



PERFORMANCE MANAGEMENT IN THE COLLEGE OF HEALTH SCIENCES: MID-TERM REVIEW



Dear Colleagues

A short communique from me to recognise the excellent performance of the College with regards our mid-term review of delivery on our KPAs.

I am pleased to provide the following statistics on the status of our compliance with the mid-term review:

As at 12h00 today (11 October 2013) the compliance with the mid-term review is as follows:

- College of Health Sciences (Overall) – 99.77%
- College Admin Office – 98.36%
- School of Clinical Medicine – 100%
- School of Health Sciences – 100%
- School of Laboratory Medicine and Medical Sciences – 100%
- School of Nursing and Public Health – 100%

This is very gratifying! A lot of hard work has been invested into this process, and I appreciate the commitment of all line managers and employees in bringing this process to completion. The entire College, bar one person who is currently on extended sick leave, have completed their parts in the PM system. All four schools are 100% compliant!

I want to thank you for your engagement with this process. It is not only a matter of compliance, but also that there has been positive engagement that adds value. The feedback that I have received in discussions with staff across the different components of the College, is that this process has proved to be valuable for the vast majority of staff members, and is providing a platform for staff to identify areas of strong performance to build on, and areas of development to improve.

This can only lead to an improvement in our efficiency and effectiveness in delivering on our core mandate, as well as providing staff with direction as to

how they can build their own capacity and competency as they develop themselves within their individual careers.

In early 2012, we, as a College, identified good governance as one of our key objectives. I believe that this performance is an excellent indicator of the commitment and delivery on good governance by the staff within the College, and I am pleased that the College has demonstrated leadership across the Academic Sector in this regard.

I especially want to recognise the contribution that has been made by the College Human Resources Team in all the assistance, time and effort that they have invested in this process.

I encourage staff to reflect on the outcome of the mid-term review, so as to continue to build on their areas of strength, and to develop in areas of weakness.

Improvements will contribute to collective success in delivery of our core mandates, and which will translate into outcomes of improved Health Care for our broader community to which we are accountable.

On this positive note at the end of the week, I wish you all a relaxing and enjoyable weekend.

Rob Slotow

Deputy Vice-Chancellor and Head

College of Health Sciences