



HSUWA Health Professionals Charter for Change

HSUWA Members are committed to the pursuit of better working conditions for all Health Professionals.

We want to collaborate and work together to improve the health and well-being of all Western Australians. We also want to ensure we build long-term, sustainable career pathways for Health Professionals to attract and retain skilled and experienced workers in public health. We believe this approach will best support both Health Professionals and quality health care for our community.

These points form a charter that HSUWA members believe in and will fight for:

1. **Solidarity:** Health Professionals prioritise quality patient care. This quality care is best served by a skilled and experienced workforce who stand in solidarity to support each other and advocate for safe and fair working conditions.
2. **Unity:** Interdisciplinary collaboration creates unity amongst different professional groups. HSUWA Members will challenge disunity wherever it occurs and work to bring all Health Professionals together to amplify our collective voice.
3. **Skill Development:** Skill development and improving knowledge is essential, and all employers have a responsibility to support this, including the cost. HSUWA Members will continually advocate for training, education, and research to enhance our capabilities.
4. **Workplace Safety:** Patient safety and staff safety are intrinsically linked. We will always advocate for safe workplaces and safer working conditions for the benefit of patients and staff.
5. **Collective Action:** Health Professionals seek a better health system for all. Any action we take to improve the career pathways for Health Professionals will ultimately be beneficial for patients, as it will help to attract new Health Professionals and retain experienced people in public health. Stopping work won't be our first option to win change, but we are prepared to do that if it is the only way for us to win desperately needed change.
6. **Informed Decision Making:** We will ensure we gather information and data to make the best decisions possible. We commit to providing opportunities for all Members to be involved, and to make the best possible decisions for all Health Professionals.
7. **Union Pride:** Any improvements won will be due to the hard work and commitment of union Members over time. All Health Professionals should be HSUWA Members, and we will use this opportunity to continue to build a powerful voice for Health Professionals.