

Strategic Transition Plan 2019-2020

Revised June 2019

Our Vision

Healthy People. Healthy Places.

Our Values

RESPECT

We believe that respect for all people is embedded within our relationships with each other, and is reflected in our work.

EQUITY

We believe that all people are entitled to achieve their full health potential.

COLLABORATION

We believe that by working with others we can achieve the best health outcomes for all.

EXCELLENCE

We believe in providing the highest quality programs and services to achieve our vision.

ACCOUNTABILITY

We believe in being transparent and responsible to the public and our stakeholders by using ethical and sustainable organizational practices.

POSITIVE WORKPLACE

We believe in a work environment where our employees are valued, communicate openly, and have work-life balance.

Our Mission

With our communities, we prevent disease and injury, and promote and protect health for all in Simcoe Muskoka.

RELATIONSHIPS

Priority

OBJECTIVES

GOAL 1

Foster employee relationships by providing the necessary supports during the transition to the new public health entities.

- 1 SMDHU employees are assisted during the transition into the new public health entities.
- 2 Employees are engaged and well informed through a communication plan during the transition into new public health entities.

GOAL 2

Foster community relationships to achieve shared outcomes.

- 1 Prioritize community relationships during transition into new public health entities.
- 2 Public health is recognized as a key partner in the development of Ontario Health Teams.

GOAL 3

Enhance the public's understanding of the role of public health during transition.

- 1 Create and implement a communication plan to increase awareness of the health unit's role during transition.

PUBLIC HEALTH STANDARDS

Priority

OBJECTIVES

GOAL 1

Implement annual service plan programs based on consultation with the MOHLTC.

- 1 Modify annual service targets based on consultation with MOHLTC.
- 2 Develop and implement new or revised programs, including the low income seniors' dental program as required by the MOHLTC.

GOAL 2

Foster a culture of Evidence-Informed Decision Making (EIDM).

- 1 Enhance staff awareness of EIDM.

GOAL 3

Promote positive mental health across the lifespan.

- 1 Create a mental health promotion strategy.

ACCOUNTABILITY & GOVERNANCE

Priority

OBJECTIVES

GOAL 1

Execute functions that allows SMDHU to successfully manage the public health transition into new public health entities based on the MOHLTC guidance.

- 1 Develop and implement a SMDHU transition leadership structure and plan.

GOAL 2

Execute good governance practices to ensure effective functioning and transitioning of the Board of Health during transition into new public health entities.

- 1 Develop and implement structures or processes related to the Board of Health's governance responsibilities.
- 2 Support BOH participation in internal and external transition processes.
- 3 Allocate resources to respond to emergencies and emergent public health priorities

GOAL 3

Enhance organizational performance management and continuous quality improvement.

- 1 Advance a culture of continuous quality improvement throughout the health unit.