

Strategic Plan | 2025 - 2027



INTENT

STRATEGIES

MEASURES

Our Services



We provide evidenced based and accessible family-centred care

Consolidate, enhance and improve access to early parenting clinical services

- ✓ Promote and facilitate place-based integrated services to address the needs of target populations with young children 0-5 years.
 - ✓ Focus service design, clinical services (including mental health) based on evidence, innovation and research; on identified gaps such as:
 1. Father inclusiveness
 2. Aboriginal and Torres Strait Islander families
 3. Diverse populations
 4. Regional and remote families experiencing challenges accessing services
 - ✓ Understand the client journey to target digital innovation.
 - ✓ Drive improvements in data management & systems and digitally transform the surveillance, mitigation and monitoring of risk and quality improvement in clinical and corporate service delivery that can include routine outcome measurement for our clients.
 - ✓ Leverage the engagement and service delivery opportunities in the Tresillian website.
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- ✓ At least 75% of families rate overall care at Tresillian as very good.
 - ✓ Clinical services are implemented or redesigned to meet the identified gaps.
 - ✓ Launceston Health Hub residential beds, day services & satellite services in Burnie is fully operational, and on budget, by the planned date.

Our People



We care for & support the development of our Staff

Develop a Workforce for the Future

- ✓ Research innovative health sector workforce strategies and tailor training to grow a future workforce.
 - ✓ Maintain and improve the safety & health of our workforce and our workplaces.
 - ✓ Improve the learning management system for the whole of Tresillian & train a workforce for future needs.
 - ✓ Establish a leadership framework to develop and support our managers.
 - ✓ Completion of biannual WHS and Security audits with no MoH reportable outcomes.
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- ✓ Greater than 2.65% of the workforce identify as Aboriginal or Torres Strait Islander by 2026.
 - ✓ BPA analytics employee survey results demonstrate employee engagement improved by 5% by the next survey.
 - ✓ Staff across NSW, ACT & TAS have access to a universal Tresillian LMS.

Our Sustainability



We manage our financial, physical & environmental resources responsibly

Grow Strong Partnerships

- ✓ Focus on Aboriginal and Torres Strait Islander cultural safety in the delivery of corporate, clinical and mental health services.
 - ✓ Map existing and future partnerships.
 - ✓ Strategically pursue advocacy and stakeholder engagement.
 - ✓ Engage with consumers & volunteers to effectively consolidate and enhance service delivery.
 - ✓ Initiate a focus on Environmental, Social & Governance (ESG) issues, with an emphasis on climate governance.
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- ✓ Develop new partnerships to target identified gaps in service provision and locations of need.
 - ✓ Establish a Tresillian sustainability and/or waste management Committee by 2026.

Our Future



We improve & prepare for the future through research, education & innovation

Create Long Term Financial Security

- ✓ Develop long term plan for developing and maximising use of capital assets (Preventative maintenance plans, capital replacement plans with associated Budgets).
 - ✓ Grow a Major Donor and Bequest program.
 - ✓ Investigate a Future Fund to support new initiatives and deliver Tresillian's vision (to include protections and possible investment of Employee benefits, Funds for Major Refurbishment or Acquisitions).
 - ✓ Grow early childhood/infant services and investigate private Tresillian services.
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- ✓ A balanced financial operating position is achieved each financial year.
 - ✓ A major donor program, inline with a future investment strategy, is implemented by 2026.
 - ✓ Increase the number of research projects undertaken and/or papers published by 10%.