

Strategic Plan 2024/25 v4 incl Operation Plans

Our Vision

Through leadership and innovation, RDHS will improve the health, wellbeing and strength of our communities.

Our Mission

To be accessible, build strong relationships, understand and meet people's needs and use resources wisely.

Our Values



RDHS
Robinvale District Health Services

				
RESPECT	PROFESSIONALISM	CARE	COMMITMENT	COLLABORATION
We interact with others as we would expect them to interact with us	We deliver services with integrity, honesty and competence	We provide a standard of service and support which we would expect for ourselves	This means that we are dedicated to sustained promotion and success of the organisation	We interact with others as we would expect them to interact with us

“Everything we do is about caring for our community”

OUR VISION

Through leadership and innovation RDHS will improve the health, wellbeing and strength of our communities.

OUR MISSION

To be accessible, build strong relationships, understand and meet people's needs and use resources wisely.

Our Strategic Pillars



Strategic Pillars and Goals

Financial Security

1. Optimising expenditure to allow for greater long-term financial sustainability.
2. Work in collaboration with the community to ensure sustainable utilization of existing services.

Care Closer to Home

1. Identify effective pathways to support our diverse community to have access to the right care, in the right place at the right time.
2. Continue to develop our partnership via the NMIP for remote admissions of patients into the NMHC.

Our Team Engagement

1. Continue to build a culture of inclusion and career progression.
2. Transparency and accountability are the cornerstone of the Health Service.

Our Community Engagement

1. Working with representatives of the community to better align our service with community needs.
2. Grow our local partnerships to remain accessible and relevant to the community

Cultural Safety

1. Continue to work towards providing quality services that fit within the cultural values and norms of the person accessing services. Noting the presence of cultural safety can only be defined by those who receive the care.
2. Continue to focus on raising RDHS staff knowledge about cultural experiences that are different from their own.

Strategic Plan

Strategic Priorities	Specific Goals	Measurable (Outcome)	Relevant (Mission/Values)
Financial Security	1. Optimising expenditure to allow for greater long-term financial sustainability.	Task: Rationalisation of medical supplies.	PROFESSIONALISM: We deliver services with integrity, honesty and competence.
		Task: Identify HSV contracts RDHS can utilise.	PROFESSIONALISM: We deliver services with integrity, honesty and competence.
		Task: Workforce review - Clinical FTE review with focus on reduction in agency staff focusing on greater financial stability.	PROFESSIONALISM: We deliver services with integrity, honesty and competence.
		Task: Developing and monitoring of BAP and FMIP.	COMMITMENT: This means that we are dedicated to sustained promotion and success of the organisation.
	2. Work in collaboration with the community to ensure sustainable utilization of existing services.	Task: Develop a marketing strategy.	COLLABORATION: We work together in a positive, supportive manner.
		Task: Develop a marketing plan.	COLLABORATION: We work together in a positive, supportive manner.
Care Closer to Home	1. Effective pathways to support our diverse community have access to the right care, in the right place at the right time.	Task: Review service plan.	COLLABORATION: We work together in a positive, supportive manner.
		Task: Review partnerships	COLLABORATION: We work together in a positive, supportive manner.
	2. Continue to develop our partnership via the NMIP for remote admissions of patients into the NMHC.	Task: Continue to develop our partnership via the NMIP for remote admissions of patients into the NMHC.	COLLABORATION: We work together in a positive, supportive manner.

Our Team Engagement	1. Continue to build a culture of inclusion and career progression.	Task: Review recruitment and retention plan with actionable outcomes.	COMMITMENT: This means that we are dedicated to sustained promotion and success of the organisation.
		Task: Complete first stage of the RAP.	RESPECT: We interact with others as we would expect them to interact with us.
		Task: Undertake a gap analysis of systems and processes, to support our staff to feel valued and to add value.	RESPECT: We interact with others as we would expect them to interact with us.
		Task: Review the GEAP.	RESPECT: We interact with others as we would expect them to interact with us.
	2. Transparency and accountability are the cornerstone of the Health Service.	Task: Consistent messaging is founded in the organisational values and RDHS mission, and is demonstrated in all communications and undertakings.	PROFESSIONALISM: We deliver services with integrity, honesty and competence.
		Task: Quality boards to be created and displayed across all campuses.	PROFESSIONALISM: We deliver services with integrity, honesty and competence.
Task: Introduce RDHS Daily Huddle (DOS) across all campuses and all service streams to provide whole of organisation communication.		COLLABORATION: We work together in a positive, supportive manner.	
Our Community Engagement	1. Working with representatives of the community to better align our service with community needs.	Task: Development of Consumer Advisory Committee.	COLLABORATION: We work together in a positive, supportive manner.
		Task: Develop a structure for Focus group.	COMMITMENT: This means that we are dedicated to sustained promotion and success of the organisation.
		Task: Review of CAC/Focus group TOR.	COMMITMENT: This means that we are dedicated to sustained promotion and success of the organisation.
	2. Grow our local partnerships to remain accessible	Task: Investigate HSP networks which promote	COMMITMENT: This means that we are dedicated to sustained promotion and success of the organisation.

	and relevant to the community.	best outcome results for RDHS.	
		Task: Review Service Plan.	CARE: We provide a standard of service and support which we would expect for ourselves.
		Task: Review partnerships	COLLABORATION: We work together in a positive, supportive manner.
Cultural Safety	1. Continue to work towards providing quality services that fit within the cultural values and norms of the person accessing services. Noting the presence of cultural safety can only be defined by those who receive the care.	Task: Participate in Courageous Leadership LMHN Forums.	RESPECT: We interact with others as we would expect them to interact with us.
		Task: Develop a plan for creating a physically and psychologically welcoming environment for First Nations People.	RESPECT: We interact with others as we would expect them to interact with us.
		Task: Develop the foundations for a volunteer First Nations Project Group to inform Cultural Safety activities.	COLLABORATION: We work together in a positive, supportive manner.
	2. Continue to focus on raising RDHS staff knowledge about cultural experiences that are different from their own.	Task: Investigate online and face to face training options for Mandatory Cultural Awareness training for all RDHS staff.	RESPECT: We interact with others as we would expect them to interact with us.