

Women's Health NSW

Business & Strategic Plan 2023 – 2028

Women's Health NSW

Our Purpose

Women's Health NSW is the peak body for the 21 community women's health centres operating across NSW. WHNSW supports services to provide direct primary health care guided by trauma informed practice, gender equity and equality, a social model of health care informed by human rights frameworks and social justice, intersectionality and cultural and gender sensitivity & safety, providing multidisciplinary, evidence based, holistic healthcare based on the life cycle. WHNSW applies a gendered lens to frontline care, participates in the public discourse on priority women's health issues and advocates to improve public policy and programs, legislation and systems that are detrimental to women.

Our Vision

That all women and girls are empowered to fulfill their potential within a safe and healthy environment

Our Mission

To support, enhance and advocate that women's health care is provided in a gender and culturally appropriate way, that is affordable and accessible to meet the health needs of women while utilizing a social model framework

Strategic Priorities:

Women's Health NSW will be proactive on priority issues relevant to women's health through activities that

1. Promote and advocate for improved outcomes for the health and wellbeing of all women in NSW
2. Network, research and policy and service development
3. Reorientate the NSW Health system to respond effectively to gender specific support/services for women and girls with a focus on priority populations.

WHNSW will build the capacity in the Women's Health sector to respond effectively to women's health needs and priorities at a community and Government level through activities that

4. Enhance/support the capacity of Women's Health Centre's to deliver good governance, data collection/management, strategic direction and maintain accreditation.
5. Professional development to ensure a high standard, professional workforce
6. Elevate women's health priority issues.

1. Women's Health NSW will be proactive on priority issues relevant to women's health
Reorienting the health system, advocacy, networking and research

Objectives	Activities	Performance Indicators	Resources/Time Frame
1.1 Increase awareness of critical women's health issues	1.1.1 WHNSW to promote Women's Health services and needs to the NSW Ministry of Health and directly to relevant Ministers including Minister for Health, Women and Against Violence.	MOH Meetings x 3 Ministers receive annual report and request for mtg	Annually
	1.1.2 Contribute to and or write reviews/submissions regarding legislation, policy and practice that affect and or improve women's health and wellbeing	Three responses in public policy	Sector wide interchange Key partners Ongoing/report yearly
	1.1.3 Maintain relationships with networks and alliances of key priority committees and decision makers	60% attendance at committees	Sector/Board Key partners Ongoing/report yearly
	1.1.4 Contribute to media comment on women's health issues	Provide comment as opportunities arise.	Sector/ Board Key partners Ongoing/report yearly
1.2 Increase contribution to research relevant to women's health and well-being.	1.2.1 Participate in research to identify and address gaps in relevant knowledge.	1 in cycle	CEO/Board/Sector
	1.2.2 Use and distribute relevant research to inform evidence-based practice.	6 research articles	CEO/ Admin Officer

1. Women's Health NSW will be proactive on priority issues relevant to women's health
Reorienting the health system, advocacy, networking and research

Objectives	Activities	Performance Indicators	Resources/Time Frame
1.3 Reorient the health care system to a social view of health and gender equality	1.3.1 Promote models of best practice that incorporate gender equality	Research articles and or publications are distributed	CEO/Sector Ongoing/report annually
	1.3.2 Distribute collated data about the NGO women's health sector service demographics and presenting health issues to demonstrate a social view of health	Data is collected, collated and published	CEO/Admin/Sector Annually/report annually
	1.3.3 Work closely with Australian Women's Health Alliance in promotion of women's health priorities to increase evidence-based practice and gender equity	AWHA Women's Health Hub is maintained	CEO participates in AWHA Board Ongoing/report annually
	1.3.4 Work closely with NSW Ministry of Health (MOH), Local Health District (LHD) WH Coordinators and WH Program to identify priorities and action on women's health issues	Priorities are identified/ NSW Strategic framework for Women's Health	CEO/MOH/ Working party. Sector engagement Annual Report
	1.3.5 Work in collaboration with Women's Alliance VAW, NGO Health Peaks, NCOSS Health Equity Alliance in development of health policy, practice and legislative improvements	Women's Health issues identified	CEO/Health Peaks/ Women's Alliance/HEA Ongoing/report annually
	1.3.6 In collaboration with WH Sector, government and non-government partners, support and or coordinate a NSW Women's Health Event relevant to issues of the time subject to resources	Funding source is identified Planning Committee is established	CEO/Admin/Sector/ Partnerships Once in 3-year cycle

2. Increase the capacity of the women's health sector to respond to women's health and wellbeing

Women's health priorities, good governance, professional development, accreditation

Objectives	Activities	Performance Indicators	Resources/ Time Frame
2.1 Increased access to sector training opportunities on key health issues and practice is maintained	2.1.1 Plan and host statewide mtgs and workshop	Managers Forum monthly Workshops and conference as relevant Evaluation collated	CEO/Admin/Sector Ongoing/report annually
	2.1.2 Provide the WHNSW Training Program; <i>Nature of Women's Health Past; Present; Future</i> annually	Funding source is identified for digital presentation	CEO/Admin/Sector/ Facilitators
	2.1.3 Promote access for rural and remote areas to training and sector forums	50% of rural centres attend	CEO/Admin/Sector Ongoing/report annually
	2.1.4 Report on emerging knowledge and issues regarding women's health priorities	Papers distributed	CEO/Admin/Sector Ongoing/report annually
	2.1.5 Disseminate information about available relevant training	15 training opportunities are distributed to sector	CEO/Admin/Sector Ongoing/report annually
	2.1.6 Scope opportunities for sector joint grant submission	Issues identified	CEO/Board/Secotr
	2.1.7 Implement orientation kit for new managers	New managers participate in orientation. Evaluation	CEO/Sector Report Annually
2.2 Maintain focus and advocacy on violence against women research, policy and practice knowledge	2.2.1 Work with Government and DCJ DFSV Sector Groups to inform policy, practice and legislation	4 joint issues identified	CEO/Sector Report annually
	2.2.2 Work with the NSW Women's Alliance Sexual Violence/ Domestic & Family Violence to inform policy, practice and legislation	6 Policies reviewed	CEO/Sector Report annually
2.3 Quality Improvement and good governance is maintained throughout the sector	2.3.1 Disseminate information, policies and resources to member centres that inform best practice	Information disseminated reported in activity report	CEO/Admin/Sector/ Ongoing/report annually
	2.3.2 Promote accreditation as a practice standard across the Women's Health NGO sector	Comprehensive Report WHC CQI External Accreditation Review	CEO/Sector Ongoing/report annually

2. Increase the capacity of the women's health sector to respond to women's health and wellbeing

Women's health priorities, good governance, professional development, accreditation

Objectives	Activities	Performance Indicators	Resources/ Time Frame
2.4 Enhance sector use of the statewide WHNSW Database and safe, accessible IT Programs	2.4.1 Support WH Centres to maintain the WHNSW Database and or have a database that provides a reliable up to date source of information regarding the client base and services of Women's Health Centres	80% operate database	CEO/Admin/Sector/ Access Data Ongoing/report annually
	2.4.2 Scope safe, accessible, affordable IT programs to enhance Women's Health Centres work and management	3 options reviews	CEO/Admin/Sector/IT Ongoing/report annually
	2.4.3 Collate, analyse and report on existing quantitative and qualitative data in WHCs	1 report per year	CEO/Admin/Sector/IT Ongoing/report annually
	2.4.4 Continue to develop the WHNSW Database to collect and report key data relating to women's health and outputs and outcomes attributable to Women's Health centres	Two improvements are reported in MOH Annual Activity Report	CEO/Admin/Sector/Access Data/
2.5 Enhance Women's Health Sector Model of Practice	2.5.1 Identify strategies that enhance Women's Health Sector models of practice, outcomes and profile	Opportunities are identified	CEO/Admin/Sector/ Ongoing/report annually
2.6 Work with NSW MOH to implement mechanisms for meaningful outcome reporting for Women's Health Centres	2.6.1 Develop a Women's Health Outcomes Framework as outlined in the WHNSW Business Case	Stakeholders are identified Outcomes developed Mechanisms for implementation identified Reports Reviewed	CEO/Board/Sector
	2.6.2 Participate in the MOH NGO Advisory Committee	Meetings Attended	CEO
	2.6.3 Work with MOH to implement and monitor/evaluate NSW Women's Health Framework/Strategy	NSW Women's Health Framework updated	As required

3. WHNSW will enhance its governance and performance to achieve its aims and objectives

3.1 Effective governance is enhanced	3.1.1 Maintain a representative, active, participative Board	Annual self-evaluation completed. 80% Board positions filled 70% attendance of meetings	CEO/Board/Sector Ongoing/report annually
	3.1.2 Maintain and review annually Board Orientation Package	Kit review annually	CEO/Board
	3.1.3 Maintain a risk management strategy for WHNSW	100% of high priority activities achieved as per schedule	CEO/Board/Admin/Sector Ongoing/report annually
	3.1.4 Maintain a CQI cycle	External Continuous CQI Process 2017	CEO/Board/Admin/Sector/ Stakeholders 2023 - 2026
	3.1.5 Maintain a strategic planning cycle	Annual review and update of strategic plan	CEO/Board/Admin/Sector/ Stakeholders/MOH Ongoing/report annually
	3.1.6 Maintain a sector wide portability of LSL Portability Scheme	Agreements are identified and endorsed	CEO/Board/Admin/Sector Ongoing/report triennial
	3.1.7 Meet quarterly with representatives from NSW Ministry of Health, Health & Social Policy Branch, Women's Health Program, to mutually discuss issues, priorities and strategic planning initiatives of Women's Health NSW Funding Program.	80% of relevant meetings attended. Women's Health issues are identified. WH program issues are identified	CEO/Board/Admin/Sector MOH/WH Program Reps Ongoing/report annually

Related NSW Ministry of Health:

- [NSW Health Women's Health Framework 2019: Goals, Purpose, Approach, Values, Priority Populations and Partnerships](#)
- [Women's Safety Commissioner Strategic Plan 2024-2027](#)
- [Strategic Framework to Advance the Health Of Women](#): Incorporate a Gendered Approach to Health, Work in Collaboration with Others to Address the Social Determinants of Health, Advance Research on Women's Experience and Morbidity, Apply a Health Outcomes Approach. Guiding Principles
- [NSW Health and Equity Statement](#): In All Fairness; Equity Approach, Principles & Focus
- [Gender Equity in Health](#): Implementing Gender Equity