

# Strategic Plan of the Atikokan General Hospital 2008 to 2011

# Key Strategies

## 1. PLAN FOR THE FUTURE

**Goal:** To assemble a plan for the redevelopment of Atikokan General Hospital to meet the health needs of our community we will

- Identify community needs, gaps in current services, trends and emerging needs
- Research models of delivery
- Recruit Health Human Resources
- Ensure flexibility and adaptability in our redevelopment plans
- Engage the community

# Key Strategies

## 2. *DEVELOP OUR STAFF & VOLUNTEERS*

**Goal:** To ensure sufficient qualified staff for our current and future programs and services we will

- Support the Health Professionals Recruitment and Retention Committee
- Review and revise our Human Resources Plan as needed
- Offer recruitment and retention incentives
- Promote healthcare careers with youth

## Key Strategies... Develop our staff & volunteers continued

- Work with Community Adjustment Committee or (other appropriate agency) to investigate potential retraining of employees into healthcare fields
- Develop a multi-year education and professional development plan
- Develop “grow your own staff” strategies (youth, existing staff, the unemployed)
- Continue to provide training opportunities for students

# Key Strategies

## 3. *STRENGTHEN OUR LEADERSHIP*

**Goal:** To strengthen leadership capacity at all levels of the organization we will

- Strengthen board, management, staff
- Strengthen our position in the community
- Identify key stakeholders, develop relationships, partnerships
- Work to improve our communication strategy, marketing our key messages to target bodies
- Lead by example
- Strengthen our vision and communicate it

# Key Strategies

## 4. Maintain & Grow Partnerships

**Goal:** To continue to foster and expand partnerships we will

- Look at sharing and/or enhancing resources with Thunder Bay Regional Health Sciences Centre (TBRHSC), Local Health Integration Networks, Molecular Medical Research, Family Health Team
- Investigate mutually beneficial opportunities for partnering with TBRHSC or other hospitals in the region
- Increase access to specialists through videoconferencing (Visiting Specialist Clinics)

# Key Strategies...Maintain & Grow

## Partnerships continued

- Work towards full implementation of Meditech in the region
- Promote more education in the north (with Ontario Hospital Association, Ontario Medical Association, Northern Ontario School of Medicine)
- Develop linkages with other healthcare service providers, especially local agencies (i.e. for provision of wellness programs)

# Key Strategies

## 5. Promote Healthy Lifestyle

**Goal:** To promote healthy living and lifestyle  
(Physical, social and mental health) we  
will:

- Develop partnerships
- Increase organizational awareness about healthy living
- Maintain & revitalize employee wellness
- Develop “Corporate” wellness
- Support development of a community health plan
- Promote our objectives with the Ministry of Health and Long Term Care

# Key Strategies

## 1. Focus on Quality Care & Patient Safety

**Goal:** Commit to providing quality care to patients and residents we will

- Continue to measure clinical quality, staff and patients/resident satisfaction and ensure best practices are being implemented
- Continue commitment to accreditation program
- Fully develop a comprehensive patient safety and risk management program for Atikokan General
- Commit to excellence in Long Term Care compliance

# Key Strategies

## Focus on Quality Care & Patient Safety continued

- Promote strengths to members of the public (“good news stories”)
- Development health promotion and/or disease prevention components within our existing programs
- Pursue opportunities for enhancing services by addressing gaps in the continuum of care
- Identify services suitable for regional integration and participate in development
- Continue to meet with our designated C level hospital to determine mutual patient care needs and expectations