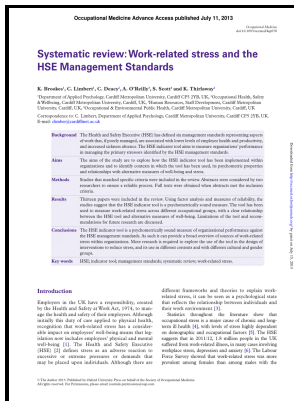


Working guide to performance-related pay for NHS managers

NHS Management Executive - Department of Health: General Managers Working Party on Performance Related Pay: Files



Description: -

-Working guide to performance-related pay for NHS managers

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Notes: Under cover of circular HC(91)10.

This edition was published in 1991



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Tags: #Managing #poor #performance #at #work: #five #common #scenarios #for #HR

Cutting consultants down to size

Pay Metrics The following sets out details of each of the key pay metrics which apply in relation to the pay policy for senior appointments in 2020-21. Creating and implementing any strategy requires time, cost, people, subject matter expertise and other resources.

NHS England » Provider bulletin: 13 June 2018

Consultants need to do what they are good at - making people better - and managers need the skill and the courage to make sure they do it. It will teach you how to leverage the knowledge of attribution modelling in order to allocate marketing budget and understand buying behaviour.

The push for performance

Putting senior staff on five-year contracts and performance related pay might go some way to making sure the public gets value for money.

Unobservable skills: The devil's in the details The difficulty is clarifying the distinction between observable and unobservable ability and the relationship between earnings and productivity.

Money for nothing

The research however goes on to suggest that the use of incentive schemes place an increased burden and creates a blame culture for nurses without addressing the infra-structure needs that the NHS trusts require to meet the targets set for them, This shows that the adaptation of PRP can be seen as being a double edged sword within the NHS system Kurtzman et al, 2011.

Why performance

Who should not use KPIs? You can achieve it next week, next month or next year. In order to reward or pay for performance you must have a

robust process for managing and measuring it. This could be considered a significant benefit of the application of PRP within a wider assessment of the scheme.

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