



STRATEGIC PLAN

Office of Population Health Genomics

2019-2022



OUR VISION

A world where genomics benefits everyone.
An optimised health system for people living with rare and/or genetic diseases.





OUR VALUES

Make it count



Achieve together



Stand tall



Treasure each other



Plant, nurture, grow



Shoot for the stars



Light the way





OUR VALUES



Make it count

We make a **MEANINGFUL DIFFERENCE** to the WA health system, for the benefit of the community we serve. In doing this, we value the voice of the community and other stakeholders and ensure sustainability and the patient journey are top of mind.



Achieve together

We value **TEAMWORK**. As an agile team we work in a cohesive and cooperative way. We recognise that the key to maximising our impact is to collaborate across the WA health system, our wider team. We form strategic partnerships, to which we bring our unique perspectives and skillsets, to create a shared vision that brings common goals to fruition.



Stand tall

We demonstrate **INTEGRITY** and **ACCOUNTABILITY**. Our primary responsibility is to the Western Australian people. In meeting their needs we strive to always do what is right, to deliver quality and give attention to detail. We model principled behaviour and earn the trust of others by keeping our promises and being sincere and honest. We take ownership of our successes and our mistakes and aim to be ethical, just and fair in every situation.



Treasure each other

We **RESPECT** our colleagues and collaborators as professionals and human beings. We value each team member for what they contribute and seek each other's input and expertise. We celebrate diversity and give each other the opportunity and support we need to achieve our professional and personal goals. In turn, caring for each other translates into a deep respect for the communities we serve.



Plant, nurture, grow

We embrace **INNOVATION** and **CONTINUOUS LEARNING**. We strive to find innovative ways to collaborate and engage with stakeholders. We are curious and value new ideas and ways of working. We continuously seek out opportunities to learn.



Shoot for the stars

We seek **EMPLOYEE FULFILMENT**. We believe in what we do. We deliver outcomes that are meaningful to us and the community we serve. We operate 'in the flow' and are empowered to make decisions in areas we control. We use our talents and feel valued for what we contribute. Our professional and personal values align and we have a work/life balance that is right for each of us.



Light the way

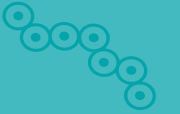
We show **LEADERSHIP**. We embrace and uphold our team and organisational values. In our system manager role we lead, guide, facilitate and influence to realise our vision.

OUR STRATEGIC ROLE

We support the Director-General of the Department of Health WA to carry out their role as the system manager of the WA health system. This means that in relation to genomics, population based screening, precision health and rare diseases we do the following functions:

- Provide leadership, stewardship and strategic direction to the WA health system. Identify emerging issues to help ensure the system is ready to respond.
- Engage with Health Service Providers to develop system-wide policies and strategies.
- Contribute to innovative, flexible, evidence-based system-wide service planning cycles and redesign.
- Co-design with Health Service Providers standards of practice and mandatory policies as required.
- Influence and contribute to the development of reporting and purchasing frameworks.
- Support development of the capacity, capability and infrastructure needs of the WA health system.
- Support strategic workforce planning, including the identification of education and training requirements, to ensure the health workforce can respond to the future health needs of the population.
- Facilitate collaboration and maintain networks to ensure the WA health system is working in harmony to deliver the best outcomes.
- Oversee and monitor the whole system to promote system-wide excellence, innovation and improvements.







OUR STRATEGIC PRIORITIES



Health Genomics



Rare Diseases



Precision Health



Population-based Screening





OUR STRATEGIC DIRECTIONS



Health Genomics

Provide leadership, coordination and direction setting for health genomics across the WA health system, including the development and implementation of a shared vision among stakeholders.

Rare Diseases

Partner to create change in the WA health system that improves the health and wellbeing of people living with rare diseases.

Recognise the impact of genomic and precision technologies on the diagnosis, care and treatment of people living with rare diseases.

Precision Health

Facilitate capacity- and capability-building for the delivery of precision health initiatives in the WA health system.

Contribute expertise to precision health initiatives that involve a component of genomics, rare diseases and/or population screening.

Population-based Screening

Provide strategic policy advice on population-based screening programs and consider the impact on these initiatives of genomic and precision technologies.

Play a key role in the implementation of policy recommendations in the Newborn Bloodspot Screening National Policy Framework.

OUR CORE ENABLERS

Community Focus

Position community expectations, understandings and priorities as a core focus in the development and implementation of policies and programs.

Identify and demonstrate respect and responsiveness to the values, experiences and needs of people living with rare and/or genetic diseases and any others who will benefit from genomic and precision technologies.

Support initiatives that aim to make services more culturally appropriate and accessible for specific groups in the community, particularly Aboriginal people.

Stakeholder Engagement

Connect and engage meaningfully, collaboratively and appropriately with all stakeholders.

Foster a partnership approach to create and maintain a system where all relevant stakeholders work effectively together to meet the needs of people living with rare and/or genetic conditions and any others who would benefit from genomic and precision technologies.

Horizon Scanning

Be proactive in identifying emerging ideas and innovations in genomic and precision technologies that would benefit the WA population, particularly people living with genetic and/or rare diseases, and determine their appropriateness for implementation into the health system.

Strategy, People and Culture

Implement a shared vision for the OPHG, which incorporates a clear understanding of our role in the WA health system.

Maintain a high-functioning, agile team that is able to quickly and effectively respond to work demands.

Uphold our values to foster a supportive and collegial work environment and culture.





Produced by the Office of Population Health Genomics, Public and Aboriginal Health Division

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