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2023-2030

STRATEGIC REGIONAL PLAN
Achieving Excellence in Health and Social Services

CREE CULTURE & AUTONOMY

"Be an Eeyou-Eenou health and social service organization providing programs and services reflective of Cree culture and traditions."

Create an organization with Eeyou-Eenou culture at its core and exercise greater autonomy over the development and delivery of services and programs.

HEALTH & WELLBEING

"Work directly with individuals, families and communities to achieve Miyupimaatisiiun."

Foster partnerships and provide opportunities to empower individuals and communities to be proactive with their health and wellbeing journey.

ACCESS & QUALITY

"Provide consistent and equitable access to high quality holistic care for all Eeyou-Eenou, regardless of location."

Apply organizational values, innovation, best practices and quality standards to provide access to a full range of services and programs, both on and off-territory, for all Eeyou-Eenou.

NURTURE & GROW

"Be a responsive, adaptable and compassionate organization with strong foundations to meet current and future needs of Eeyou Istchee."

Develop people, organizational culture and the infrastructure needed to continuously grow and adapt to meet the evolving health and social services priorities of the communities.

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CONSEIL CRI DE LA SANTÉ ET DES SERVICES SOCIAUX DE LA BAIE JAMES
CREE BOARD OF HEALTH AND SOCIAL SERVICES OF JAMES BAY

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 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 Eeyouch-Eenouch 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 services 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 Record 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