

Staff Management

Medical-Nursing Staff

Operating structures and organization

OURSERVICE

RECRUITING
SELECTION
PLACEMENT
UPDATING
HIGH SPECIALIZATION
PROBLEM SOLVING



OUROFFER

3HHH with an excellent know how in the field of management for the healthcare sector, offers the management of a hospital structure with the placement of max 10-12 top managers that are highly specialized. Carefully followed by

their placement courses represent the most important operating key figures in the hospital and in all its departments.



www.3hhh.it

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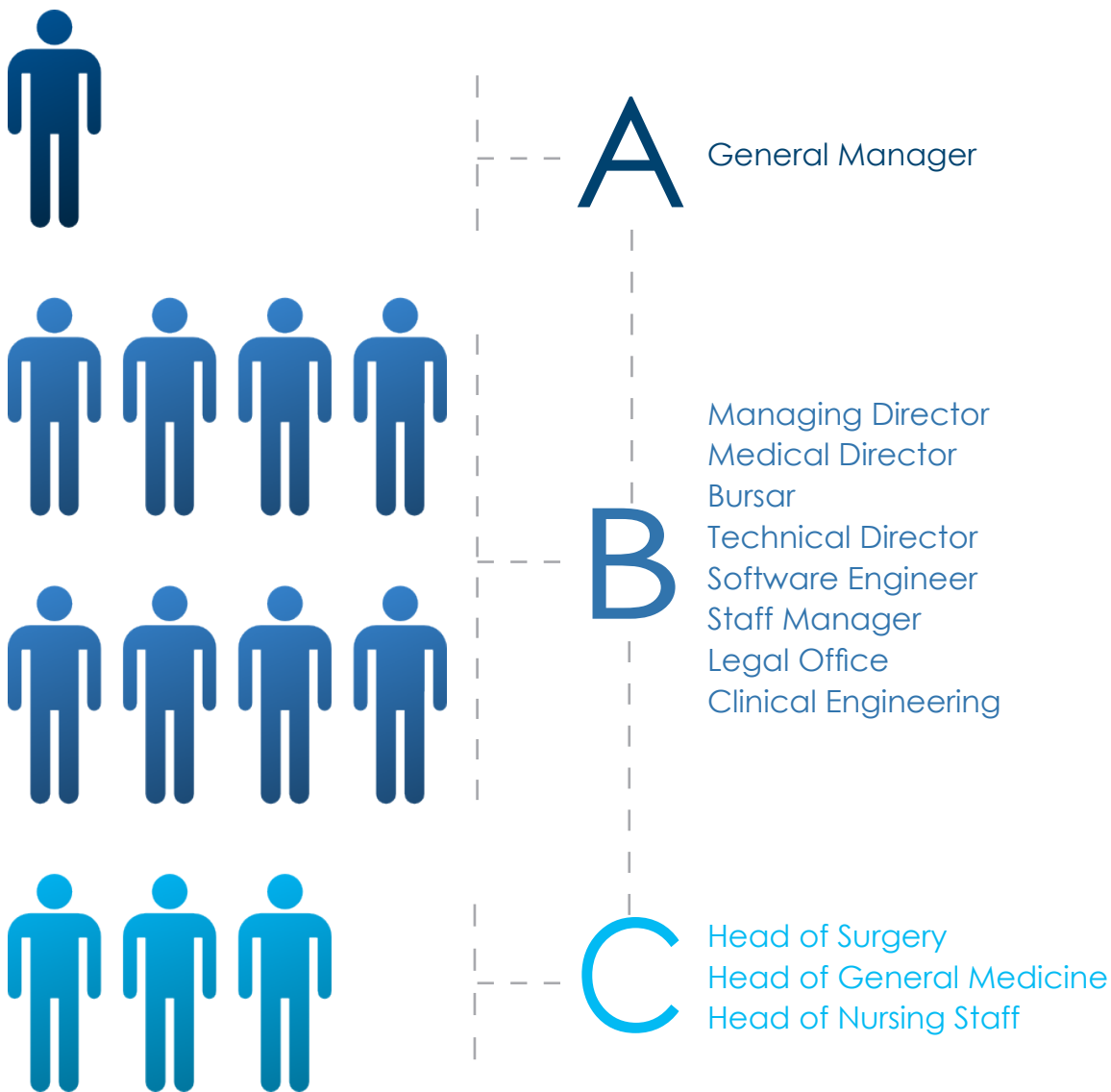
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TEAMMANAGER

The management team will be composed of at least the list of figures below reported. They will work under a grid functional interrelations which is summarized in the following organization chart.

We underline that the staff consists of skilled managers partially provided by the 3HHH: in the below reported list are darkened the managers provided by the Consultant and subject to our proposal.



A

General Manager

The General Manager has powers of managing and representing the Hospital. He has the internal control of the Hospital, with the correct economic management of attributed resources, that is carried out through a compared evaluation of costs, results and performances.

The General Manager is the legally responsible figure of the Hospital's management, nominates the heads of the hospital's departments; he also verifies the impartiality and the good running of administrative action.

It is also the responsibility of the General Manager – in which he is helped by the Administrative Manager and by the Medical Director – of defining the budget and the strategies of the Hospital that are the most functional in order to meet the objectives assigned by the Region.

He also makes use of the Board of Directors that contributes in the administration and the planning of clinical, research and educational activities.

1



2

Managing Director

The Managing Director participates in the process of strategic planning and collaborates, with the formulation of proposals and opinions, assisting the General Manager in the definition and direction of the economic and financial administration of the Hospital.

3

Medical Director

The Health Management of the Hospital is placed in an autonomous position compared to the Departments and refers to the guiding functions of the Company's Medical Director. The Hospital's Medical Director acts as the warrantor so that the health demand is met – in the terms of production of the hospital's health performances – according to the strategic guidelines established by the Management and the allocated budget.

4

Bursar

The Structure updates the top management of the Hospital on the authenticity and the adequacy of administrative data and of the principles of accountancy and management ensuring the correct writing of the financial statements. It also collaborates with the Structure of Control of the analysis of the necessary data to plan and monitor the activity of the Hospital.

5

Technical Director

The Functional Technical Area provides to the technical and patrimonial management of the Hospital, with a specific reference to the management processes of the assets (renewal, development and maintenance); it joins with the competent bodies in the carrying out of the allocation procedures of performances and works, providing for the management of the relative contracts, for the regular updating of inventories and for the correct execution of the technical and managing support functions. Manages the planning and monitoring processes of investment and the technological needs (concerning healthcare and computers) in order to represent correctly at ESTAV Sud Est the Hospital's needs.

B

SoftwareEngineer

The structure deals with the management of Information & Communication Technology (ICT), following from a technical point of view the development and the maintenance of the network's infrastructure and the applied software in use in the Hospital.

6

StaffManager

Deals with the monitoring and management of the staff that is in a collaborating, apprenticeship or specializing status. The Human Resources Service is the complex structure of the Hospital that supervises the recruiting of staff, management both on the legal side, both on the economic-social security side for the whole lasting of the working course of the worker until the time of termination of his service.

7

LegalOffice

The General and Legal Affairs Service is the complex structure of the Hospital that supervises the management of the general protocol, the hospital's notice board, legal disputes, stipulation of conventions and of contracts with public and private agencies.

8

ClinicalEngineer

The Clinical Engineering Service coordinates the management of the healthcare equipment and, in particular, ensures the following services: Services of assistance to installation, testing, security verification, quality control, maintenance, repair and demise of healthcare machinery; management service of maintenance contracts of the healthcare machinery functioning at hospitals and APSS districts; consultancy services for the planning of investments and the evaluation of offers.

9

10 Head of Surgery

The Surgery Department has a mission: the effective application of the module of Intensity of the department's Nursing Care according to the regional directives, thanks to the coordination of the medical, nursing and auxiliary staff; the optimization of the application of new technologies, mini-invasive, robotic and of surgical materials in efficiency, sharing and flexibility between different structures; the adoption of computers in the operating room and of the security procedures for the Patient

11 Head of General Medicine

The structure's objective is the upgrading of the organization for the Intensity of care and promotion of common areas of hospitalization between the different Complex Operating Units (COU) of the Department; guaranteeing the taking care of the hospitalized patient in other departments; of further developing the competences in the hepatology, gastroenterology, endocrine-metabolic fields.

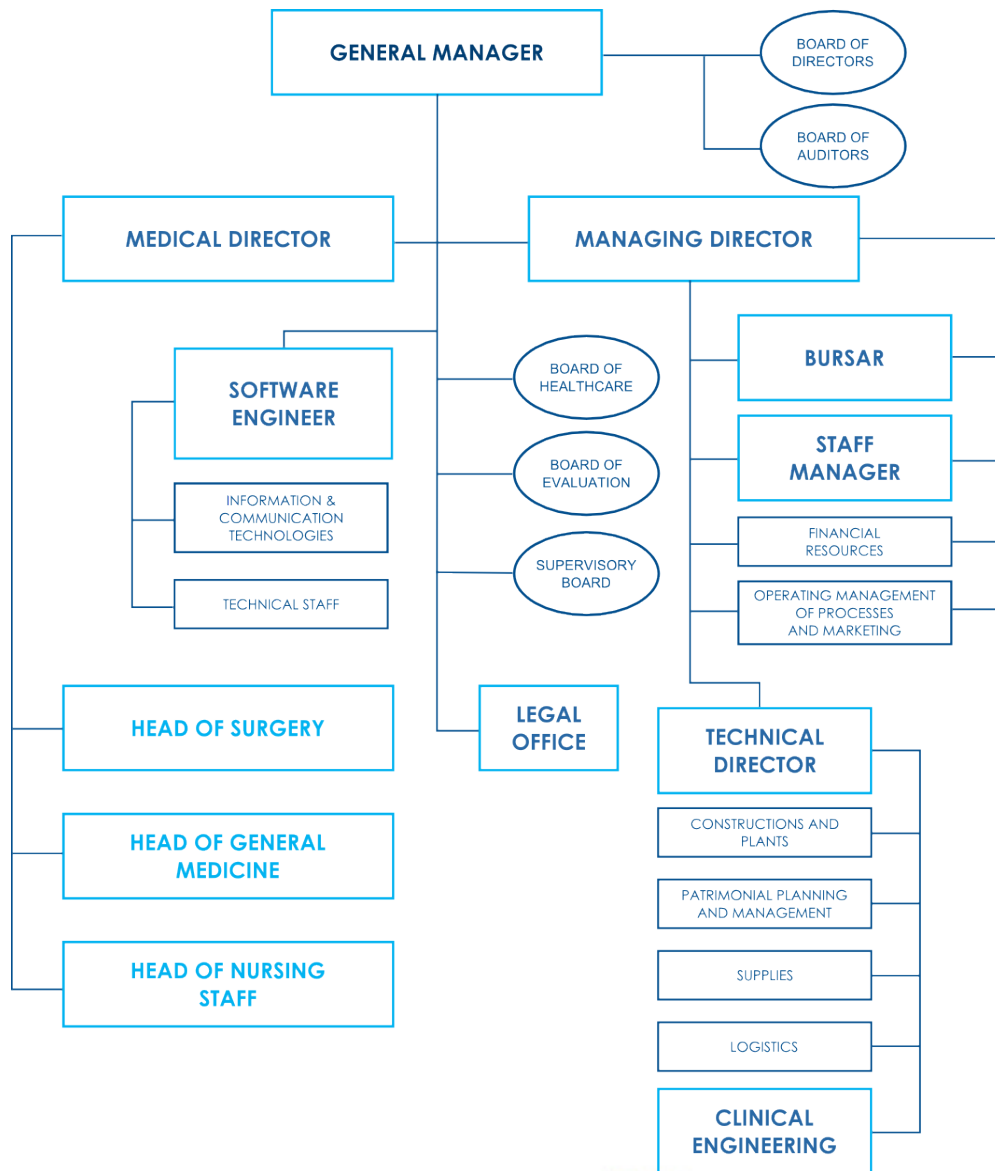
12 Head of Nursing Staff

Has the role of supervising the planning, organizing and direction-coordination of the non medical staff; verification of processes and healthcare courses and the application of accreditation standards – collaboration in the definition of objectives and development policies of the nursing area – promotion of the quality assistance – signaling of facts of disciplinary relevance to the Management – collaboration in the finding of the nursing staff's training needs.



ORGANISATION CHART

Our team inside the Hospital's structure



Tutoring in the development of healthcare.

3HHH steps forward as tutor in the development and planning of the healthcare of entire geographic areas, having a forty years worth experience. This experience was developed in the Veneto Region (a worldwide excellence, even more popular than Canada).

The healthcare system of the Veneto Region provides and shares the obtained results of the research (more than 100 million of annual investments) with countries needing a significant growth. The countries assisted from the tutor have important economic and competitive benefits.

Moreover, in the case in which the assistance of the tutor was continuous, all the research results would be reached. Consequently, it would establish a real relationship of cooperation.



WHAT IT IS

A non-profit organization that works in the care of the sick, and creates profits to be allocated to humanitarian purposes. Specifically, it is an organization that provides people in need of quite particular care

HOW IT WORKS

It has and creates conventions with all those hospitals that have at least one excellence at the top in the world. Case by case the patients are addressed to the Hospital that is the specific holder of this world excellence.