

# CHIEF EXECUTIVE PRIORITIES 2025 - 2026

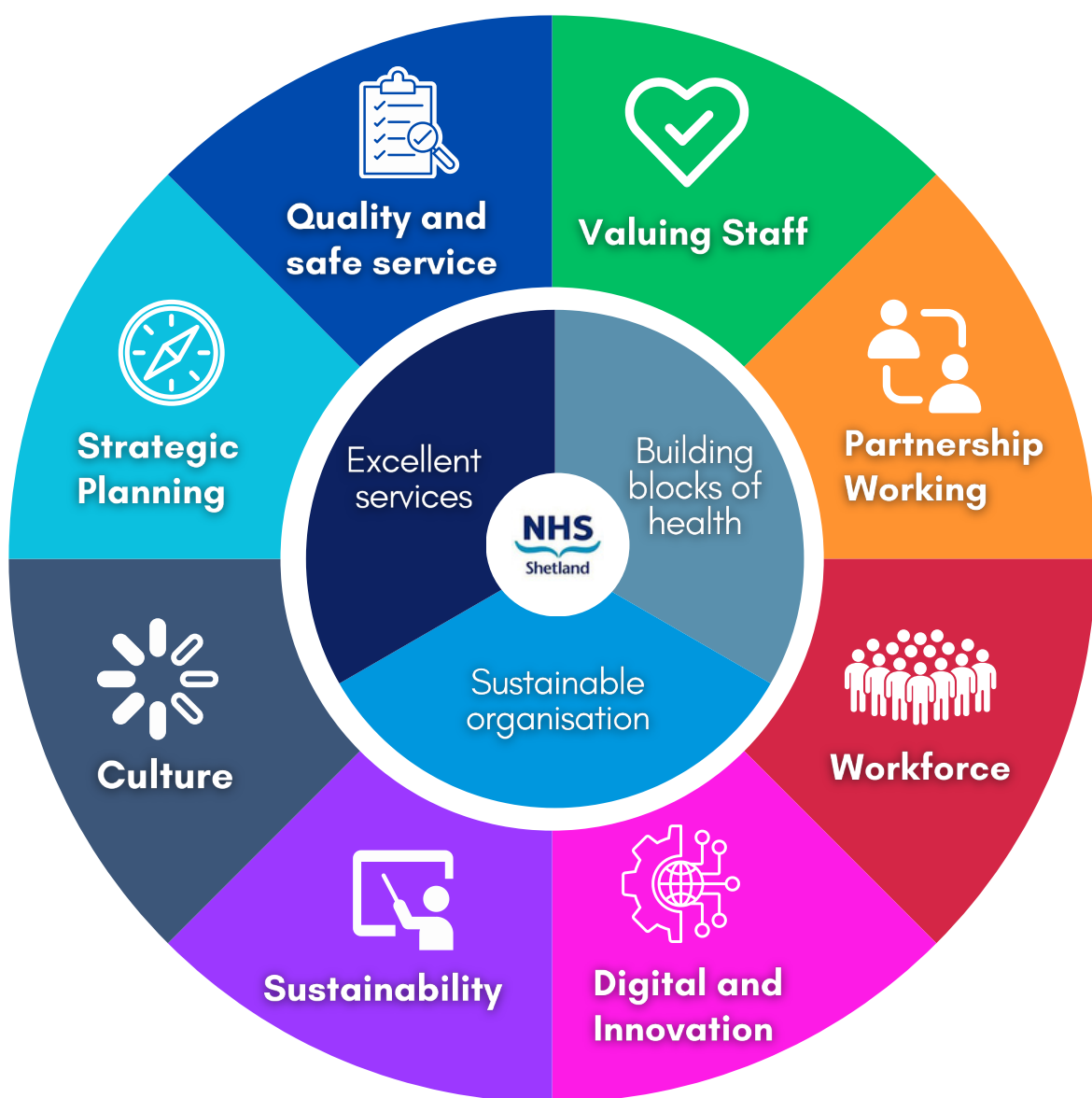


## INTENT

- To provide the best possible health and care outcomes for our remote and rural communities, ensuring equity, accessibility, and high standards of care.

## HOW THIS WILL BE ACHIEVED

- By embracing technology, fostering innovation, and empowering our staff to lead and drive the necessary changes for better healthcare delivery.
- By equipping our workforce with the skills, support, and flexibility needed to thrive and meet future challenges, ensuring we are fit for purpose and ready to deliver.
- By being a kind, compassionate, and inclusive organisation where people want to work, living our values in how we treat each other, our patients, and our communities.
- By being a proactive and collaborative partner, working with other stakeholders to create sustainable, innovative solutions that benefit the whole community.



### CULTURE

Being a thriving, inclusive and supportive organisation.

- Redefining and living our organisational values and culture.
- Continue our journey to be a listening and learning organisation.
- Leadership, empowerment and accountability at all levels.
- Being an inclusive organisation.

### WORKFORCE

Refocus on recruitment, retention and 'grown your own'.

- To deliver our workforce plan and our framework for attracting people into the organisation and retaining them.
- To review our organisational skills development framework.
- Continue to work in partnership with other key stakeholders such as Developing the Young Workforce and Skills Development Scotland.

### VALUING STAFF

Supporting staff to realise their full potential.

- All of us being seen, valued and appreciated at work.
- Developing and valuing staff with clear responsibilities and support.
- Being better communicators and understanding the power of good relationships.

### PARTNERSHIP WORKING

We can't go it alone.

- Supporting our community to engage with services that are flexible to meet their needs.
- Working in partnership to prevent poor health and tackle poverty and inequality.
- Understanding our role as an anchor organisation to work in partnership to tackle inequalities across Shetland.

### SUSTAINABILITY

Driving forward our climate change agenda and financial recovery plan.

- Deliver our financial recovery and sustainability plan.
- Driving forward environmental sustainability agenda.
- Reviewing our estate needs to sustain services.

### DIGITAL + INNOVATION

Future proofing our organisation.

- Deliver our Digital Strategy and Delivery Plan.
- Developing new innovation relationships with stakeholders and working in partnership to realise our digital future.
- Ensuring digital and technological transformation is intertwined in everything that we are planning to do.

### STRATEGIC PLANNING

Delivering our strategic objectives.

- 5 year Strategic Delivery Plan.
- Linking all of our strategic planning.
- Connecting to partners' strategic plans.

### QUALITY + SAFE SERVICE

Use our skills to improve quality in everything we do.

- Utilising our Quality Improvement prowess across the organisation.
- Supporting innovation and tests of change.
- Review of our Quality Assurance Framework.