

# Strategic Plan

M I D D L E S E X - L O N D O N H E A L T H U N I T

## MISSION

*The mission of the Middlesex-London Health Unit, is to promote wellness, prevent disease and injury, and protect the public's health through the delivery of public health programs, services and research.*

## VISION

We are Public Health - we focus on preventing illness and injury, promoting and protecting health and improving quality of life.

We serve our diverse and ever changing community, ensuring accessibility to all. We reach out to our Middlesex-London community both physically and virtually. We provide our services where people live, learn, work and play.

Together with our partners, we are a vital part of the community, trusted to provide credible and reliable public health information, programs and services.

We are an integrated public health team committed to providing service excellence through client-centred, & evidence-informed practice; innovation; and collaboration.

Our workplace culture is marked by effective leadership, mutual trust, respect, transparency, professionalism and personal well being.

We have ample human, physical, technological and financial resources; and are accountable for effective use of these resources.

We share a common vision, each of us contributing our expertise toward enabling the people of Middlesex-London to reach optimal health!

## THREE YEAR STRATEGIC DIRECTIONS

### A. Improved Health Outcomes:

The Public Health Standards will continue to be met and monitored within the context of the accountability framework. In addition to this work, special emphasis will be placed on the following:

- Improve health outcomes by enhancing service delivery through collaborative comprehensive, integrated strategies in Middlesex-London in the areas of:
  - Healthy eating, and physical activity for all
  - Reducing health inequities

Strategies must: be integrated, expand what we do, have a virtual component, serve Middlesex-London, provide excellent health information to staff and partners, and contain an outcomes and evaluation plan.

### B. Organizational Health and Vitality

- Continually enhance internal collaboration
- Foster effective internal communication and decision-making processes and practices
- Enhance Health Unit leadership at all levels

### C. Infrastructure

To support the work of better health outcomes:

- Enhance the capacity of the Health Unit to inform and respond to its communities through the application of communications strategies (enhanced online presence, marketing)
- Enable the delivery of the Health Unit's services through the use of current and emerging technologies
- Develop a Facilities Plan to address the needs of the HU and the growing, ever changing community it serves

# PRINCIPLES & VALUES

## *We believe...*

- public health planning is strengthened by community involvement and input;
  - community partnerships are essential to the achievement of our common goals;
  - challenges provide opportunities to seek creative solutions;
  - prevention based approaches are essential to creating a healthy community;
  - that all individuals, families and communities have strengths that are a foundation for further development of health capacity;
  - when individual rights and community rights are not aligned, the health of the community will be given first priority;
  - that staff are essential to the delivery of effective programs and services and therefore are our most valued resource;
  - an organizational culture that fosters ongoing learning, promotes innovation and risk-taking, creates opportunities for meaningful staff participation in decision making and recognizes the contributions of staff and volunteers is essential to ensure excellence in public health programs;
  - in the equitable provision of and access to public health programs and services that are inclusive of all community members and respectful of their individual needs and situations;
  - in accountability to our stakeholders for the delivery of effective and efficient public health programs and services through continuous improvement strategies and the maintenance of the agency's accredited status; and
  - in adhering to the spirit and intent of the French Language Services Act and in ensuring that Francophones have access to health unit services in French to the extent possible with available resources.
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# GOVERNANCE & MANDATE

The Board of Health is directly accountable to Middlesex and London residents for the cost-effective management and delivery of public health programs and services. The Board of Health is the governing body of the Middlesex-London Health Unit and is comprised of three city council appointees, three county council appointees and five provincial appointees.

The Health Protection and Promotion Act (HPPA) is the principal enabling and operating statute for the Board of Health. Boards of Health, as defined by the HPPA, must provide or ensure the provision of a minimum level of public health programs and services in the following areas: community sanitation, control of communicable disease, preventive dentistry, family health, nutrition, and public health education. Boards of Health are expected to deliver additional programs and services in response to local needs and they are also directed by federal, provincial and municipal legislation other than the HPPA. The Board delegates responsibility to administer these programs to the Medical Officer of Health in his/her capacity as the Chief Executive Officer of the Middlesex-London Health Unit.