



# HPPH 2024-2027 Strategic Plan

Strategic Plan



September 14<sup>th</sup>, 2023



# Huron Perth Public Health 2024-2027 Strategic Plan

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→ Strategic Plan

September 14<sup>th</sup>, 2023

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# Introduction and Document Purpose

The **purpose of this document** is to present the HPPH 2024-2027 Strategic Plan.

The Strategic Plan outlines the organization's:

- Vision
- Mission
- Organizational values
- Strategic priorities

# A Message from the Medical Officer of Health & CEO

Public health in Ontario is heading into a transitional time. Public health structure, funding and mandate are under review. We expect new Ontario Public Health Standards to be implemented in 2025, and a new funding approach to be implemented in 2026. In addition, there may be voluntary mergers of local public health units.

Huron Perth Public Health (HPPH) is committed to providing public health programs and services to the people of Huron-Perth. This strategic plan helps HPPH chart the course in the transitional years ahead, building on our mission, vision and values to focus on specific priorities and initiatives.

→ Section 1

# HPPH Overview

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## About Huron Perth Public Health (HPPH)

Huron Perth Public Health (HPPH) was created January 1, 2020, from the amalgamation of the former Huron County Health Unit and Perth District Health Unit.

HPPH serves Huron County, Perth County, the City of Stratford, and the town of St. Marys, providing these communities with public health programs and services that prevent disease and injury, and promote health.

We are governed by the Health Protection and Promotion Act (HPPA) and provide services in accordance with the Ontario Public Health Standards (OPHS).



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# HPPH's Strategic Plan

The Strategic Plan supports HPPH's progress to achieving the organization's long-term vision by prioritizing activities that have the largest impact. HPPH will focus on four strategic priorities to work towards our vision for 2024-2027.

**Our mission is to take action to protect and promote population health and prevent disease, strengthening the quality of life and well-being for all**



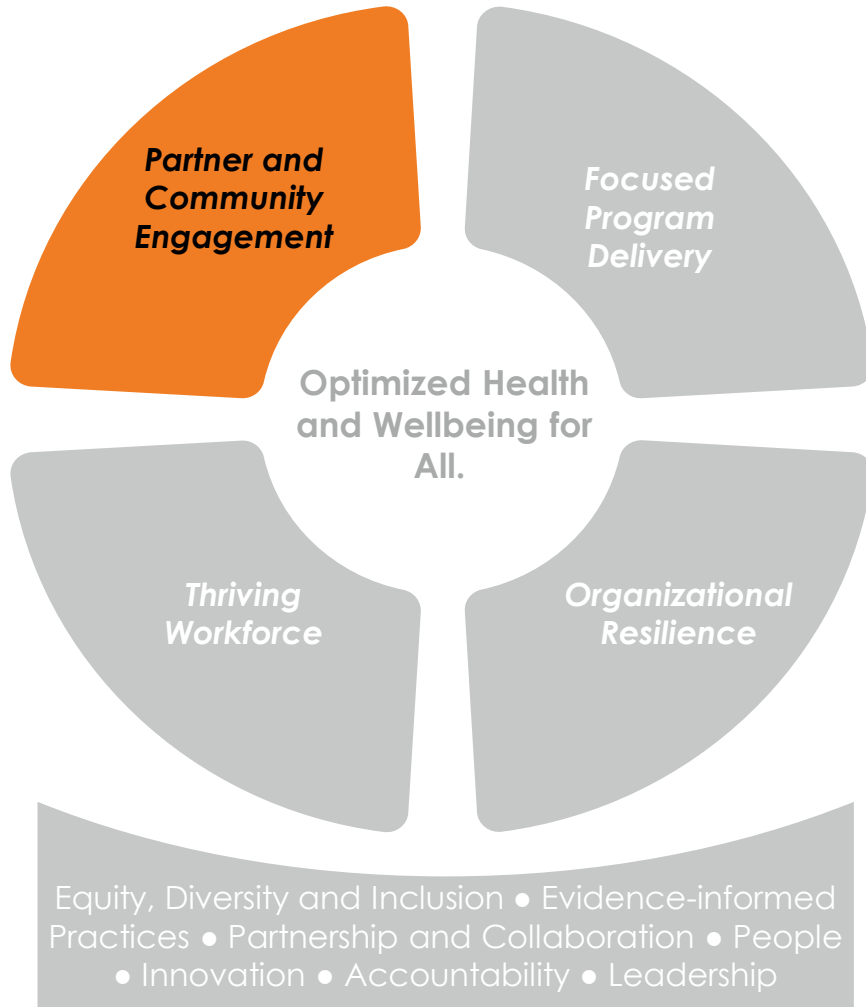
**Equity, Diversity and Inclusion • Evidence-informed Practices • Partnership and Collaboration • People • Innovation • Accountability • Leadership**

Values
<b>Equity, Diversity and Inclusion</b> — We value all community members. We are responsive to the communities we serve and commit to finding ways for people to feel safe and welcome
<b>Evidence-informed Practices</b> — We will use the best available information and public health best practices in our work
<b>Partnership and Collaboration</b> — We value our relationships and commit to authentic engagement in our work in order to meet the public health needs of our communities
<b>People</b> — We acknowledge that HPPH staff are the greatest asset to achieving our vision and mission and commit to creating a healthy workplace together
<b>Innovation</b> — We embrace new ways to respond to the public health needs of our populations and will use bold and creative approaches as needed
<b>Accountability</b> — We focus on our public health mandate and are committed to transparent accountability for the use of our resources
<b>Leadership</b> — All staff are valued as HPPH ambassadors who continually show leadership by using public health knowledge, skills and expertise to improve population health



# Partner and Community Engagement

Huron Perth Public Health takes action to protect and promote population health and prevent disease, strengthening the quality of life and well-being for all.



## What this Strategic Priority means for HPPH:

- Focusing on enhancing collaboration and communication with the public and organizational partners to enhance the level of trust in, and impact of, HPPH's work

## To achieve this strategic priority

- We will enhance communications with our community and partners
- We will strengthen the public's trust in HPPH
- We will leverage partnerships to enhance the impact of HPPH's work

## Expected Outcomes

- Improved community and partner knowledge and awareness of HPPH
- Enhanced public trust
- Enhanced reach and impact of public health work through partnerships

# Focused Program Delivery

Huron Perth Public Health takes action to protect and promote population health and prevent disease, strengthening the quality of life and well-being for all.



## What this Strategic Priority means for HPPH:

- Maximizing the efficiency of HPPH’s program delivery by prioritizing the organization’s efforts to support the needs of the community and ensuring a data-driven and evidence-based approach which leverages best-practices and innovation

## To achieve this strategic priority

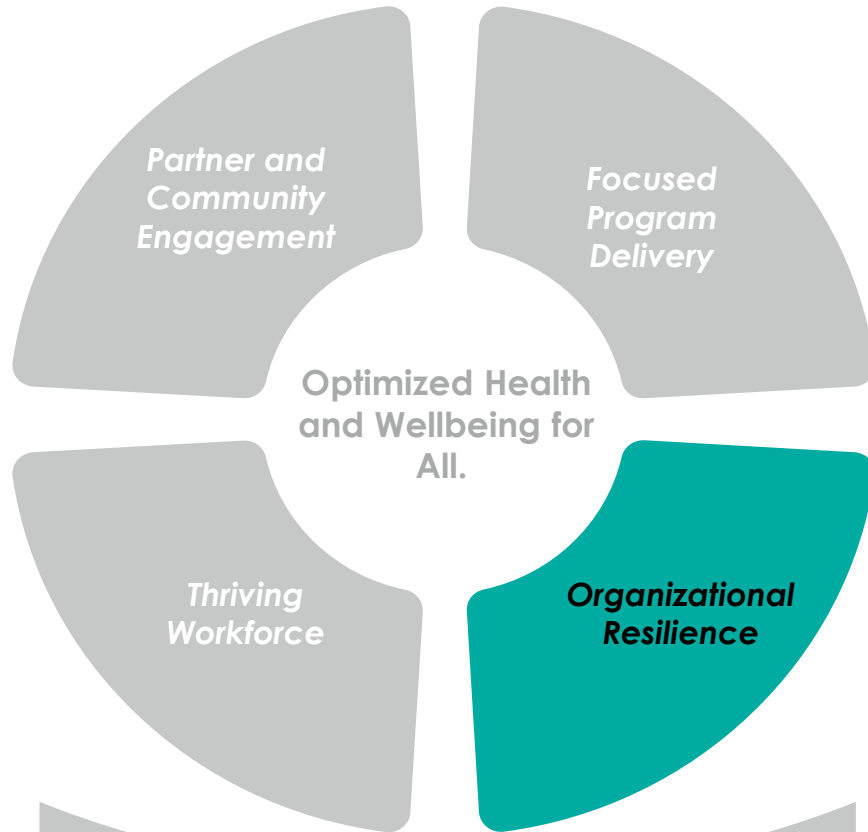
- We will continue to deliver evidence-informed programs and services in alignment with our mandate
- We will leverage best practices to enhance the efficiency and quality of program delivery
- We will work to identify the needs of the communities that we serve to prioritize and focus our program and service delivery

## Expected Outcomes

- Programs and services aligned with local priorities and Ontario public health standards
- Enhanced efficiency and quality in program delivery
- Improvements in health outcomes with a focus on targeted communities and populations

# Organizational Resilience

Huron Perth Public Health takes action to protect and promote population health and prevent disease, strengthening the quality of life and well-being for all.



Equity, Diversity and Inclusion • Evidence-informed Practices • Partnership and Collaboration • People • Innovation • Accountability • Leadership

## What this Strategic Priority means for HPPH:

- Maintaining HPPH’s proactive planning activities to ensure the organization’s ability to remain sustainable and adapt to changes in the public health landscape and community needs

## To achieve this strategic priority

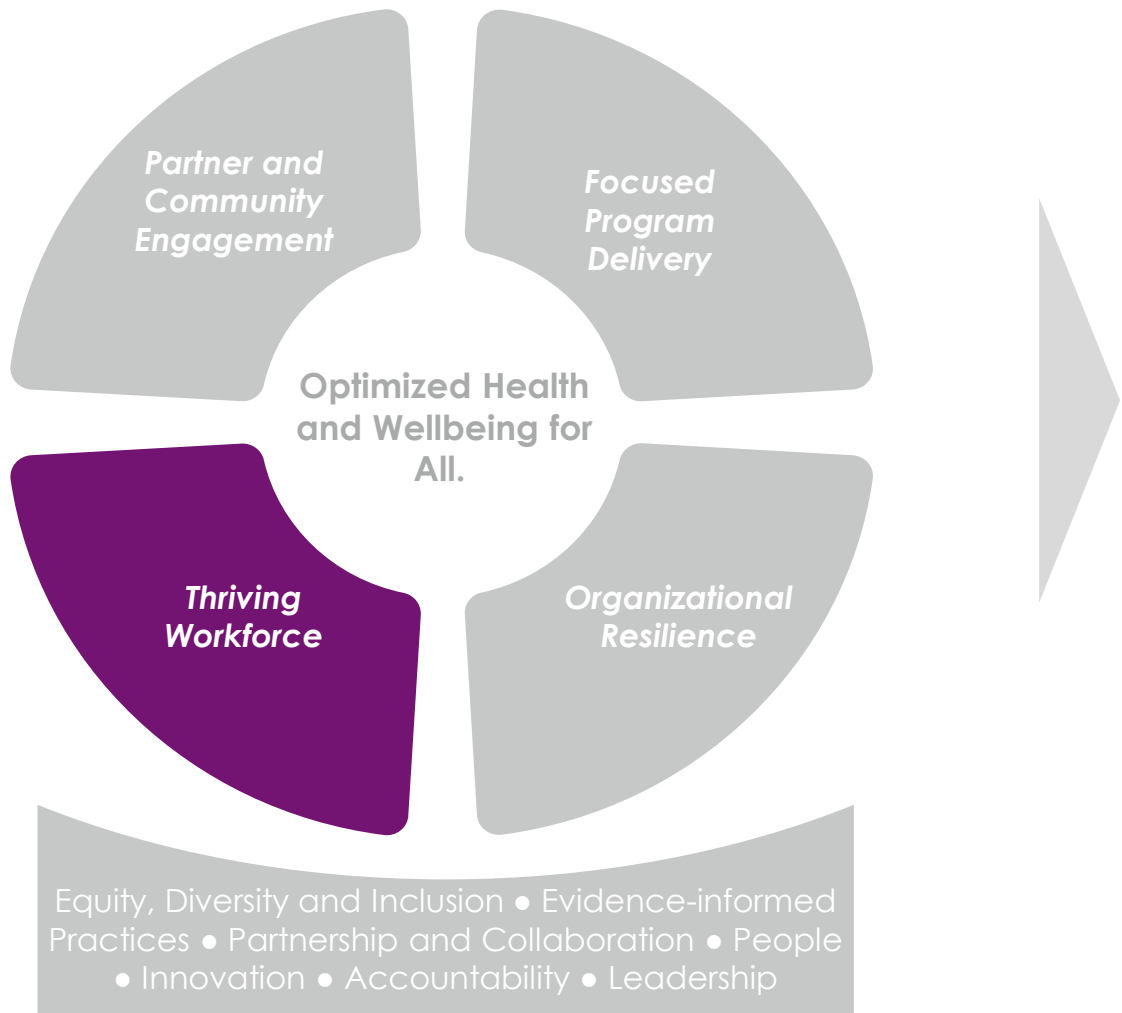
- We will proactively anticipate and adapt to changes in Ontario’s public health landscape
- We will be financially responsible and accountable to ensure sustainability of our organization and our programs and services
- We will continue our emergency preparedness, leveraging lessons learned, to ensure effective continuity of operations and services

## Expected Outcomes

- Stable and planned transitions to align with public health landscape changes in Ontario
- Transparent and effective use of funds to enhance accountability and efficiency for HPPH’s operations
- Up-to-date plans for emergencies that ensure the continuity of essential services

# Thriving Workforce

Huron Perth Public Health takes action to protect and promote population health and prevent disease, strengthening the quality of life and well-being for all.



## What this Strategic Priority means for HPPH:

- Working together with the people at HPPH to create an environment that fosters professional growth and engagement, unifies the internal culture, and enhances communication channels within HPPH

## To achieve this strategic priority

- We will understand, build and strengthen internal communications among and across our teams
- We will work together to build an engaged workplace
- We will work to create a supportive environment where staff can excel in their work

## Expected Outcomes

- Enhanced collaboration, communication and transparency among and across HPPH teams
- Clear tools, resources and policies and procedures
- Workforce stability and high organizational reputation

→ Section 3

# HPPH 2024-2027 Operational Plan

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# HPPH Operational Plan

The Operational Plan provides more detailed information on the operational approach to implementing each of the strategic priorities in HPPH's Strategic Plan. The operational plan, an internal document used by HPPH, includes the initiatives under each priority, the responsible leads for each initiative, the potential activities under the initiatives, and the reporting plans that will support HPPH in achieving its strategic priorities.