

HPCA Action Plans 2018/19 to 2020/21

HPCA Annual Action Plans support the *Joint Councils and HPCA Three Year Strategic Plan*.

The HPCA action plans are specific to the HPCA role and responsibilities and complement action plans developed by the NSW health professional Councils.

The HPCA action plans are presented in two parts reflecting both strategic and enabler responsibilities.

Part 1 – Strategic Priorities

The first part of HPCA action plans includes strategic priorities aligned with the *Joint Councils and HPCA Strategic Plan 2018 to 2021*.

The strategic priorities are:

- Expertise
- Engagement
- Effectiveness
- Education and research

Part 2 – Enablers

The second part of HPCA action plans includes the enablers that facilitate achievement of strategic goals.

The enablers are:

- Governance
- Human Resources
- ICT and data
- Finance systems and procurement

HPCA Action Plan — Overview of Strategic Priorities 2018 to 2021

1. Expertise

Objective:

To ensure optimal performance and credibility by attracting and growing the expertise of Council members and staff.

Goals:

- 1.1 Identifying and meeting regulatory and other learning and development needs of members
- 1.2 Reviewing and enhancing performance of Councils and members
- 1.3 Managing strategic and operational L&D programs for staff and links to performance review processes with more systematic approaches.

2. Engagement

Objective:

To build the reputation and brand of the Councils and HPCA.

Goals:

- 2.1 Maintaining and enhancing robust partnerships with co-regulators at state and national levels
- 2.2 Engaging in relevant and timely communications with practitioners, the public and other stakeholders
- 2.3 Leveraging digital communications and other channels to tailor messaging for different user groups.

3. Effectiveness

Objective:

To deliver safe health practitioner outcomes through processes and decisions that are informed, well reasoned, fair, transparent and defensible.

Goals:

- 3.1 Eliciting community perspectives on reasonableness of professional standards and measures to achieve practitioner compliance
- 3.2 Developing greater consistency across Councils in regulatory processes and decision making through shared learning and collaborative initiatives
- 3.3 Informing Council decision making by exploring links between risk decisions, practitioner compliance with decisions and impact on practice.

4. Education and Research

Objective:

To support the health system and practitioners to better manage risks that lead to regulatory action through innovative education and research.

Goals:

- 4.1 Developing greater capacity to create and use opportunities to advise practitioners about reducing and managing regulatory risks
- 4.2 Identifying emerging needs for information resources and delivering strategies to meet these needs
- 4.3 Enhancing the regulatory evidence base through targeted and collaborative research.

HPCA Action Plan - Overview of Enablers 2018 to 2021

Objective: To effectively and efficiently manage infra-structure and operational systems that support achievement of strategic goals and ensure compliance with Ministry of Health and other Government directives and requirements.

Governance

Goal:

To provide meaningful structure and guidance for Council and HPCA functions through the development, review, promotion and implementation of strategic/action plans, policies, procedures, projects, reports and evaluation strategies.

Programs:

- i) Better integration of strategic and collaborative approaches in planning, evaluation and reporting.
- ii) Refinement of systems for policy development and review using a quality improvement approach.
- iii) Design of evaluation programs to improve effectiveness.

Human Resources

Goals:

1. To ensure appropriate HR supports are in place for informed decision making through enhancement of the collection, recording and dissemination of HR information.
2. To enhance staff capabilities that support HPCA as an effective regulator through strategic and effective L&D.

Programs:

- i) Implementation of HR 3 year plan focused on:
 - o Awareness of HR processes and supports
 - o HR resource development
 - o HR reporting framework.
- ii) Development of strategic and effective L&D programs that focus on enhancing staff capabilities.
- iii) Implementation of secondment programs with internal and external rotation opportunities.

ICT and Data

Goal:

To grow data management and analysis capabilities that meet increasingly sophisticated information needs for regulatory decision making.

Programs:

- i) Open engagement including:
 - o generating, sharing and managing information to improve decision making
 - o strengthening partnerships, networks and wider involvement of community through technologies
- ii) Delivery of leading services including:
 - o building HPCA ICT capabilities
 - o streamlining systems ensuring security and privacy
- iii) Improved operational efficiency and cost effectiveness including:
 - o partnering with eHealth
 - o optimal investment to derive greatest value
 - o encouraging innovation, proactive solutions and using emerging technologies
 - o building ICT governance structures.

Finance Systems and Procurement

Goal:

To ensure appropriate finance and procurement systems and processes are in place, operating effectively and achieving:

- o compliance with legislative requirements, government directives and accounting standards
- o delivery of regular reports that assist informed decision making about budgets
- o responsible and efficient procurement.

Programs:

- i) Development of further Stafflink automated modules
- ii) Identification of requirements for improving annual Council budget processes through automation and development of business case and plans
- iii) Development of procurement contract management framework
- iv) Review of Finance and Procurement staffing structure to enhance financial/procurement capabilities.