



# 2023-2030 STRATEGIC REGIONAL PLAN



## 1. CREE CULTURE & AUTONOMY

### 1.1 Increase the number of land-based healing activities

- 1.1.1 Number of land-based healing activities
- 1.1.2 Number of participants in land-based healing activities
- 1.1.3 Number of hours offered by Traditional Eeyou Counsellors

### 1.2 Increase employee cultural competency

- 1.2.1 Employees cultural safety training rate
- 1.2.2 Employees Nitutaamh training rate

### 1.3 Increase the proportion of people who express feeling culturally safe in their interactions

- 1.3.1 Rate of individuals who reported feeling culturally safe in their interactions with providers
- 1.3.2 Rate of employees who reported feeling culturally safe in their interactions

### 1.4 Increase Eeyou-Eenou representation in management positions

- 1.4.1 Rate of Eeyou-Eenou Succession Plan graduates in management positions

### 1.5 Increase Eeyou-Eenou representation in nursing positions

- 1.5.1 Ratio of Indigenous/non-Indigenous nurses



## 2. HEALTH & WELLBEING

### 2.1 Increase partnerships with Eeyou-Eenou entities

- 2.1.1 Number of activities/initiatives completed with community partners
- 2.1.2 Satisfaction rate of Eeyou Istchee partnerships

### 2.2 Increase screening tests

- 2.2.1 Number of completed screening tests according to guidelines

### 2.3 Increase vaccination

- 2.3.1 Rate of up-to-date immunization profiles

### 2.4 Increase health promotion and prevention activities

- 2.4.1 Number of health promotion/prevention activities
- 2.4.2 Number of participants in health promotion/prevention activities

### 2.5 Enhance initiatives related to suicide prevention

- 2.5.1 Number of suicide prevention activities
- 2.5.2 Number of participants in suicide prevention activities

### 2.6 Empower individuals in their own health journey

- 2.6.1 Appointment participation rate
- 2.6.2 Empowerment index



## 3. ACCESS & QUALITY

### 3.1 Minimize out-of-territory stays

- 3.1.1 Average duration of stays
- 3.1.2 Average number of stays
- 3.1.3 Number of telehealth appointments

### 3.2 Ensure access to care and service to elders

- 3.2.1 Number of individuals on the Iyaskiwitau Admission Group waiting list

### 3.3 Increase access to home care services

- 3.3.1 Number of hours of home care services delivered

### 3.4 Ensure access to care and services to children and youth

- 3.4.1 Number of youth on the evaluation/orientation waiting list
- 3.4.2 Number of youth on the application of measure waiting list

### 3.5 Increase access to psychosocial support and mental health services

- 3.5.1 Number of individuals awaiting psychosocial support and mental health services

### 3.6 Increase access to respite services

- 3.6.1 Number of hours of respite services

### 3.7 Improve care for individuals with diabetes

- 3.7.1 Ratio of individuals with diabetes with HbA1c < 8.0
- 3.7.2 Ratio of people who had an HbA1c done every 3 months

### 3.8 Improve satisfaction with care and services provided

- 3.8.1 Satisfaction rate

### 3.9 Increase access to specialized services

- 3.9.1 Number of days of specialist on-territory clinic

### 3.10 Increase access to primary care services

- 3.10.1 Patient waiting list index
- 3.10.2 Proportion of Eeyou-Eenou enrolled in an integrated care team



## 4. NURTURE & GROW

### 4.1 Increase employee retention in all categories

- 4.1.1 Number of permanent employee departures
- 4.1.2 Average number of years of service of employees
- 4.1.3 Retention rate

### 4.2 Ensure financial sustainability

- 4.2.1 Rate of budget used
- 4.2.2 Nursing agency costs

### 4.3 Increase digital transformation of the organization

- 4.3.1 Digital transformation rate
- 4.3.2 Ratio of information systems with data quality process in place
- 4.3.3 Electronic Medical Records implementation rate

### 4.4 Enhance employee development through training

- 4.4.1 Training budget rate
- 4.4.2 Training hours ratio

### 4.5 Enhance employee wellness

- 4.5.1 Employee satisfaction rate
- 4.5.2 Employee salary insurance rate

### 4.6 Increase the number of Indigenous people employed by the organization

- 4.6.1 Ratio of Indigenous/non-Indigenous employees

### 4.7 Complete capital projects

- 4.7.1 Capital project evolution