

Training plan and training Budget

Consonantly with company planning and with the general principles already laid down in the three-year plan, the annual Training Plan is organized around and is traceable to the following essential objectives:

- quality of systems and clinical-health care processes
- centrality of the patient and humanization of treatments
- special technical-professional skills of health care operators
- management/organization/new cultures of transparency.

Approval was given, by General Manager Resolution, of the company training Plan for the year 2016 addressed to the staff operating at the Hospital, as drawn up consistently with the general principles and the hospital company's training objectives, as well as to the related allocation of financial resources for its implementation.

Strategic planning and annual programming

Strategic planning is the function by which General Management, with support from the Managing Council and the collaboration of UNIPD (University of Padua), in compliance with the principles and objectives of the Regional Social-Health Plan (PSSR) and the regional objectives, lays down the general company goals and the strategies for achieving them.

The programming and management control processes the mechanism through which the Hospital Company involves managers in allocating and negotiating objectives per level of internal responsibility, and systematically monitors them for the sake of ensuring their achievement, by making use of the roles envisaged by the legislation in force (Legislative Decree No. 286/1999 and Regional Laws No. 55/1994 and 56/1994). The said activity is carried out by the Management Control office.

The system of planning and management control is equipped with support tools, such as the budget system, the management accounting system and the reporting system.

The budget system is the main operating system of management programming and control. From that viewpoint, it may be defined as the totality of company rules by which to formulate and weigh up the short-term objectives pertaining to the Departments and the Complex Operating Units (UOC) and Simple Departmental Operating Units (UOSD) attached thereto in line with internal roles and autonomies, for purposes of their concrete furtherance. The management accounting system is the operational tool by which the Hospital Company measures and archives all the data useful to back up the decisional process. It is made up of several detection subsystems. The main one consists in the analytical accounting system: in other words, the system that detects the Hospital Company's costs and revenues divided by type and destination vis-à-vis the internal structure of corporate responsibilities and the main lines of activity therein managed.

The reporting system is the tool of periodical representation and communication of performance measurements via apposite management reports. It represents a structured and integrated information system used by Management in support of planning and control activities, the purpose of which is to divulge information, selectively gathered and organized, with a view to focusing information on the determiners of corporate value.