

Strategic Theme: Strengthen Our Organizational Effectiveness

- 1. We will strengthen our organization's ability to provide safe, effective, timely access to care at our Hospitals.**
 - a. Develop and implement a common plan for the scope and location of clinical programs and services across the Alliance with emphasis on the following patient populations and services:
 - i. Maternity and child
 - ii. Systemic therapy
 - iii. Rehabilitative care
 - iv. Mental health
 - v. Seniors
 - b. Maintain a level of flexibility with respect to clinical services that takes advantage of the skills, programs and facilities at two dynamic sites:
 - i. Actively encourage cross site referrals to specialists and ambulatory care while implementing shared wait lists.
 - ii. Share capacity when necessary and appropriate.
 - iii. Actively seek new opportunities for the expansion of clinical services.
- 2. We will continuously focus on Quality, Patient Safety and Risk Management**
 - a. Develop and implement a comprehensive quality and patient engagement strategy that incorporates the following:
 - i. An organizational definition of quality
 - ii. A framework for implementing and monitoring quality improvement
 - iii. A process for patient engagement
 - iv. A framework for patient and family centred care
 - v. A definition of roles and responsibilities to ensure success
 - b. Purposely plan and develop a comprehensive electronic medical record.
 - c. Develop and adopt an integrated Quality Plan in partnership with the local family health teams and in collaboration with CCAC and other community partners.
- 3. We will recognize the value of our people in providing a positive, safe, caring workplace.**
 - a. Apply a human resources philosophy that recognizes the Alliance as one organization for the purposes of recruitment, retention, succession and talent development.
 - i. Assess the benefit and where useful, create opportunities for shared expertise across sites.
 - ii. Harmonize human resources practices and language including scheduling and payroll.
 - iii. Consider policy development to address the risks inherent in part time staff working extended hours at multiple sites or employers.
 - iv. Explore the options to provide employment opportunities across both sites within the current collective agreement structure.

**Listowel Wingham Hospitals Alliance
Strategic Directions 2016 - 2019**

- b. Standardize Medical Staff bylaws, implement joint credentialing, modernize the medical staff rules and regulations and establish a single Medical Advisory Committee reporting to the Alliance board.
- c. Facilitate the consolidation of physician recruitment efforts between North Perth and North Huron.

Strategic Theme: Positioning the Listowel Wingham Hospitals Alliance as a Leader within a Changing Health Care Environment

- 4. We will actively build partnerships to create a rural health hub and ensure the residents of North Huron and North Perth have timely, appropriate access to health services across the continuum of care.**
 - a. Actively work to ensure the health system serving North Perth and North Huron offers all patients a seamless health care experience.
 - b. Facilitate and support the creation of a local approach to hospice and palliative care.
 - c. Build upon the long standing history of collaboration between the North Huron Family Health Team, North Perth Family Health Team and the Listowel Wingham Hospitals Alliance and actively work to strengthen the relationship.
 - i. Initiate the conversation at a governance level about opportunities to jointly strengthen the governance and operational collaboration between the organizations.
 - ii. Continue to advance the Healthlinks philosophy within North Huron and North Perth.
 - d. Proactively position the Listowel Wingham Hospitals Alliance as a leader and facilitator of effective partnerships within the Huron Perth sub-LHIN area as the Ministry of Health and Long Term Care - Patients First structural transformation evolves.

- 5. We will be responsible financial stewards while ensuring access to safe, functional equipment and facilities today and in the future**
 - a. Maintain a balanced operating budget.
 - b. Establish financial systems and reporting that facilitate a single approach to human resource practices.
 - c. Ensure capital equipment meets the standards required to provide safe, effective care.
 - d. Continue to plan for and implement incremental facility improvements.
 - e. Enhance acute care services in North Huron and North Perth within the context of health care funding reform and the implementation of Quality Based Procedures.