This is the document we refer to in order to measure the impact of our programme work in 2017. It is intended to complement THET’s Strategic Plan 2016-2021.

**Impact Goals**
For each goal we have a quantitative indicator and two qualitative measures framed by the impact question - a ‘success’ and a ‘challenge’ case study. Each year we would identify a thematic focus. Country programmes and grants management teams will gather evidence on how our work is contributing to the impact goals. Data will be reported every six months to coincide with Board of Trustees meetings. The Evaluation and Learning Team will then work with others to conduct a review of material with a view to pulling together on an annual basis to coincide with the annual report to the Charity Commission.

**Enabling Goals**
Country programmes and grants management teams will gather evidence on how our work is contributing to the enabling goals. The quantitative measures will be captured every three months to coincide with Board of Trustees meetings and case studies every six months. Enabling goals will therefore be broken down in to quarterly milestones or targets.

**Impact question 2017**
Each year THET will adopt a different impact question, focusing on a particular aspect of our work.

For 2017, our impact question will focus on examining how our work is accelerating

**Measure**
No. of health workers trained and supported [gender, thematic, geographic, cadre breakdown].

**Impact Question**
What contribution training has made to the availability or quality of services for patients, and why?

**Impact Data**
Review and analysis of two examples (success and challenge).
Partner with national governments to strengthen health systems.

**Measure**
List of LMIC governmental health system areas where we have been active.

**Impact Question**
What impact has our role had on strengthening the health system and/or the capacity of health sector leaders?

**Impact Data**
Review and analysis of two examples (success and challenge).

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Champion the contribution health workers are making to the development of our societies.

**Measure**
Uptake of recommendations of In Our Mutual Interest report.

**Impact Question**
How has this created a more enabling environment for NHS engagement?

**Impact Data**
Review and analysis of two examples (success and challenge).
ENABLING GOAL 1

**Target**
Presence in 5 countries, with 2 operating at scale.

**Impact Question**
How have we strengthened our relationship with policy and health partners in-country?

**Impact Data**
Annual feedback from partners and collaborators in country.

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**ENABLING GOAL 2**

**Target**
We establish THET as the ‘partner of choice’ for the NHS institutions in at least 5 countries.

**Impact Question**
Has THET established the partnership office model as an effective mechanism for NHS, academic and private sector institutions operating in the global health space?

**Impact Data**
Qualitative assessment.

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Champion the health partnership approach positioning THET as an essential partner to NHS, academic and private sector institutions in the UK.
ENABLING GOAL 3

3 DIVERSIFY FUNDING SOURCES

Ensure security through diverse funding sources.

Target
We will raise £707,000 in unrestricted income in 2017 through additional programmes.

Impact Question
What new sources of funding have been approached and secured?

Impact Data
Data contained in our pipeline.

ENABLING GOAL 4

4 CREATE A PEOPLE CENTERED ORGANISATION

Target
We will adopt a People Strategy which demonstrates THET’s commitment to its staff.

Impact Question
How satisfied are staff with THET as an employer?

Impact Data
Staff survey.

Create a people centred organisation, accountable and empowered.
ENABLING GOAL 5

Target
We will develop a THET MEL manual to inform programme design and management.

Impact Question
To what extent do new and existing programmes follow the manual?

Impact Data
Annual review of country programme management and publications, by MEL and Programmes teams.