

# WHO WE ARE AND WHAT WE STAND FOR



## We are visionary in our thinking and purposeful in our approach

We embrace our unique opportunity and responsibility as a PHN. We have a strong sense of purpose and clear direction. We ensure everything we do is contributing to the difference we want to make. We bring a 'can do' attitude and an outcome focus. We combine visionary thinking with a practical approach. We balance good governance with good strategy. We are flexible, agile and change ready whilst grounding our decisions in sound rationale and on strategic alignment.

## We value and invest in our people

People are at the centre of our work; we give and create respect. We strive to be genuine, approachable and responsive in all our interactions and support the development and growth of everyone we work with. We are inclusive of individual differences and value diversity. We have zero tolerance for bullying. We encourage people to speak up and feel safe to call to account behaviours that do not model our values.

We recognise that change is constant and we learn and grow together. We attract skilled and motivated people who willingly work in teams, contribute equally and strive for excellence. We create an environment where it is safe to be creative, learn from our mistakes and continuously improve. We seek respect, accountability and best effort in a workplace where outstanding performance is encouraged and recognised.

## We value inclusive leadership and the empowerment of all staff

Our leaders are role models for the values we embrace, demonstrating vision and willingly providing guidance and support. While we seek direction from our leaders, we believe that everyone is empowered to make a difference in our workplace. We believe in, and support, 'leadership at all levels'. We are empowered to be creative and innovative in our thinking and to make smart choices. We are proactive and make things happen and we are accountable for the results we achieve. Regardless of our position, we invite and welcome new ideas to improve health services and to make the workplace more rewarding.

## We are collaborative and have people at our centre

We engage at all levels to achieve the best possible outcome for the Tasmanian community who are at the centre of everything we do. We work collaboratively and build partnerships with each other and our stakeholders. We acknowledge that every person working in the Tasmanian health system plays a valuable role that contributes to achieving the best possible outcome. We listen to the community and each other. We communicate clearly, transparently and with integrity. Through open communication we foster greater confidence and cooperation. Our teams are strong and successful because we all contribute and always seek ways to improve.

## We are a leader in the primary health sector

We recognise that respect is earned and not given and strive for our funders and peers to hold us in high esteem as a high performing PHN. We can demonstrate results and are respected for the outcomes we achieve in partnership with local service providers. We seek to be a 'go to' organisation for primary health care. Our decision making is based on evidence and is person-centred – reflecting our values. We are known and respected for making a positive difference and seek to bring innovation and forward thinking to all our practices. We make the best use of resources and experience so that we meet funder and community expectations and can withstand public scrutiny. We strive for excellence on behalf of the Tasmanian community.