

# STRATEGIC PLAN 2018 - 2022

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Peel Home & Community Supports Inc.



BUILDING YOUR FUTURE  
TOGETHER



## MISSION

For people with a disability to:

- ▶ Grow and develop in their relationships
- ▶ Be present and participate in their communities
- ▶ Have valued roles and be treated with respect
- ▶ Share ordinary spaces
- ▶ Develop their talents, interests and abilities

## VISION

People being treated with respect and dignity in control of their own lives regardless of their circumstances.

## VALUES

- ▶ A belief that the person knows what is important for them to live the best life they can.
- ▶ Every person is unique and worthy of respect, dignity and inclusion.
- ▶ The importance of family, friends, carers and significant others in the person's life.
- ▶ Work in collaboration with the people we provide services and supports for.
- ▶ Promote people's independence.
- ▶ Be transparent, open and accountable in all aspects of our business operations.



STRATEGY	BUSINESS PLAN	EXPECTED OUTCOMES
To maintain PH&CS focus on its Vision & Values	<ul style="list-style-type: none"> <li>Board to review the organisations Vision &amp; Values regularly</li> <li>Vision &amp; Values to be imbedded into all policy &amp; procedures to enable consistency</li> <li>All employees to comply with the Organisations Vision &amp; Values</li> </ul>	<p>The organisations Vision &amp; Values to be imbedded in all facets of business &amp; customer support operations.</p> <p>Employees whose values align with the organisation</p>
Maintain a passionate high performing workforce	<ul style="list-style-type: none"> <li>Recruit qualified, experienced and motivated people whose values are in-line with the organisation</li> <li>Recognise employees who perform exceptionally well or who use innovative solutions to issues</li> <li>Provide &amp; develop professional skills training for all staff</li> </ul>	<p>Continued quality &amp; consistency of services within the organisation.</p> <p>Valued outcomes for service users.</p> <p>A highly trained work force with a diverse range of skills</p>
<p>Strengthen &amp; increase the participation of Board members</p> <p>Ongoing financial sustainability of the organisation</p>	<ul style="list-style-type: none"> <li>The Board encapsulates the culture of the organisation</li> <li>To include a person with a disability, parent or carer</li> <li>Provide the Board with accurate financial information</li> <li>Develop sustainable growth patterns</li> <li>Organisations financial team to use best practice in all financial matters</li> </ul>	<p>Board decisions reflect the organisations Vision &amp; Values in all services provided for people with a disability &amp; the recognition of people's culture and diverse lifestyle choice</p> <p>Decisions made by the Board are informed by sound up to date financial information</p> <p>Future growth and financial capacity are sustainable</p> <p>Service users have confidence in the financial decisions made by the Board.</p>
To minimise PH&CS exposure to anticipated risks	<ul style="list-style-type: none"> <li>Comprehensive Occupational Health Safety culture among all employees</li> <li>Flexible contracts to cover unexpected reduction in employment</li> <li>Network with other agencies within the region to anticipate future service &amp; funding trends</li> </ul>	<p>Increased staff knowledge, reduction in lost hours due to accidents</p> <p>Organisational stability</p> <p>Develop new &amp; innovative ways of providing supports and maintaining financial stability</p>