

People and Culture Strategic Plan 2015 - 2020

Together we make South West Healthcare a Great Place to Work

Our Vision

Outstanding healthcare in partnership with our regional community.

Our Mission

To provide a comprehensive range of high quality health and wellbeing services for people in South West Victoria.

Our Values:

Caring

We are compassionate and responsive to the needs of users of our service, their families and our staff and volunteers.

Respect

We behave in a manner that demonstrates trust and mutual understanding.

Integrity

We are transparent and ethical in all that we do.

Excellence

We continually review and analyse performance to ensure best practice.

Leadership

We set clear direction that encourages team work, innovation and accountability.

4. DEVELOPING A HIGH PERFORMING WORKFORCE

Strategic Direction

We will strengthen the existing culture that attracts, supports and retains high calibre people.

We will develop a teaching and research profile that stimulates service delivery improvement.

Strategies

- Communicate our values and objectives and effectively manage our people so that South West Healthcare is acknowledged as a great place to work
- Identify and develop leadership talent throughout the organisation
- Encourage teamwork and learning opportunities aimed at improving health outcomes
- Collaborate strongly with Deakin University and other training providers in education, training and research



South West
Healthcare



1. Values, Culture and Communication

By living our values we will continue to embed a culture that develops a highly engaged workforce and the pursuit of excellence in the services we deliver

- We will behave in ways that model our values
- We will develop a culture that supports effective communication

2. Workforce Health and Wellbeing

In partnership with our workforce we will foster positive physical and emotional wellbeing

- We will enhance emotional resilience and support our workforce to reach optimal levels of well being
- We will assist staff to develop the understanding necessary to identify and manage their own overall health
- We will create an environment that assists our workforce to make optimal decisions about their health and well being

3. Learning, Development and Research

To meet the challenges of a dynamic health service will support our workforce to maximise their skill, competence and flexibility

- We will foster a partnership with our workforce for continuous professional growth and development
- We will support our workforce to understand their responsibilities to deliver safe, evidence based and high quality services through education, training and research
- We will develop our leaders to support teamwork accountability and innovation

4. Workforce Planning and Design

To meet the current and future strategic goals of our organisation we will ensure that we have the right people with the right skills, values and behaviours

- We will ensure our workforce is competent, qualified and credentialed
- We will work in partnership to provide opportunities that satisfy, stimulate and refresh the workforce
- We will ensure our future workforce meets the changing needs of patients, consumers and our communities

5. Responsive Technology Solutions

To support our workforce to achieve best possible outcomes we will forge ahead with responsive technology solutions

- We will continue to implement systems that support and enhance workforce solutions at every level of the organisation
- In partnership with our workforce we will drive technology to improve learning, productivity, effectiveness, and consumer outcomes