



Signing the Healthy Healthcare Leadership Charter

Dear Health Leader:

The Quality Worklife – Quality Healthcare Collaborative (QWQHC), a partnership of 13 national health organizations, was formed to develop and promote a national framework and action strategy on quality of worklife (QWL) to improve health system delivery and patient/client outcomes. In April 2007, the QWQHC released their action strategy entitled *Within Our Grasp: A Healthy Workplace Action Strategy for Success and Sustainability in Canada's Healthcare System*. The report offers a detailed breakdown of standard QWL indicators, priority action strategies (with detailed listings of leading practices to support their implementation), a knowledge exchange framework and a *Healthy Healthcare Leadership Charter*.

This Charter provides all health leaders a tangible and compelling way to demonstrate their shared commitment to actively create positive change in the health workplace. The second page of the Charter provides a mechanism for leaders to further demonstrate their commitment to act by identifying which specific areas they have prioritized for action.

The suggested process for signing the Charter includes:

1. Discussing the Charter and its guiding principles at a senior leadership team meeting to determine alignment with your organization's values and strategic priorities.
2. Having senior leaders review the recommended priority areas for action on the second page of the Charter to determine which areas your organization may already have developed leading practices, which areas you think you need more improvement, and finally which areas your organization is planning to address over the upcoming year.
3. Signing the Charter – include senior leaders, board chairs, union leaders, medical and nursing leaders, etc. Be as inclusive as possible; include all those leaders who will need to be on board to effectively address QWL issues in the organization. You may wish to customize the Charter by attaching your own logo, or providing some additional organizational-specific context.
4. Promoting the signed Charter to staff, board members, and community and through any external networks that your leaders may belong to.
5. Letting the QWQHC know that your organization has signed the Charter. Send photos, stories, and pdf versions of your signed Charter to qwqhc@cchsa-ccass.ca. The QWQHC will use your information to identify opportunities to network with you in the future (i.e. uncovering leading practices, connecting you with other organizations that are working on similar issues, and focusing new pan-Canadian efforts on developing tools and supports for "hot topics"). We can also promote your healthy leadership by showcasing your organization on our QWQHC website (to be launched in December).

If you have any questions, please contact Melissa Barton, Coordinating Secretariat for the QWQHC. She can be reached at (613) 738-3800 ext 242 or via email Melissa.Barton@cchsa-ccass.ca.