

## SIMON SALEM – PERSONAL TARGETS 2008/09

		<b>Maximum Points Available</b>
1.	Achieve less than 8.1% evasion at November 2008 (10.4% in 2007) National boat check and indicative 6.7% evasion by April 2009 1 point for every 0.3% reduction in National Boat Check 2 points for achieving indicative 6.7% in April 2009	10
2.	Successfully introduce late payment charge by December 2008	5
3.	Exceed licence planned net contribution for financial year 2008/09 from licences of £13.1m 1 point for every 100k above plan	5
4.	Together with the Finance Director, review the existing methodology for issuing licences and create a plan to improve this to a high modern standard (comparable with DVLA) whilst also maintaining and/or improving efficiency. This plan to have the backing of the business and approval of the Board by March 2009	5
5.	Increase fairly/very satisfied communications score in employee survey to UK average 57% (currently 52%) 1 point for every 1% above 52%	5
6.	Demonstrate ideally through a concluded public consultation exercise, that there is widespread support for the Board's emerging strategy.	10

## PHILIP RIDAL – PERSONAL TARGETS 2008/09

		<b>Maximum Points Available</b>
1.	Devise and publish an achievable, understandable, credible and measurable Sustainable Development Action Plan and have the first quarter's measures reported by March 2009	10
2.	Work with the Technical Director to develop a stewardship score which will have been endorsed by the Board and Defra and measurement begun by March 2009	5
4.	Together with the Marketing & Customer Service Director, review the existing methodology for issuing licences and create a plan to improve this to a high modern standard (comparable with DVLA) whilst also maintaining and/or improving efficiency. This plan to have the backing of the business and approval of the Board by March 2009	5
5.	Improve BWML 2008/09 planned CBT CBT of £1,015k achieved 0 points 1 point for every £25k achieved over plan up to maximum of 10 points	10
6.	Achieve an improvement to the (year end IPD adjusted) EVC target of (£32215k) 1 point for every £250k above target to maximum of 10 points	10

## STUART MILLS – PERSONAL TARGETS 2008/09

		<b>Points</b>
1.	Achieve an improvement to the (year end IPD adjusted) EVC target of (£32215k) 1 point for every £250k above target to maximum of 10 points	10
2.	Develop and implement new strategic direction for ISIS that has both Executive and Board approval <ul style="list-style-type: none"> <li>• Personnel/overhead reduction by November 2008 (3 points)</li> <li>• Strategic plan for sites by December 2008 (3 points)</li> <li>• Debt restructure agreed with banks on Manchester and Leeds by March 2009 (3 points)</li> <li>• Business plan 2008 profit target achieved (1 point)</li> </ul>	10
3.	Complete Residential Property review and obtain Executive, Board and Government's approval for proposed transaction Outline business case approved by March 2009 – 5 points for Board and 5 points for Government approval.	10
4.	Lead BW's representation on JVs (2 points for each of): <b><u>Wood Wharf</u></b> <ul style="list-style-type: none"> <li>• Outline planning secured</li> <li>• Feet in water land acquisition resolved</li> </ul> <b><u>Gloucester Quays</u></b> <ul style="list-style-type: none"> <li>• 15% target FOC lettings and full HBOS funding accessed</li> <li>• No further equity funding utilised beyond currently approved £[xx] [Information omitted on grounds of commercial confidentiality]</li> </ul> <b><u>H2O</u></b> <ul style="list-style-type: none"> <li>• 4 new sites contracted for acquisition by H2O</li> </ul>	10
5.	[Information omitted on grounds of commercial confidentiality].	10

## STEVE DUNLOP – PERSONAL TARGETS 2008/09

		<b>Maximum Points Available</b>
1.	Complete joint venture agreement with Falkirk Council for Tamfourhill/TFW site	10
2.	Complete all necessary training/alterations and announce publicly that certified user groups will be able to self operate Lowland locks in 2009/10 season	10
3.	By 29 September sign partnership agreement with Falkirk Council for delivery of Helix Project having first obtained Board and Scottish Government approval	5
4.	Achieve attractions (Falkirk Wheel) CBIT of -£160k (2007/08 -£270k) CBIT of -£210k no points 1 point for every £10k better than -£210k	5
5.	Achieve partnership agreement between BW, local authority and H2O Urban for the regeneration of Ardrishaig	5
6.	Exceed Business Plan CBT target of £-350k for 2008/09 1 point for every £50k improvement to a maximum of 5 points	5

## JIM STIRLING – PERSONAL TARGETS 2008/09

		<b>Maximum Points Available</b>										
1.	Work with Finance Director to develop a stewardship score which will have been endorsed by the Board and Defra and measurement begun by March 2009	5										
2.	Achieve an overall business score of at least 75% for environmental compliance by March 2009	5										
3.	Devise a model that is verifiable and that is endorsed by the Board that demonstrates the consequences of underspending on steady state											
	<table> <tr> <td>Less than 60%</td> <td>0 points</td> </tr> <tr> <td>60% to 65%</td> <td>2 points</td> </tr> <tr> <td>66% to 70%</td> <td>3 points</td> </tr> <tr> <td>71% to 74%</td> <td>4 points</td> </tr> <tr> <td>75%</td> <td>5 points</td> </tr> </table>	Less than 60%	0 points	60% to 65%	2 points	66% to 70%	3 points	71% to 74%	4 points	75%	5 points	5
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60% to 65%	2 points											
66% to 70%	3 points											
71% to 74%	4 points											
75%	5 points											
4.	Devise and implement a reporting structure that generates a year end report which will demonstrate what actual works have been achieved through major works and core waterway spend compared to business plan targets. Report to be on financial spend <b>and</b> physical outputs	5										
5.	Achieve a 25% reduction in lost time injuries to BW employees. 2 points for every 5% reduction	10										
6.	Complete 90% of authorised (AR completed) major works within budget.											
	81% achieved, 1 point	10										
	Then 1 point for every percent improvement to 90%											

## MARK BENSTED – PERSONAL TARGETS 2008/09

		Maximum Points Available
1.	Savings in office costs to be achieved in 2008/09 and subsequent years	10
	Minimum saving of £100k achieved in 2008/09 Business Plan C – 2 points	
	£500k savings achieved in 2009/10 plan from 2008/9 plan (1318k) – 2 points	
	A further 2 points for every £100k savings achieved.	
2.	Obtain outline planning consent for Wood Wharf proposal and detailed planning consent for phase 1	10
3.	Achieve London EVC target (adjusted for IPD benchmark at year end)	10
	BP8 target (£7,662k)	
	1 point for every £100k achieved above (adjusted) target	
4.	Achieve settlement with Thames Water for abstraction on River Lee	10
	Annual Payment of £[xx]m achieved – 1 point	
	Annual Payment of £[xx]m achieved – 2 points	
	Annual Payment of £[xx]m achieved – 5 points	
	Annual Payment of £[xx]m achieved – 8 points	
	Annual Payment of £[xx]m achieved – 10 points	
5.	Deliver Olympic Lock construction and no more than current Board agreed BW contribution	10
	No points for contribution above £[xx]m	
	1 point for every £100k below £[xx]m	

## NIGEL JOHNSON – PERSONAL TARGETS 2008/09

		<b>Maximum Points Available</b>
1.	Obtain Board approval to a 2020 Strategy that is suitable for putting out to public consultation. Target Date: end November 2008.	5
2.	Complete all stages leading up to, and achieve publication of, official notices in London and Edinburgh Gazettes of re-classification proposals for Kennet & Avon Canal; Forth & Clyde Canal & Union Canal. Target Date: end February 2009.	10
3.	Complete redraft of existing England & Wales Byelaws to form suitable for new terms to be approved by the Board. Target date: end 08/09 financial year.	10
4.	Deliver all necessary legal, regulatory & advisory input to a new residential moorings policy sufficient to obtain Board approval. Target date: end 08/09 financial year.	5
5.	[Information omitted on grounds of professional legal privilege]	5

## VINCE MORAN – PERSONAL TARGETS 2008/09

		Maximum Points Available
1.	Increase volunteer days by 50% from 10k days per annum to 15k days per annum	
	Less than 20% increase    0 points 21% to 30% increase    3 points 31% to 40% increase    4 points 41% to 50% increase    5 points	5
2.	Put in place combined general works and/or vegetation management contracts for 2009/10 to deliver 20% savings on existing expenditure. Minimum saving £750k	
	Saving less than £750k or 10%    0 points 10% to 15% saving    4 points 16% to 19% saving    8 points 20% saving    10 points For every % above 20%    1 point to maximum of 5 points	15
3.	Achieve an overall business score of at least 75% for environmental compliance by March 2009	
	Less than 60%    0 points 60% to 65%    2 points 66% to 70%    3 points 71% to 74%    4 points 75%    5 points	5
4.	Devise and implement a reporting structure that generates a year end report which will demonstrate what actual works have been achieved through major works and core waterway spend compared to business plan targets. Report to be on financial spend <b>and</b> physical outputs	5
5.	Increase utilities CBT from £19m in plan 1 point for every £200 over plan up to maximum of 10 points	10
6.	Increase contribution from Waterside Pub Partnership from £213k in plan 1 point for every £10k over plan up to a maximum of 5 points.	5