

## HCP Performance System Endo-ERN: Activity weighting

**This is an update on the HCP Internal Review Scoring that was piloted and proposed previously.**

This is mandatory to implement for the new grant period.

All ERNs are required to design / implement a HCP 'Performance System'. We have termed it Endo-ERN Internal (HCP) Review System in the grant text formally but for ease of communication **HCP Performance System** will be utilised outside of formal reporting.

### **Purpose:**

- To have a quantifiable measure of our members contributions to the network
- To offer members feedback on their contribution, highlight those giving great efforts to better the network
- To see that all members complete the necessary activities to retain membership
- To be better prepared for the next 5 year evaluation
- To have an overarching view of areas of the network we can collectively improve on i.e. where we should focus on priorities for the upcoming year

### **Overview:**

Features of the pilot HCP Internal Review Scoring have been kept and then further expanded on to better reflect our network priorities and needs.

**There are 34 activities that can earn a HCP points.**

The points are summed and weighted (see details below) to give a percentage score (%)

These 34 activities are categorized as **Mandatory**, **Expected** and **Bonus**

### **Groups Scoring Breakdown**

Total scoring is divided across weighted groups. The highest points possible is currently 63, the highest score 100%

**Mandatory = Activities that each HCP must complete to retain membership**

7 activities are scored

21 points = 60% of total score

**Expected = Activities that are not mandated for membership but expected of contributing member HCPs**

10 activities are scored

20 points = 25% of total Score

**Bonus = Activities/roles undertaken by HCPs/ individual experts therein that advances our mission and seeks to improve the Endo-ERN**

17 activities are scored

22 points = 15% of total Score