

# Public Health and Social Services Committee: *Public Health Strategic Review*

May 7, 2024

# Today's Focus

- Drivers and goals of the Strategic Review
- Alignment with Council's Strategic Priorities
- Overview of Project Roadmap
- Work assessments

# Strategic Review **DRIVERS**



Council  
Strategic  
Priorities



Budget



New  
Standards



Community  
Impact



Quality  
Improvement



# Goals of Strategic Review

# Where this Review fits

Strategic Review



## Council Strategic Priorities

Objectives  
Guiding Principles

## NRPH Vision/Mission

## NRPH Business Strategy

# Council's Strategic Priorities 2023-2026

**Effective  
Region**

**Green and  
Resilient  
Region**

**Equitable  
Region**

**Prosperous  
Region**

# Strategic Lenses

**DEI and  
Indigenous  
Reconciliation**



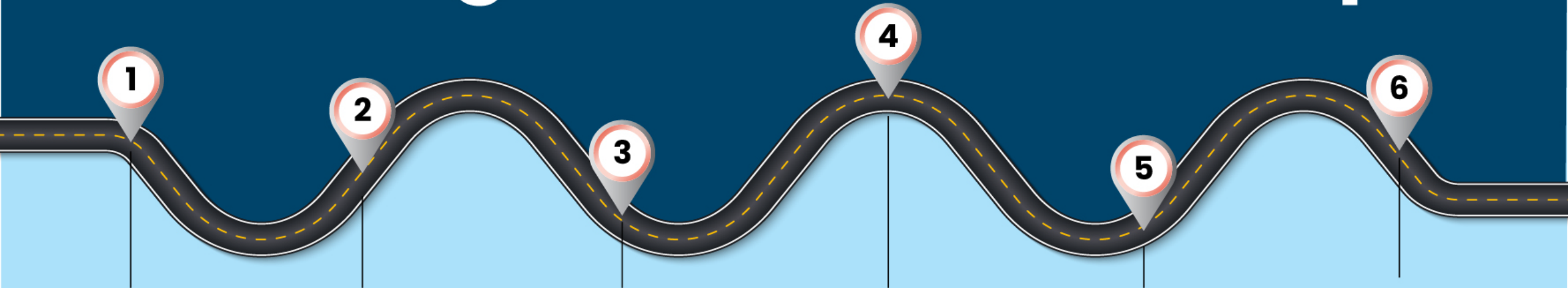
**Fiscal  
Responsibility**

**Innovation**



**Sustainability  
and Climate  
Change**

# Strategic Review Roadmap



## **DEFINE** Q1 2024

- Examine current structural and financial situation
- Determine guiding principles and values
- Establish a framework for completing the Review

## **ASSESS** Q2 2024

- Use data, research and experience to identify highest impact programs and services
- Determine what programs we will increase or decrease
- Examine the health and health equity impact

## **FORECAST** Q2 2024

- Forecast the staffing, financial and structural needs of the future
- Explore new technologies and practices

## **DESIGN** Q2 – Q3 2024

- Select a revised organizational structure and implementation plan
- Ensure structure meets our values as well as our staffing and financial needs
- Determine key performance indicators to evaluate success of new work priorities and structure

## **IMPLEMENT** Q3 – Q4 2024

- Make the staffing and structural changes to create new organizational structure
- Leverage the unique strengths of our team members, and support each other through change

## **EVALUATE** Q4 2024 – ongoing

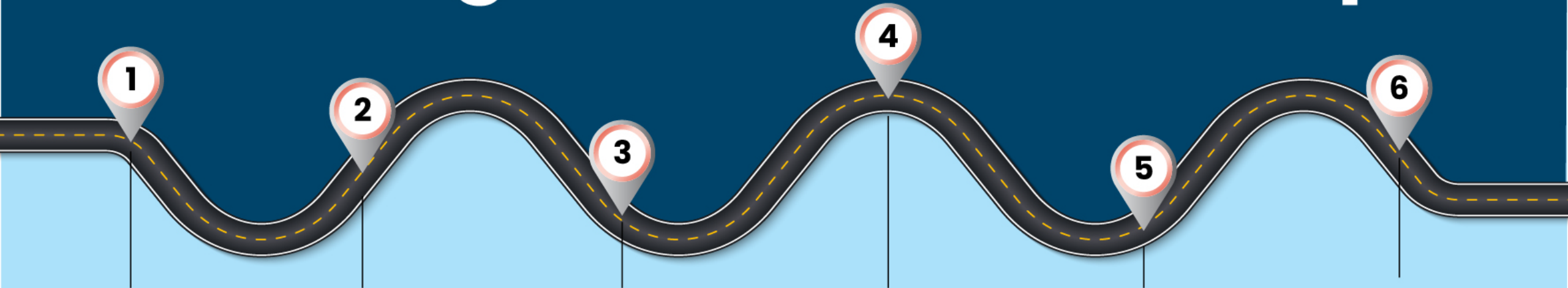
- Track our progress and lessons learned
- Make adjustments to achieve our goals



# Project approach

1. Transparent communication
2. Use a change management approach to support managers and staff through changes
3. Being accountable to our Board of Health, our community and ourselves

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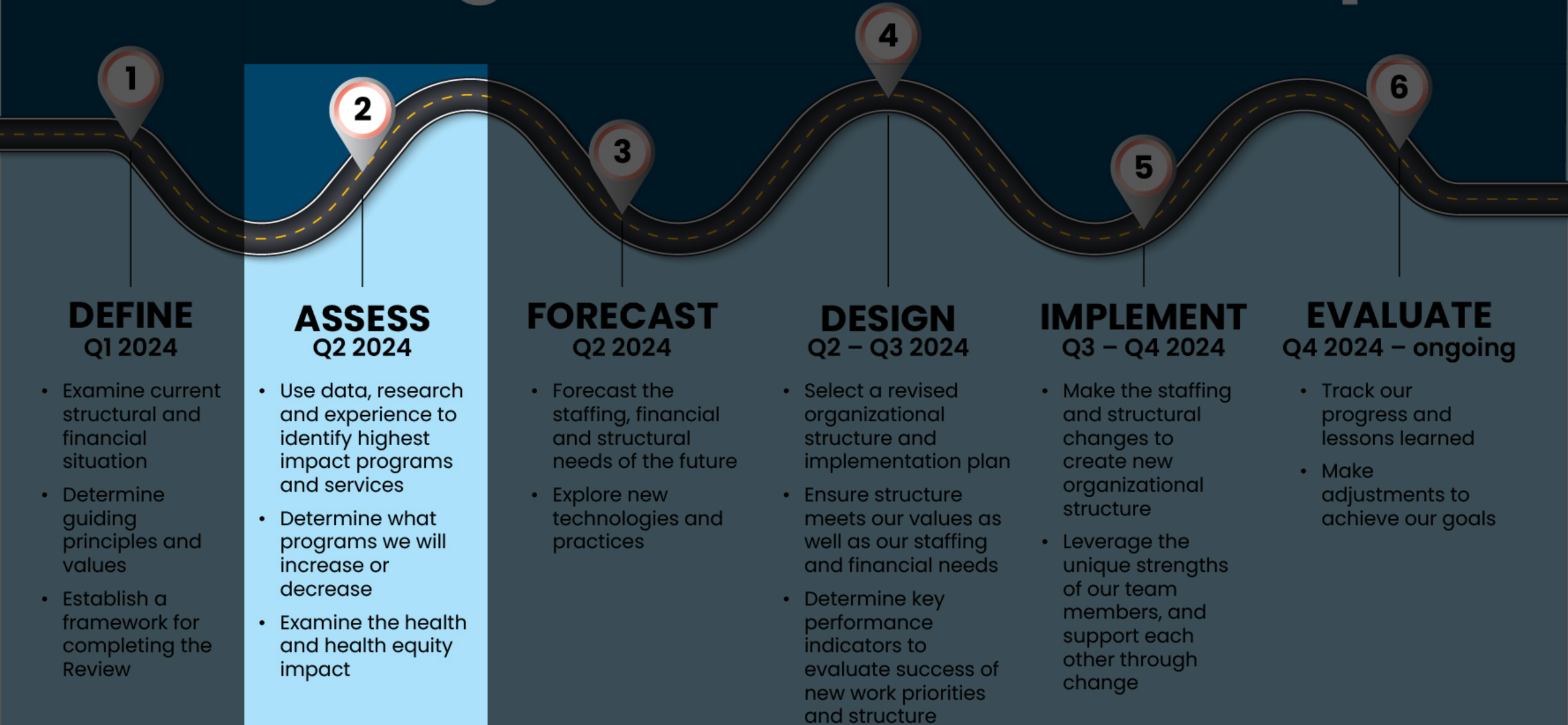
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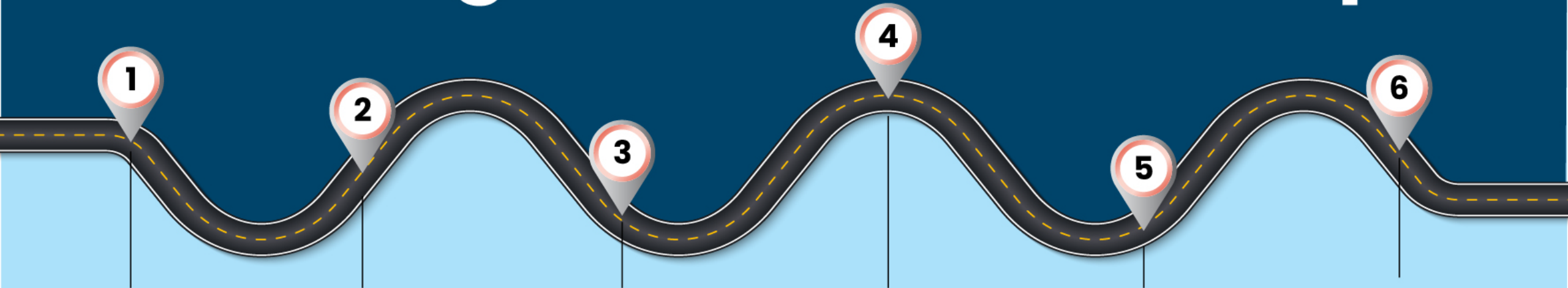
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# Objectives of work assessments

- Systematically assess all work
- Identify and prioritize high and low impact interventions
- Determine political, organizational and health equity impacts of adjusting our work priorities

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