

# Sláintecare Principles.

To further that ambition, we are committed to developing a workforce that is:

- dedicated to excellence,
- welcomes innovation and creativity,
- embraces leadership and teamwork, and
- maintains continuous professional/personal development.

## The People Strategy Framework from the People Strategy 2019-2024

**Leadership** Taking responsibility to work together to deliver ‘safer better healthcare’.

**Talent** Having the right people with the right blend of skills in place to deliver our services and enable transition to new models of integrated care.

**Capability** Developing the knowledge, skills and confidence to continually improve and transform our services – strengthening trust in the organisation and delivering ‘public value’.

## Sláintecare Principles

**Resident is Paramount**

All care is planned and provided so that the patient/service user is paramount, ensuring appropriate care pathways and seamless transition backed-up by full patient record and information.

## Accountability

Effective organisational alignment and good governance are central to the organisation and functioning of the health system.

**Timely Access** To all health and social care according to medical need.

**Prevention & Public Health**

Residents accessing care at the most appropriate, cost-effective service level with a strong emphasis on prevention and public health.

## **Free at the point of delivery**

Care provided free at the point of delivery, based entirely on clinical need

## **Workforce**

The health service workforce is appropriate, accountable, -flexible, well-resourced, supported and valued.

## **Public Money & Interest**

Public money is only spent in the public interest for the public good (ensuring value for money, integration, oversight, accountability and correct incentives).

## **Engagement**

Create a modern, responsive, integrated public health system, comparable to other European countries. Through building long-term public and political confidence in the delivery and implementation of this plan.

Give your employee time to prepare by scheduling the meeting at least a couple of weeks in advance;

- Book a private meeting place suitable to both participants where you won't be interrupted;
- Ask your employee to prepare responses to questions like: n how well they think they're doing in their job; n which parts of their job they're doing well and where they think they could improve; n whether they need any equipment or training to help in their role; n how they feel about their job and the organisation; n What they would change if they could.
- Managers should do their own preparation – review: n your employee's job description; n your notes from previous reviews; n objective indicators'
- Be aware of feedback from other employees or stakeholders