



Healthy Healthcare Leadership Charter

This Charter is intended to support the continuous improvement of the health of all Canadian healthcare workplaces and providers. It is founded on the principle that a fundamental way to better healthcare is through healthier healthcare workplaces; and it is unacceptable to work in, receive care in, govern, manage and fund unhealthy healthcare workplaces.

A healthy healthcare workplace is a work setting that takes a strategic and comprehensive approach to providing the physical, cultural, psychosocial and work/job design conditions that maximizes the health and wellbeing of healthcare providers, quality of patient outcomes and organizational and system performance.

Health human resources should be viewed and treated as core assets of the health system. Quality of worklife is important for the retention of our finite number of resources. Quality of worklife is also important for the delivery of effective, efficient and safe patient care.

Our vision is that Canadian health providers will achieve optimal health and work in healthcare settings that demonstrate healthy workplace leadership, management and accountability practices. Canada's health system needs a comprehensive and collaborative approach to workplace and workforce renewal that does not pit one organization against another in a zero-sum quest for recruitment. By working together to build, implement, evaluate and share healthy workplace leading practices, we will achieve this vision.

We agree with these principles and will act now to ...

- **Make quality of worklife a strategic priority.**
- **Assess, monitor and report on quality of worklife indicators including the standard quality of worklife indicators identified by the QWQHC.**
- **Identify priority action strategies that we will implement and evaluate.**
- **Identify and build knowledge on leading practices related to healthy workplaces.**
- **Exchange knowledge and network with other health leaders on healthy workplace practices.**

<i>Signature</i>	<i>Title</i>	<i>Date</i>

<p><i>Organization:</i></p> <p><i>Province:</i></p>
