

**Virginia Department of Health, Office of EMS (OEMS)  
Interim Strategic Plan Draft**

**Mission**

Support the essential functions of public health through a coordinated, people centered Emergency Medical Care system for the Commonwealth of Virginia.

**Vision**

Support a comprehensive, efficient, and resilient Emergency Medical Care System within the Commonwealth of Virginia that is focused on the core public health mission.

**Goals**

1. Ensure the Office of EMS is properly positioned to support the essential public health functions of Virginia's emergency care system.
  - a. The Office of EMS will focus on essential functions such as EMS training, Certification and Regulation, and Trauma System administration, to ensure that the needs of Agencies, Providers, Councils, and other stakeholders are met
  - b. Administer Return to Locality, Rescue Squad Assistance Fund, Trauma Fund, and other Code mandated programs in an efficient, timely, and accountable fashion
  - c. Create an actionable plan to ensure that the Office of EMS can meet its mission into the future in a fiscally responsible way.
2. Create a new strategic and operational plan based on engagement with multiple sectors and community partners to support the mission of the Office of EMS.
  - a. Work with members of the EMS Advisory board, EMS Agencies, EMS Council leaders, and other EMS stakeholders and community partners to create a Strategic and Operational plan for FY2025 and beyond that is built on the core public health mission of the Office of EMS.
  - b. Keep accountability to the EMS community front of mind as we institute the proper financial controls and processes to ensure programs and Code required functions are properly aligned with available resources
3. Maintain and build a competent, engaged, and valued workforce.
  - a. Focus on activities and processes that promote increased retention and engagement with OEMS staff
  - b. Realign leadership structure of OEMS to create better focus on functions, increased communication, and higher levels of accountability from leadership and staff.
  - c. Provide for transparency in decision-making as appropriate to staff of OEMS and stakeholders in the EMS community