



November 2018

Health and Wellness Planning Guide: An Overview

First Nations Health
Managers Association
National Conference

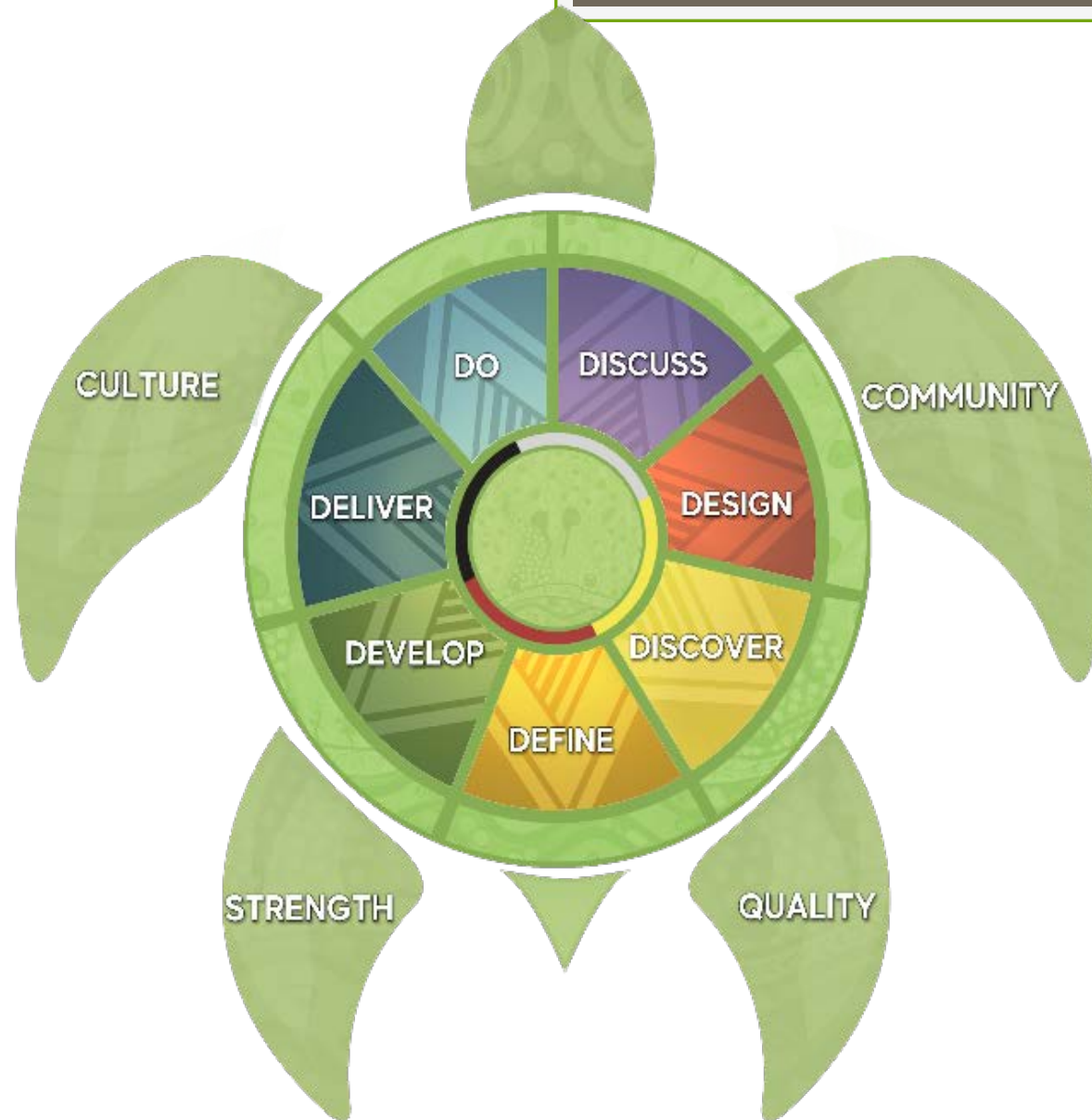


A brief look back...

- Health Canada reached out to the FNHMA to develop the next version of the Health Planning Guide (fy 2016/17)
- *"For First Nations, by First Nations"*
- FNHMA began in fy 2017/18:
 - Reviewing past documents/processes
 - Focus groups – 100's of First Nation health managers shared their experiences and wisdom
 - Integrated learnings from FNMWCF
- ***Developing Health and Wellness Plans – A Guide for First Nations*** draft completed March 2018



Health and Wellness Planning Guide Overview



Based on Values

“Dynamic Values” action, empowerment, ways of working

The values support an approach that honours the strengths, opportunities, and processes of each community/organization as they move forward in a way that works for them.

- Culture-based
- Community-based
- Strength-based
- Quality-based



Culture Based

- **Foundation** for your community health and wellness.
- Values, knowledge, language, relationships, purpose, meaning, practices, etc.
- Each community will represent culture in a way that is meaningful for them
- First Nation cultures have specific practices that are necessary for supporting the journey of the spirit through life



Community Based

- Health and wellness planning is most effective when guided by your community needs and priorities.
- Planning processes need to include all who might be affected by health services.
- Your community's wellness relies on more than health services; include other services that contribute to supporting a healthy community in the health and wellness planning process.



Strength Based

- Each community brings a range of strengths to the “planning table” (e.g., community members with skills and knowledge, a community history of resilience, effective leadership and good governance, etc.)
- Puts First Nation people and their community at the centre to take charge of their health and healthcare decisions.
- Promotes a change in the relationship between First Nation families, communities and the healthcare team: all are partners working together to improve health and wellness for the community.



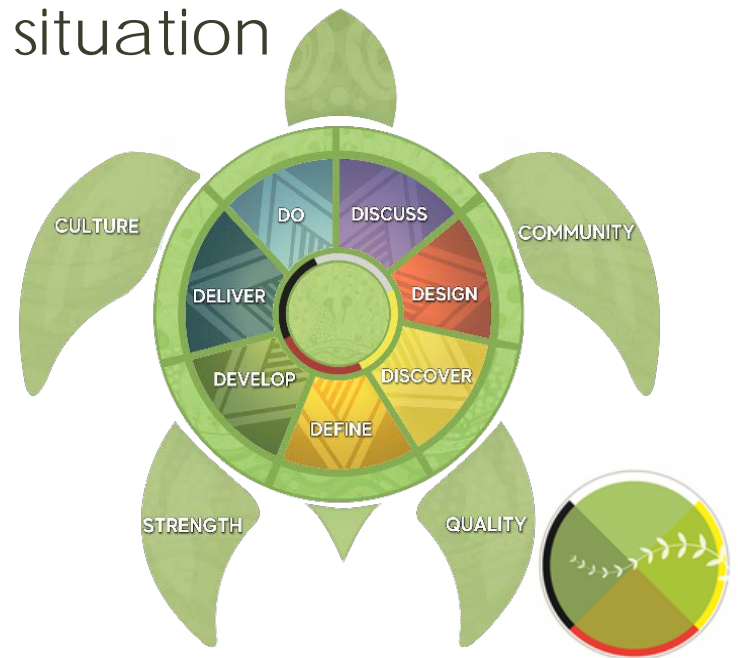
Quality Based

- Intentional and continuous actions that lead to measurable improvements in health services and improved health outcomes for clients.
- A purposeful approach to do things better, which results in progress and improvement.
- Every community wants their health services to be of high quality to ensure a client-centred experience that offers safe, culturally competent, timely, effective and efficient health care.



Seven Stages ... The Seven Ds

1. **Discuss** ... the process
2. **Design** ... the workplan
3. **Discover** ... the current situation
4. **Define** ... the priorities
5. **Develop** ... the draft
6. **Deliver** ... the plan
7. **Do** ... the work



Discuss...the process

“**Discuss**” stage looks at the readiness elements of health and wellness planning – elements that need to be in place to help your process move forward in a good way.

- Prepare leadership.
- Ensure a planning group.
- Create a communications/ engagement plan.
- Link with Comprehensive Community Plan (if you have one)



Design...the workplan

“**Design**” stage helps you lay out your process to create your HWP.

Create a workplan that lays out the:

- activities
- timelines
- responsibilities
- who's involved
- resources, etc.

Essentially, what needs to get done, by when, by whom, who's involved and how



Discover...the current situation

“**Discover**” stage helps you understand where your community/organization is right now.

- Review previous Health Plan; what was/wasn't done, and why.
- Assess your community – what your community *has* (i.e., people, knowledge, competencies, experience, etc.) and what it *needs* related to health and wellness.
- Recognize assets and identify needs



Define...the priorities

“**Define**” stage builds on the community assessment to help you decide which health needs should be responded to first.

- Choose criteria.
- Create a structured process for establishing priorities.
- Share the results and be transparent



Develop...the draft

“**Develop**” stage is where the *‘rubber hits the road’* and you establish the roadmap for the next 5-10 years for your organization.

This is where you will focus your efforts, clarify the goals, and lay the foundation for the annual workplans that will be the engine that drives toward your goals.



Deliver...the plan

“**Deliver**” stage is where you take the completed draft Health and Wellness Plan and move it forward to be implemented.

- Share with leadership group for approval.
- Communicate with staff.
- Submit to Health Canada.
- Keep community informed.
- Share with relevant partners and stakeholders



Do...the work

“**Do**” stage is where you implement the actual Plan.

- Identify specific implementation requirements.
- Identify specific training requirements.
- Create an Annual Plan (with SMART objectives – to help achieve the 5-year goals).
- Monitor, evaluate, communicate



Valuable wisdom from many partners

- First Nations health managers
- AFN/FNIHB Joint Forum on Administrative Functions
- First Nations Mental Wellness Continuum Framework (Thunderbird Partnership Foundation) – significant input and feedback
- Several working groups over a few years including specialists in several areas
- FNHMA Board
- FNIHB (national, regions)
- And more...



Health and Wellness Planning Guide ... in a nutshell

- Incorporates hundreds of First Nation health managers' input
- Includes wisdom adapted from FNMWCF
- Based on values
- Guides through 7 clear stages
- Adaptable to different levels of readiness
- Recognizes community capacity and encourages growth
- Easy to use
- Will be supported by tools

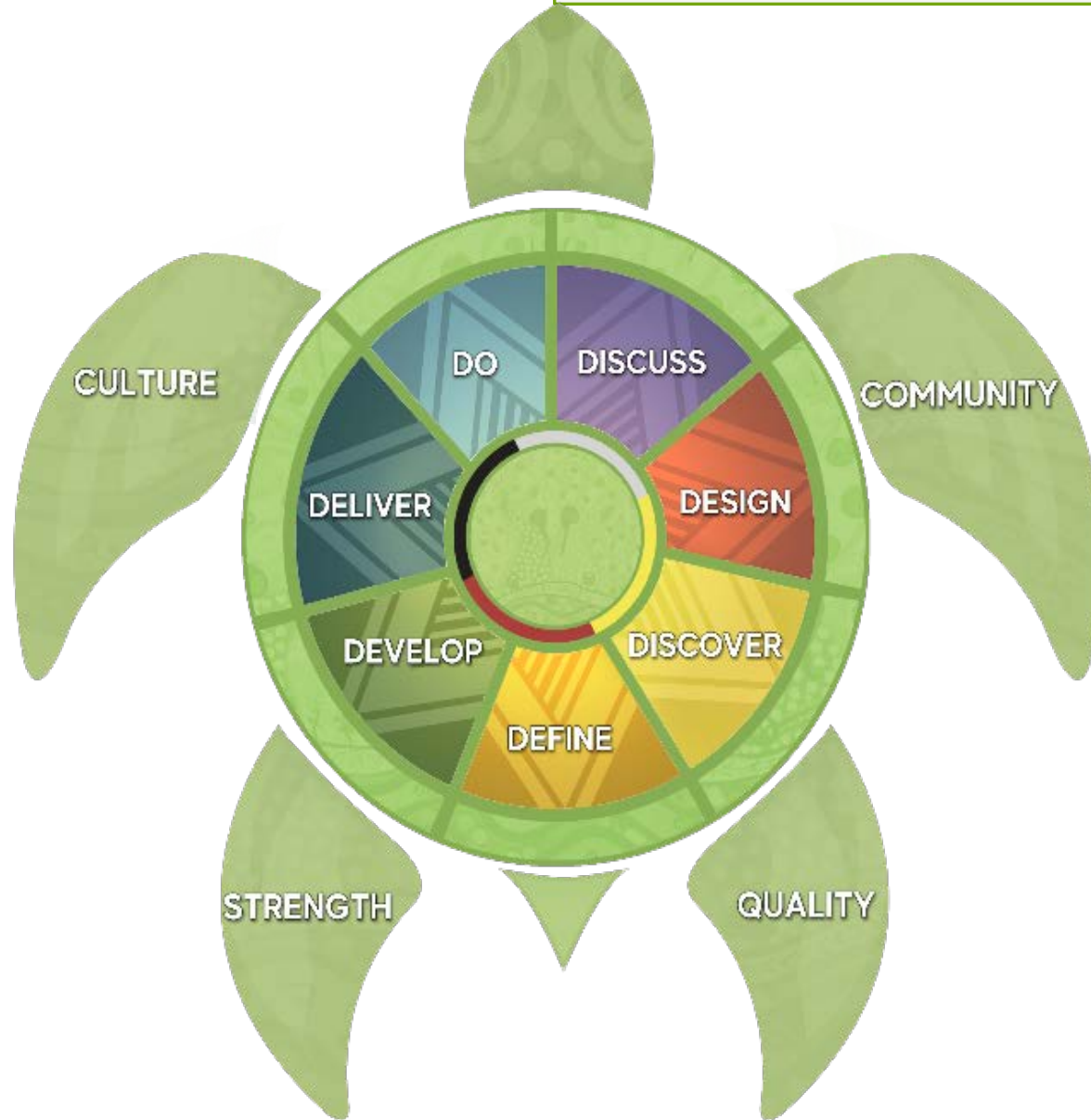


Next Steps...

- Guide currently getting translated/printed
- Orientation sessions with FNIHB regions
- Orientation and ongoing support for communities
- Tools to be developed:
 - Sample policies
 - Checklists
 - Templates
 - Workplans
- Workshops



Health and Wellness Planning Guide Overview



Thank you

QUESTIONS?

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