 5 points
5.	With Technical Director oversee the review of the Steady State model and recalculate for 2010 prices	Internal Audit evaluation of process review	Up to 5 points
			Max. possible: 30 points

SIMON SALEM

	Targets	Measurement	Qualification
1.	Achieve Westminster government's approval for BW to become a third sector organisation and with government making firm commitment after public consultation	Board assessment on level of achievement	Up to 10 points
2.	Prepare fully researched and costed implementation plans for rebranding BW in the third sector and fundraising for first 5 years in third sector	Board approval of plans	Up to 10 points
3.	Review Waterscape and BW websites and prepare costed plan that achieves Board approval to improve and make fit for purpose for third sector and greater interaction with users	Board approval of plans	Up to 5 points
4.	Working with Operations Director, achieve 25k volunteer days in 2010/11	Internal Audit validation of days achieved	For every 1k above 16k – 1 point (max.10 points)
			Max. possible: 35 points

JIM STIRLING

	Targets	Measurement	Qualification
1.	Achieve Westminster government's approval for BW to become a third sector organisation and with government making firm commitment after public consultation	Board assessment on level of achievement	Up to 10 points
2.	Achieve government's agreement to EA navigations inclusion in new organisation on terms acceptable to Board	Board agreement to terms and assessment of achievement	Up to 5 points
3.	With Chief Executive and Legal Director, set out and agree with government the form and content of a future contract with government for grant aid	Contract agreed with government and Board approval	Up to 10 points
4.	With Finance Director oversee the review of the Steady State model and recalculate for 2010 prices	Internal Audit evaluation of process review	Up to 5 points
			Max. possible: 30 points

VINCE MORAN

	Targets	Measurement	Qualification
1.	Successfully integrate the Technical and Operational Directorates by March 2011	Board assessment based on Chief Executive's report	Up to 5 points
2.	Reduce Lost Time Injuries	Internal Audit confirmation of achievement	1 point for every 2% reduction
3.	Survey all towpaths and grade suitably for different recreational use (including disabled) and place information on Waterscape	Internal Audit confirmation that exercise is complete	Up to 5 points
4.	With Marketing Director achieve 25k volunteer days	Internal Audit validation of days achieved	For every 1k above 16k – 1 point (max. 10 points)
5.	Exceed 2009/10 customer service performance standard score (2009 78%) (figures to be tabled at meeting)	Market Research scores	For every 1% increase over 78% – 2 points (max.10 points)
			Max. possible: 40 points

STUART MILLS

	Targets	Measurement	Qualification
1.	Achieve the business plan for Gloucester Quays as agreed by the Board	Property Committee confirmation that plan achieved	Up to 5 points
2.	Obtain all necessary consents and partner agreement to install 6 new micro generation, wind generating or building cooling projects	Internal Audit assessment of consents etc. achieved	Up to 5 points
3.	Exceed planned property and utilities CBIT (total CBIT for 2010/11 is £22634k Utilities and £20273k Property [need to check numbers in context of recently agreed variations to plan])	Internal Audit confirmation of CBIT	1 point for every £200k over plan (plan is £42907k) (max. 10 points)
4.	Exceed planned JV CBT (2010/11 CBT - £4693k) [need to check numbers in context of recently agreed variations to plan]	Internal Audit confirmation of CBIT	1 point for every £200k improvement (max. 10 points)
5.	Achieve disposals plan of £13.2m net of sale costs.	Internal Audit confirmation of disposals achieved	1 point for every £250k improvement (max. 10 points)
			Max. possible: 40 points

NIGEL JOHNSON

	Targets	Measurement	Qualification
1.	Achieve Westminster government's approval for BW to become a third sector organisation and with government making firm commitment after public consultation	Board assessment on level of achievement	Up to 10 points
2.	Working with Chief Executive, implement pension proposals in accordance with Board's direction by April 2010	All announcements made and any alternatives in place by 31.3.10 – Board assessment	Up to 10 points
3.	Obtain Board approval for HR Strategy that enables BW to succeed in third sector	Board assessment of Strategy	Up to 5 points
4.	Achieve reclassification of K&A waterways by December 2010	Achievement of reclassification	Up to 5 points
5.	With Chief Executive and Technical Director, set out and agree with government the form and content of a future contract with government for grant aid	Contract agreed with government and Board approval	Up to 10 points
			Max. possible: 40 points

STEVE DUNLOP

	Targets	Measurement	Qualification
1.	Work with Scottish Government to determine whether Scottish waterways should move to third sector	Chairman, Scottish Group assessment of performance	Up to 10 points
2.	Conclude a signed strategic partnership with Scottish Water to unlock opportunities	Signed partnership agreement	Up to 5 points
3.	With Finance Director work with Scottish Government and Defra to achieve new transparency agreement that is acceptable to Scottish Government, Defra and BW	Revised Financial Memorandum acceptable to Chief Executive	Up to 5 points
4.	Reassess role of Regeneration Directorate and obtain Chief Executive agreement to a clearer remit and reduced cost base	Report to Board and assessment of likely cost savings	Up to 10 points
5.	Achieve planning permission for lift bridge at Helix	Achievement of Planning permission	Up to 5 points
			Max. possible: 35 points