

Women's Health NSW

Strategic Plan 2007 - 2010

Women's Health NSW

Our Purpose

WHNSW works within a feminist framework to improve health and social justice outcomes for women.

Our Vision

That all women and girls are empowered to fulfill their potential, within a safe and healthy environment.

Aims:

Women's Health NSW will be proactive on priority issues relevant to women's health,

Reorienting the health system

Advocacy

Networking

Research

Increase the capacity of the women's health sector to respond to women's health issues,

Women's health issues

Management

Training

Conferences

Enhance organisational management and performance to ensure WHNSW achieves its aims and objectives.

1) Health Services to Women

Women's Health NSW will be proactive on priority issues relevant to women's health and wellbeing.

Objectives	Activities	Performance Indicators	Resources/ Time Frame
1.1 Advocate critical health issues of women.	1.1.1 Identify key priority health issues for women e.g. reproductive rights, sexual assault and domestic violence?	Document Report statewide issues	Sector wide interchange Key partners Ongoing/report yearly
	1.1.2 Write position papers, respond to discussion papers and draft policy.	Document Report statewide issues	Sector Core Staff Board Key partners Ongoing/report yearly
	1.1.3 Advocate on critical women's health issues to relevant stakeholders.	Document Report statewide issues	Sector Core Staff Board Key partners Ongoing/report yearly
	1.1.4 Work closely with centres to highlight key issues of concern.	Document Report statewide issues	Sector Core Staff Board Ongoing/report yearly
	1.1.5 Increase the resources dedicated to advocacy	Strategies are increased in strategic plan	Sector Core Staff Board Key partners 2007-2010
	1.1.6 Continue to develop resources, information and fact sheets on priority issues.	Document Report Statewide issues	Sector Core Staff Board Key partners Ongoing/report yearly
	1.1.7 Seek other sources of funding (e.g. foundations and or private sectors) to enable WHNSW to provide advocacy & leadership.	Submissions written	Board Core Staff 2007-2010

Objectives	Activities	Performance Indicators	Resources/ Time Frame
1.2 Offer a feminist critique and critical analysis/gender analysis of key health issues.	1.2.1 Explore 3 key health priorities - <u>Depression, Eating Disorders, Heart Disease</u>	The three issues are identified Document	Sector Key Partnerships Researchers 2007-2010
	1.2.2 Develop feminist critique/gender analysis on experience, diagnosis and treatment.	One key health priority is highlighted each year. Papers are written and distributed	Sector Key Partnerships Researchers 2007-2010
1.3 Strengthen appropriate alliances and networks with organisations to further the goals of WHNSW.	1.3.1 Develop a formalised NSW Women's Health Network. .	Criteria and purpose of network is established with key partners	Sector Core Staff Board Key partners 2007-2008
	1.3.2 Develop partnerships on priority issues affecting women's health	Number of identified key partnerships and number of joint projects	Sector Core Staff Board Key partners Ongoing
	1.3.3 Identify key partnerships for joint projects.	Maintain Records Report successful outcomes	Sector Core Staff Board Key partners Ongoing
	1.3.4 Form strategic alliances on key issues as they arise.	Maintain Records Report successful outcomes	Sector Core Staff Board Key partners Ongoing
1.4 Contribute to the development of research that promotes issues that affect women's health and well-being.	1.4.1 Increase links with feminist academic, research bodies and individuals (see also network).	Maintain records	Sector Key Partnerships Ongoing
	1.4.2 Contribute to tertiary level education and training programs.	Maintain records Report statewide issues	Core Staff Board Sector Key Partnerships Ongoing
	1.4.3 Contribute to joint feminist research projects.	Annual Report	Core Staff Board Sector Key Partnerships Ongoing
	1.4.4 Use relevant research to inform evidence-based practice.	Maintain records	Core Staff Board Sector Key Partnerships Ongoing
	1.4.5 Participate in research to identify and address gaps in relevant knowledge.	Maintain records Report statewide issues	Core Staff Board Sector Key Partnerships Ongoing

Objectives	Activities	Performance Indicators	Resources/ Time Frame
	1.4.6 Strengthen relationships with local universities and peak research bodies to develop joint projects.	Maintain records	Core Staff Board Sector Key Partnerships Ongoing
	1.4.7 Promote feminist methodology (S. Reinhart).	Develop discussion paper for circulation	Sector Core Staff Board Key partners researchers 2007-2010
	1.4.8 Promote data and models of best practice from the women's health sector to influence research, policy development and evidence based practice.	Maintain records Report statewide issues	Core Staff Board Sector Key Partnerships Ongoing
	1.4.9 Promote state-wide Women's Health data to demonstrate the effectiveness of service delivery models developed by the Women's Health sector.	Publish Data and distribute	Core Staff Board Sector Key Partnerships 2007-2008
	1.4.10 Utilise evidence to promote key issues and current practice of the Women's Health sector.	Distribute information report Annual Report	Core Staff Board Sector Key Partnerships Ongoing
1.5 Improve awareness of women's health issues and the women's health sector.	1.5.1 Profile the work/role of WHNSW by coordinating another Women's Health Summit during the life of this plan.	Women's Health Summit funded and presented	Core Staff Board Sector Key Partnerships 2010
	1.5.2 Develop and distribute resource materials about women's health issues, the sector and the role of WHNSW.	No. of resources developed	Core Staff Board Sector Key Partnerships Ongoing
	1.5.3 Identify media alliances and foster relationships.	Maintain records	Core Staff Board Sector Ongoing
	1.5.4 Develop media skills of key people in the organisation. (Cross reference to training)	Training is organised Maintain records	Core Staff Board Sector 2008
	1.5.5 Prepare press releases that respond to key issues for women.	No. of press releases and articles identified	Core Staff Board Sector Ongoing
	1.5.6 Support member centres to profile innovative and successful women's health projects.	Conference Agenda Minutes distributed Web display	Core Staff Board Sector Ongoing Web 2009

Objectives	Activities	Performance Indicators	Resources/ Time Frame
1.6 Participate in relevant government and non government committees.	1.6.1 Identify and prioritise relevant committees.	Annual Report	Core Staff Board Ongoing
	1.6.2 Develop statement of protocols and responsibilities of sector representation.	Protocol developed, and ratified	Core Staff Board Sector 2008
	1.6.3 Support members of the WHNSW Board and the sector to become representatives.	Document Board members attending meetings	Core Staff Board Sector 2008
	1.6.4 Develop systems to disseminate information to staff, management and sector	System developed	Core Staff Board Sector 2008
1.7 Promote the WHTP program to allied health professionals and students.	1.7.1 Explore sustainability options, including negotiating with Community Centre for Welfare Training to deliver program on a fee for service basis.	Annual report	Core Staff Board Sector Key partnerships 2008

2) The Women's Health Sector

WHNSW will increase the capacity of the women's health sector to respond to women's health issues.

Objectives	Activities	Performance Indicators	Resources/ Time Frame
2.1 Provide access to ongoing training opportunities for members on key health issues.	2.1.1 Ensure the delivery of the WHNSW women's health training package, " <i>The Nature of Women's Health</i> " to all WHNSW members.	Report on the percentage of women's health participants who have rated the WHTP's training as poor, good, very good, or excellent.	Board Project staff Key partnerships Yearly
	2.1.2 Explore sustainability options for ongoing sector delivery eg training key WH staff to deliver package.	Trainers are identified strategies are reported	Core Staff Board Sector Key partnerships 2007-2010
	2.1.3 Consult with the sector to identify training and education needs.	Percentage of women's health participants who have rated the conferences, professional training sessions and education centres as poor, good, very good, or excellent.	Core Staff Board Sector Professional Forums Conference Ongoing
	2.1.4 Develop strategies to provide training to rural and remote areas.	Identify need and delivery options	Core Staff Board Sector Key partnerships Ongoing
	2.1.5 Maintain three WHNSW sector development conferences per year.	Number / type of professional / training / education forums provided to the women's health sector.	Core Staff Board Sector Key partners Rural financial support Conferences yearly: March, July, November
	2.1.6 Utilise existing skills in the sector to provide development and training to members	Report training Maintain records	Core Staff Board Sector Ongoing

Objectives	Activities	Performance Indicators	Resources/ Time Frame
	2.1.7 Invite other service/training/ education providers to present information and education as part of WH NSW conferences.	Number / type of training / education forums provided to the women's health sector.	Core Staff Board Sector Key Partnership ongoing
2.2 Provide and promote models of best practice within the sector.	2.2.1 Identify statutory and organisational responsibilities of member organisations and assist Centres to implement these at the local level.	Maintain Records Report Statewide issues	Core Staff Board Sector Conference Professional forums E List Ongoing
	2.2.2 Provide advice and guidance on the development of Centre policies and procedures.	Maintain records Report statewide issues	Core Staff Board Sector Ongoing
	2.2.3 Disseminate information, policies and resources to member centres that informs best practice.	Maintain records Report statewide issues	Core Staff Board Sector Key partners Conference Professional forums E List Ongoing
	2.2.4 Liaise with member Centres and funding bodies as required.	Maintain records Report statewide issues	Core Staff Board Sector Ongoing
	2.2.5 Co ordinate and promote statewide projects and innovative and best practice approaches to women's health issues.	Maintain records Report statewide issues	Core Staff Board Sector Key partners Conference Professional forums E List Ongoing
	2.2.6 Circulate relevant research and literature review.	Report on the number of women's health research papers distributed and the number of people distributed to.	Core Staff Board Sector Key partners E List Ongoing

Objectives	Activities	Performance Indicators	Resources/ Time Frame
2.3 Promote continual Quality Improvement in the Sector.	2.3.1 Promote QI Women's Health Standards and QIC Core Standards to the sector.	The number of women's health centres which have undertaken QI Review	Core Staff Board Sector Key partners Ongoing
	2.3.2 Work with WHC to enhance their capacity to incorporate review processes and requirements.	Maintain records Report Statewide issues	Core Staff Board Sector Key partners Conference Professional forums E List Ongoing
	2.3.3 Work with NSW Health and QMS to ensure the needs of WHC/NGO are identified and resourced.	Maintain records Report Statewide issues	Core Staff Board Sector Key partners Professional forums E List. NGO Advisory Cttee QMS Advisory Cttee Ongoing
2.4 Collate statewide data through the implementation of the WHNSW Database.	2.4.1 Support Member Centres to implement WHNSW database.	Report on the number of women's health centre's which are implementing the Women's Health Database.	Core Staff Board Sector Key partners Dedicated Project Worker Strategic plan Centre visits DonorTec Conference Professional forums E List Ongoing
	2.4.2 Collate and analyse existing quantitative and qualitative data in WHC's.	Statewide data is collated Annual Report	As above
	2.4.3 Utilise data to promote the effectiveness of service delivery models, projects and programs used in the WH Sector.	Statewide data is published annually No of centres publishing data	Core Staff Board Sector 2007-2010

Objectives	Activities	Performance Indicators	Resources/ Time Frame
2.5 Support initiatives to foster a healthy working culture and well paid workforce.	2.5.1 Provide on-going support to the member centres to develop & implement OH&S and employment programs, policies and procedures.	Maintain records Report statewide issues	Core Staff Board Sector Conference Professional forums E List Ongoing
	2.5.2 Promote best practice procedures in problem-solving and conflict resolution with member centres, staff and management.	Maintain records Report statewide issues	As above
	2.5.3 Liaise with Unions, Peak Agencies and NSW Government on best practice employment and working conditions.	Maintain records Report statewide issues	As above
	2.5.5 Promote principles of natural justice related to employment practices.	Annual report Training schedule	As above
	2.5.6 Maintain a sector wide portability of LSL entitlement agreement.	Maintain records Centres use of scheme	Core Staff Board Sector Ongoing
	2.5.7 In consultation with the sector, identify needs and gaps in service delivery and responses.	Maintain records Report statewide issues	Core Staff Board Sector Conference Professional forums E List Ongoing
2.6 Respond to the identified need for more women's health services.	2.6.1 Advocate for health and welfare services to improve health outcomes	Maintain records Report statewide issues	Core Staff Board Sector Key Partnership ongoing
	2.6.2 Support Bessie Smyth Foundation to provide a pregnancy options counselling service.	Maintain records Reports tabled at Board Report to Conference	Core Staff Board Sector Key Partnership 2007-2009
	2.6.3 Develop a model for a WHNSW Consortium and apply for funding in identified priority areas.	Maintain records Consortium is developed	Core Staff Board Sector Key Partnership 2009-2010
2.7 Promote and facilitate an informal mentoring program.	2.7.1 Use conference and WH training program to assist new workers in their orientation to the sector.	Report on the percentage of women's health participants who have rated the conferences and training programs as poor, good, very good, or excellent.	Core Staff Board Sector Key partners WHTP Project Staff Conference Professional forums E List Ongoing
	2.7.2 Conduct professional forums at each WHNSW conference.	Maintain records Report Statewide issues	Core Staff Board Sector Conference structure Ongoing

3) Women's Health NSW

WHNSW will enhance organisational management and performance to achieve its aims and objectives.

Objectives	Activities	Performance Indicators	Resources/ Time Frame
3.1 Maintain an active, participative Board which represents the interests of the sector.	3.1.1 Board members are representative of the sector in accordance with policy and the constitution.	Rural, metropolitan and special purpose reps are appointed to Board	Core Staff Board Sector Rural Access Budget ongoing
	3.1.2 Board members are resourced to attend meetings.	Budget allocation is identified	As above
	3.1.3 Board members are advocates for WHNSW and represent the interests of the organisations at a variety of levels – State-wide forums, within the sector, etc.	Board reports are tabled	
3.2 Maintain effective and appropriate management practices	3.2.1 Maintain organisational OH&S and responsibility calendar.	Calendar tabled at Board and part of orientation pack	Core Staff Board Ongoing
	3.2.2 Ensure on-going policy development, review and monitoring.	Policy review schedule is incorporated in calendar	As above
	3.2.3 Ensure an ongoing strategic planning cycle.	Responsibility is allocated to identified position	Core Staff Board Sector Ongoing Yearly analysis Triennial 2010 Plan
	3.2.4 Conduct staff appraisals and review job descriptions	Planned appraisal cycle completed	Core Staff Board Key partnerships Yearly
3.3 Develop strategies to increase the required resources of WHNSW	3.3.1 Apply for funding to employ a policy development officer to resource member centres and build capacity of the sector to demonstrate best practice in policy development and implementation.	EOI developed	Core Staff Board 2007 – 2008

Objectives	Activities	Performance Indicators	Resources/ Time Frame
3.4 Implement ongoing QI processes	3.4.1 Implement recommendations of QMS review	Recommendations implemented Records maintained	Core Staff Board Sector 2007-2008
	3.4.2 Undertake a sector wide review of conference and training structure	Document results of review. Change is implemented	
3.5 Develop strategies that promote communication and sharing of information and resources between member Centres and WHNSW.	3.5.1 Develop an IT project plan that includes development of Sector Bulletin Board.	Number of centres accessing Bulletin Board	Core Staff Board Sector Dedicated Project Worker DonorTec 2008-2009
3.6 Provide a healthy, safe working environment.	3.6.1 Monitor and implement OH&S policy and procedure.	Document. OH&S issues in the workplace are addressed	Core Staff Board Bi annual
	3.6.2 Implement OHS calendar – <ul style="list-style-type: none"> ▪ Fire safety audit; ▪ General OHS audit. 	Reports are tabled at Board	Core Staff Board Bi annual
	3.6.3 Review employment contract.	Contract is reviewed Document.	Core Staff Board 2009

Related NSW Health and HSCEO Policy:

Strategic Framework to Advance the Health Of Women; Incorporate a Gendered Approach to Health, Work in Collaboration with Others to Address the Social Determinants of Health, Advance Research on Women's Experience and Morbidity, Apply a Health Outcomes Approach. Guiding Principles

NSW Health and Equity Statement. In All Fairness; Equity Approach, Principles & Focus

Women's Health Outcomes Framework; Linking Social Determinants to Health Outcomes

Gender Equity in Health; Implementing Gender Equity

NSW State Health Plan; Vision, Goals and Strategic Directions.

Working Together For NSW: Goals, Values, Principles.