



**The Salford Royal Way is our overarching plan to help us safeguard services to patients. There are four principal priorities that underpin the Salford Royal Way, these are:**

- 1. Safely reducing our costs by 15% over 3 years;**
- 2. Pursuing Quality Improvement to become the safest hospital in the NHS;**
- 3. Agreeing shared aims, shared goals and shared values;**
- 4. Improving care pathways by integrating with community health services.**

The Annual Plan is our strategic business plan for this financial year; which supports us in achieving the Salford Royal Way.

# Annual Plan 2010/11

Implement a programme of projects which **safely reduce costs** by £16m

Safely reduce costs by 5% (£16m) in 2010/2011.

Implement programmes of work which will safely:

- Reduce waste;
- Reduce workforce;
- Reduce procurement costs;
- Reduce corporate overhead costs.

Reduce costs in unscheduled care by £7.2m by March 2013.

Plan for cost reductions in 2011/2012 and 2012/2013.

Deliver the **Quality Improvement** Strategy and improve patient experience

Reduce hospital mortality rates and be within the top 10% of acute Trusts in the country, as measured by the Hospital Standardised Mortality Rate, HSMR.

Reduce harmful events by encouraging reporting of adverse incidents and supporting collaborative projects, including:

- Falls;
- Pressure Ulcers;
- Re-admissions.

Improve patient experience and maintain performance in the top 20% nationally, as measured by:

- Real time patient feedback;
- Trust and national surveys;
- Complaints and feedback from PALS.

Deliver the **Organisational Development** Strategy

Develop a workforce:

- With shared values and behaviours;
- Accountable to each other for attitude and behaviour;
- With a new approach to individual assessment;
- Which aligns individual contribution to the goals and objectives of the Trust.

Develop clinical leadership:

- With a Clinical Director development programme;
- Clinical Quality Academy.

Implement the Membership Strategy to:

- Increase representative membership;
- Ensure engagement in service development and redesign.

**Integrate services** with Salford Community Health and develop services in partnership with organisations across Greater Manchester

Develop the business case for integration with Salford Community Health.

Implement the Making it Better recommendations and agree the clinical model for Gynaecology.

Work with NW Sector Trusts to rationalise services and reduce costs.

Work with Greater Manchester Trusts to deliver improved Cancer Services.

Lead the implementation of a Greater Manchester Dermatology model.

Implement the planned changes in management of Neurology services and in the management of Intermediate Rehabilitation Units.

**Demonstrate compliance with Mandated Clinical and Organisational Standards as set by:**

- Monitor ● Care Quality Commission (CQC) ● NHS Litigation Authority (NHSLA) ● Commissioning for Quality and Innovation (CQUIN)

**Implementing Enabling Strategies**

- Research and Development Strategy ● Under and Post Graduate teaching requirements ● Hospital Redevelopment Programme
- Information Management and Technology Strategy ● Strategy for Corporate Social Responsibility