

# Anyinginyi Health Aboriginal Corporation

## Strategic Plan 2014 – 2016

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**DRAFT 1.2 – 24 March 2014**

**Our Vision** is to be a key player in successfully “closing the gap” in the health status of Aboriginal persons in the Barkly region.

**Our Mission** is to be a provider of high quality primary health care services focusing on prevention and treatment in a culturally responsive way and to empower individuals to take more responsibility for their own health

### **Priority 1: Cultural responsiveness & community engagement**

*We will listen to the community and always seek to respond to their needs in a way that is responsive to their culture and respectful of the way they live their lives.*

- a) Feedback from the community:** we will work to make sure that our processes for community feedback are clear and effective
- b) Traditional cultural practices:** wherever appropriate we will encourage and support traditional health knowledge and practices, including knowledge of bush medicine
- c) Cultural orientation and awareness:** we will ensure that our staff receive regular cultural orientation to maximise the effectiveness of our services and create a positive and respectful environment for Aboriginal staff
- d) Cultural Competence Group:** we will support the sustainable operations of a Cultural Competence Group to advise on cultural matters within Anyinginyi

### **Priority 2: Strong governance and leadership**

*We will continue to build upon our strong reputation as a professional, well managed organisation.*

- a) Supporting our Board:** we will continue to support the development of current and future Board members
- b) Strong leadership:** we will invest in our corporate functions to ensure that our staff, management and Board continue to be effectively supported to do their jobs
- c) Sound finances:** our financial management will be transparent and high quality, with an emphasis on building our financial strength
- d) Effective reporting:** we will build our capacity for high quality internal reporting, both in clinical and non-clinical areas, as the basis for reviewing our progress and maintaining our high standards of accountability

### **Priority 3: High quality, holistic primary health care**

*We will offer high quality services across the Barkly region to support our clients' physical and emotional health and wellbeing in a way that supports them to take responsibility for their own health.*

- a) Regionalisation:** we will continue to advocate and work towards Anyinginyi becoming the single, community controlled primary health care provider for the Barkly region
- b) Outreach services:** wherever appropriate we will seek to deliver health services 'on the ground' in Community Living Areas
- c) High quality health staff:** we will continue our successful recruitment and retention of high quality health staff, including doctors, dentists and Aboriginal Health Practitioners
- d) Individual and family responsibility:** our health services will seek to empower Aboriginal people to take responsibility for their own health and that of their families

### **Priority 4: Opportunity for our staff and the community**

*We will support all our staff to be the best they can be, including through providing employment for Aboriginal people and supporting them to be leaders within our organisation.*

- a) Training, supporting and developing our staff** to offer high quality, culturally responsive services, while recognising the demanding nature of the work they do
- b) Providing employment opportunities for community members:** we will seek to employ and retain Aboriginal staff, wherever possible taking into account the circumstances they face
- c) Aboriginal staff:** we will seek to increase the number of Aboriginal staff at Anyinginyi, especially in senior positions

### **Priority 5: Partnerships and advocacy**

*We recognise that we cannot 'close the gap' by ourselves, so we will continue to build strong and effective partnerships with other organisations and to speak out for the health of the communities of the Barkly region.*

- a) A voice for the community:** we will continue Anyinginyi's advocacy role for the health of the people of the Barkly, including on the social determinants of health
- b) Building relationships with other organisations,** including other Aboriginal organisations, health service delivery agencies, local government, and the broader Aboriginal community-controlled health sector
- c) Partnering with philanthropic organisations:** we will continue to build appropriate partnerships with philanthropic organisations to support our work

## Priority 6: Innovation

*We are willing to try new ways of delivering our services and running our organisation to meet the health and wellbeing needs of the community we serve.*

- a) Seeking new ways to make a difference:** we will continue our commitment to innovation in all our programs and service delivery, including in the areas of staff housing, and information technology

## Our Guiding Principles

In implementing our Strategic Plan, we will be guided by the following principles:

- Empowering individuals to take reasonable responsibility for their health
- Assisting to address the social determinants that contribute to the poor health status of many local people
- Community Engagement
- Focus on clients
- Cultural responsiveness
- Respect for ourselves and all people
- Respect community autonomy
- Aboriginal and non-Aboriginal people working together as one team
- Quality relationships, internally and externally
- Development opportunities for staff
- Effective communications
- Financially responsible
- Outcomes focused
- High quality reporting, internally and externally