



Strategic Goals 2020-2023

Year Three Outcomes: 2022-2023



Strategic Issue One: Our People

Strategic Goal One: By March 31, 2023, Western Health will have enhanced workforce capacity and capability through enabling an engaged, skilled, well-led and healthy workforce.

Objective Year Three: By March 31, 2023, Western Health will have implemented priorities to support workforce capacity and capability.

Priority Area 1: Health, Safety, and Well-Being of Staff

Flexible work arrangement
policy and supporting documents
approved and communicated



Psychological Health and Safety and Staff Engagement Microsurvey



quarterly microsurvey
implemented and results shared
and used to inform action plans

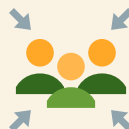
Employee Virtual Assistant (EVA)

implemented online chat bot tool to
connect employees with the most
appropriate mental health support 24/7



Priority Area 2: Employee Experience

Staff Engagement



completed eight focus groups and a
managers' survey; communication plan
for the results is in development

Scheduling Department Initiatives:

- 1 Lean green belt project completed
- 2 Realignment of staff resources in Central Scheduling
- 3 Participated in HSC ANSOS program pilot implementation for nursing scheduling

Performance Evaluation and Development

promotion of e-learning for
staff and leadership



Priority Area 3: Growing and Developing our Workforce

Recruitment and Retention Strategy

Recruitment and Retention Strategy
document developed, implemented,
and shared widely



Emerging Leaders Program



developed and implemented a year-
long program with aim of preparing
staff for expanded leadership roles
and responsibilities in the future

LEADS

Training sessions now offered virtually

81% employees completed e-learning

79% leaders completed two-day session

