

## **SUPPLEMENTARY INFORMATION RELATING TO FY18 KEY MANAGEMENT PERSONNEL SHORT TERM INCENTIVE AWARDS**

**23 OCTOBER 2018**

Healthscope announced today additional detail regarding the key performance indicators which informed the Board's view of Key Management Personnel (KMP) performance in relation to the non-financial measures which formed part of the Company's balanced scorecard used to assess the FY18 Short Term Incentive (STI) award.

Whilst extensive information about Healthscope's remuneration framework is contained in the Remuneration Report in the 2018 Annual Report, some investors have requested additional detail in relation to the non-financial measures.

The FY18 STI plan for KMP was structured such that non-financial measures had a 30% weighting and financial measures were weighted at 70%. The non-financial component of the FY18 STI plan for KMP comprised four measures, as detailed on page 43 of the 2018 Annual Report.

In FY18, the Company made positive progress across the four non-financial categories with performance assessed at between threshold and target.

### **1. Quality Clinical Outcomes**

- A 22.6% decline (improvement) in the Hospital Acquired Complication (HAC) Rate was achieved in FY18.
- The HAC Rate measures patient complications for which clinical mitigation strategies may reduce the risk of that complication occurring. The HAC list is set by the Australian Commission for Safety and Quality in Healthcare.
- Refer to page 19 of the Healthscope Sustainability Report 2018.

### **2. Patient Satisfaction**

- In FY18, 81% of Healthscope patients rated their experience of 'overall quality of treatment and care' as 'very good.'
- To measure patient satisfaction, we invite our patients to assess their experience in our hospitals via a post discharge survey. The survey is based on the Australian Hospital Patient Experience set.
- Refer to page 20 of the Healthscope Sustainability Report 2018.

### **3. Creating Extraordinary Teams**

- FY18 saw a 1% improvement in Sustainable Employee Engagement.
- Healthscope conducts an annual employee engagement survey, administered by Willis Towers Watson.
- Safety (using an internal incident reporting metric) was a gateway metric for this component.
- Refer to page 24 of the Healthscope Sustainability Report 2018.



#### 4. Individual Personal Objectives

- Each executive was set individual personal objectives for FY18.
- Objectives related to specific projects and milestones and were individually assessed at the end of the performance period.

Further information regarding Healthscope's performance is included in Healthscope's 2018 Sustainability Report, lodged with the ASX on 27 September 2018 and available via the Company's website.

The Board appreciates feedback from shareholders regarding the explanation of the balanced scorecard in its FY18 Remuneration Report and plans to provide more detailed information concerning performance against non-financial measures in its FY19 Remuneration Report.

#### **Further enquiries:**

David Shirer  
General Manager Investor Relations  
Phone: +61 3 9926 7766 / +61 407 512 521