



## ASMOF NSW Strategic Framework

ASMOF (NSW) is a strong and democratic union which represents the interests of salaried doctors working in the public and non-government health systems in NSW.

### Our Vision

We strive to protect, promote and advance the interests of salaried doctors in a fair and just society underpinned by a high-quality public health system

### Our Mission is to:

- protect and promote the physical, psychological, social, political and economic well-being of members by defending and improving their rights and interests
  - advocate for high quality publicly funded health services
  - organise, unite, inspire and educate our members
  - ensure that members actively participate in the union's activities and in determining the destiny of the union
  - prioritise the ongoing professional development & training of our staff and support them to achieve the union's goals
  - promote and safeguard the interests of our members by working in collaboration with other organisations
  - provide and maintain services for the benefit of ASMOF members
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# ASMOF NSW Strategic Plan July 2020-December 2022

## Our Goals

1. Identify and pursue members' priorities and deliver outcomes that protect and enhance industrial conditions, job security, career and professional development and promote and ensure workplace health and safety.
2. Being member centred in all our activities and increasing member numbers through member engagement.
3. To influence public policy in order to enhance the health and wellbeing of the community.
4. Communicate effectively & efficiently with members, potential members, staff, the community and external stakeholders.
5. Ensure our governance practices and systems are robust and transparent.

## Goal 1

**Identify and pursue members' priorities and deliver outcomes that protect and enhance industrial conditions, job security, career and professional development and promote and ensure workplace health and safety.**

## Objectives

1. Provide effective industrial and medical professional leadership and representation for all salaried doctors in NSW.
2. Maintain and enhance fair and appropriate conditions of employment and pay for salaried doctors in NSW.
3. Develop and implement an engagement/listening campaign that identifies members' priorities.
4. Develop ASMOF position statements, and comprehensive claims in relation to specific member priorities.

5. Develop effective and constructive relationships with peak union bodies and affiliated unions and promote trade union membership and collective bargaining and action.
6. Develop effective and constructive relationships with governments, government departments, political parties, other industrial bodies, employers and employer associations in order to influence industrial and professional policy and legislation and achieve positive outcomes for members.
7. Develop effective and constructive relationships with peak medical bodies, including the AMA, universities, medical colleges and societies.
8. Ensure all doctors are safe while working.
9. Collaborate with other key stakeholders to enable the physical, mental and emotional health of all salaried doctors in NSW.
10. Promote and support teaching and research activities of members.

## **Goal 2**

**Being member centred in all our activities and increasing member numbers and engagement**

### **Objectives**

1. Integrate industrial and organising strategies to ensure all union activity is linked to increasing the strength and influence of members and their representatives.
2. Develop an effective membership engagement and consultation program to ensure members' views are incorporated into major decision-making and priority setting.
3. Develop and implement an evidence-based strategy for the recruitment and retention of members.
4. Build strong and effective workplace structures with active, well-trained delegates who participate in union structures and support members.

## **Goal 3**

**To influence public policy in order to enhance the health and wellbeing of the community**

### **Objectives**

1. Actively participate in health policy development.

2. Positively influence the development of public policy in areas such as industrial relations, social welfare, climate change, and social justice.
3. Build a public narrative that NSW should maintain a strong public health system of which it can be proud.
4. Establish a list of experienced and able state councillors and relevant senior staff who can respond to emerging crises with a view to advising our Policy and Communications staff about how to respond.
5. Campaign with peak union bodies, other unions and the community.

## **Goal 4**

**Communicate effectively & efficiently with members, potential members, staff, the community and external stakeholders**

### **Objectives**

1. Develop and implement a comprehensive communications plan.
2. Enhance the public profile of ASMOF - *The Doctors' Union*.
3. Timely and effective communication with members on key issues and achievements.

## **Goal 5**

**Ensure our governance practices and systems are robust and transparent**

### **Objectives**

1. Ensure the union complies with all legislative and regulatory requirements.
2. Develop and implement a strategy to achieve gender equity.
3. Encourage diversity within union activities.
4. Ensure the financial security of the Union.
5. Ensure processes are in place for conflict resolution, grievance handling and whistle blowing protections.
6. Implement a regular planning and review cycle of the strategic plan.