



# Population Health Strategic Plan 2009-2014

HEALTH WAIKATO  
CARING FOR YOU

 Waikato District Health Board



## Waikato District Health Board vision

### **Te Hanga Whaioranga Mo Te Iwi – Building Healthy Communities**

Health Waikato's Population Health is committed to the Waikato DHB vision of improving the health, independence and quality of life for the communities it serves by addressing the needs of the population and reducing health disparities.

This strategic plan guides the direction of Population Health's development until 2014. This plan aligns with the current strategic priorities of the Waikato DHB and Ministry of Health. Also given the current environment, the plan provides the basis upon which Population Health will meet the challenges faced by public health.

# Purpose

The key purpose of Health Waikato's Population Health is to promote, improve and protect health with a focus on achieving equity.

# Service values

Population Health values are reflected in the services it delivers by always:

- listening to our communities
- working collaboratively with stakeholders
- striving to improve through innovation, and
- demonstrating professionalism and integrity.



# Population Health goals

## Goal 1: Reduce inequalities

Population Health has made a commitment to reducing inequalities in health and targets resources to those communities and populations that will have the most to gain. Population Health has identified specific actions to achieve this goal.

### How

Population Health will identify current inequalities to identify with priority areas of work. Utilising evidence and working with and alongside local iwi and community groups, projects will be developed and implemented. Population Health will also work collaboratively and communicate between primary, community and other health care service providers to improve access in ways that contribute towards reducing inequalities.

### Outcomes

Priority areas of work will be determined. The development of a collaborative approach to working with key partners and a commitment to improving equity will also be achieved.

## Goal 2: Improve population wellbeing

Having good health and wellbeing is essential for the population and communities that Population Health serves. Proposed actions to achieve this goal have been established.

### How

Population Health will analyse the prevalence of major conditions and in collaboration with key stakeholders identify main areas of risk in which to improve wellbeing. Services will then be identified for improvement.

### Outcomes

In collaboration with key community stakeholders, services will be targeted that will have a measurable impact on improving wellbeing.

## Goal 3: Reduce the risk of avoidable disease

Eliminating the risk of avoidable disease for the population is a key goal for Population Health. Actions to achieve this goal have been proposed.

### How

Population Health will identify main areas in which to reduce the risk of avoidable disease. In collaboration with key stakeholders, opportunities will be explored to address these key areas.

### Outcomes

A reduction in the risk of avoidable disease will be achieved in collaboration with key stakeholders.

## Goal 4: Foster a culture of innovation

Increasingly, Population Health is seen as being a leader of innovation not only within public health but across sectors. The establishment of a virtual reporting system and electronic planning resource document are just two examples of innovation. Population Health encourages new, efficient and improved methods and practices to meet the needs of the communities we serve. To ensure innovation continues to be nurtured specific actions have been identified.

### How

Population Health will continue to create an environment which fosters creativity and innovation. Staff and stakeholders will be supported in working collaboratively in developing ideas. These ideas will be reviewed and developed in keeping with the values and purpose of Population Health. Upon recommendation, resources will be provided to implement innovative projects.

### Outcomes

Staff professional development plans and service plans will reflect innovative service development and implementation. Population Health will continue to be regarded as a leader of innovation beyond the health sector. Projects will be widely promoted across various mediums so that other public health services and sectors can learn from and utilise them in their practice.

## Goal 5: Recruit, retain and develop a skilled workforce

Recruitment and retention of a skilled workforce is imperative to the success of this strategic plan for Population Health. To progress this goal, Population Health is committed to increasing awareness of public health as a career path. Actions have therefore been determined to enhance recruitment, retention and the development of a skilled workforce.

### How

Population Health will engage with tertiary institutions to develop pathways for professionals. Potential secondment opportunities will also be explored with community stakeholders internal and external to Population Health. Utilising Ministry of Health, Waikato DHB workforce development plans, Population Health competencies, and staff wellbeing, Population Health will identify areas of focus. Upon review in collaboration with key stakeholders, these areas of focus will be developed and implemented as part of specific recruitment and retention plans.

### Outcomes

Secondment opportunities will be implemented enabling community practitioners to work in Population Health and vice versa. The intent is that a long term recruitment and retention plan will be in place where Population Health will have an enhanced and skilled workforce to meet the needs of the population.

## Goal 6: Develop and strengthen regional collaboration

Regional collaboration is a strategic priority for both the Waikato DHB and Ministry of Health. Efficiency in the delivery of services and sharing of knowledge and expertise across areas is the main driver for regional collaboration. Population Health is dedicated to service improvement and actions to develop and strengthen regional collaboration have been put forward to achieve this goal.

### How

Population Health will work with other public health services in the Midland region to investigate potential regional work streams and activities. In collaboration with these services and other key stakeholders, existing links, overlaps and gaps will be identified and opportunities to which regional collaboration could apply be explored further. The promotion and management of informal collaboration amongst colleagues will also be encouraged as part of sharing knowledge and expertise across boundaries.

### Outcomes

Regional collaboration will be strengthened across Midland DHBs where a formal regional model for collaboration between stakeholders may be developed.

## Goal 7: Meet annual key performance indicators

To ensure the service is outcome focused, cost efficient and quality focused, Population Health is committed to meeting the service's key performance indicators regarding quality, finance and retention of staff.

### How

Population Health will continually strive towards providing and maintaining the highest quality public health services through the ongoing development of quality and service delivery plans. On an annual basis the strategic plan and service delivery plan will be put into action through annual organisational service plans.

### Outcomes

Services will be delivered that meet annual key performance indicators.

# Measuring progress

Population Health's ability to achieve the seven strategic goals will be based on annual key performance indicators for the next five years. Annual service plans and reports will monitor and document progress relative to the measures identified for specific services. Some specific measures include Population Health:

- Having a staff turnover rate of less than three per cent.
- Having a staff vacancy rate of no greater than 10 per cent.



