

DRAFT

## HIGH PERFORMANCE HIGH ENGAGEMENT

### CRITERIA FOR ENTRY TO INITIATIVE AND MINISTRY OF HEALTH FUNDING

High Performance High Engagement (HPHE) is a work initiative sponsored by the tripartite parties (DHBs, unions and Ministry) of the Health Sector Relationship Agreement (HSRA) Steering Group. There is also expert facilitation support from High Performance Partners (HP2 Limited).

Following a Forum in February 2017 the HSRA asked for meetings with each DHB that was interested in learning more about HPHE. Subsequently meetings have been held at 17/20 DHBs. The initiative is now ready to move to the next stage of agreeing a central framework and beginning work in individual DHBs that are interested. The Ministry has approved some initial seeding funding to allow DHBs to participate in the next stage. It is important to note that while some central agreements may be reached to expedite the process all initiatives/priorities will be specific to meeting the needs of individual DHBs. The results may be shared however the priorities will not be imposed.

Some criteria for entering the next stage of the HSRA sponsored HPHE initiative have been agreed and are outlined below. The Ministry notes that DHBs that access the approved HPHE funding will be required to indicate they intend entering into an HSRA sponsored HPHE programme of work. Ministry funding may be recovered should a DHB access funding then decide against remaining in the HSRA sponsored HPHE initiative. The Ministry reserves the right to review a DHB's ongoing inclusion in the HSRA sponsored HPHE initiative.

#### HPHE CRITERIA AGREEMENT:

**In deciding to be part of the initial group we understand and accept the criteria we agree to meet are:**

1. \_\_\_\_\_ (DHB Chief Executive name) has agreed to a commitment to the High Performance High Engagement initiative.  
**Yes / No**
2. \_\_\_\_\_ DHB has consulted with the relevant unions and has agreed a bipartite commitment to work with the unions and include the unions in the HPHE initiative.  
**Yes / No**
3. \_\_\_\_\_ DHB has agreed the HPHE initiative will apply to the whole workforce regardless of whether staff are union members or not.  
**Yes / No**
4. \_\_\_\_\_ DHB will identify projects for the HPHE approach that can achieve improved services through the strategic themes of the New Zealand Health Strategy (i.e. people powered, one team, smart system, closer to home and value and high performance).  
**Yes / No**
5. \_\_\_\_\_ DHB understands it may access Ministry funding to support the HSRA sponsored HPHE initiative in the initial stages of set up and training. The DHB also understands and agrees that if the DHB withdraws from the HSRA sponsored HPHE initiative the Ministry funding may be recovered.

**Yes / No**

6. \_\_\_\_\_ . DHB agrees to follow the principles for HPHE developed in the central framework.

7. \_\_\_\_\_ DHB agrees to communicate with the HSRA via the Ministry website and/or dedicated email address about HPHE learnings.

**Yes / No**

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**<Name>**

**Chief Executive Officer**