



ASMOF: Strategic Goals

Vision: To be Australia's only union run by doctors for doctors

Mission: To represent and advocate for Australia's salaried doctors

Values: Collaboration, Advocacy, Respect, Sustainability.

Collaboration

- To collaborate with ASMOF's associated entities including State and Territory branches, State registered unions, and the State and Territory Australian Medical Associations participating in Conjoint Agreements in order to maximise member benefits.
- To collaborate with the Australian Medical Association Ltd in matters relevant to salaried doctors including the Industrial Coordination Meeting and matters related to Australia's public hospitals.
- To collaborate with Australia's healthcare and other unions on matters of mutual interest.
- To collaborate with Government, Opposition, and other Agencies in relation to all matters affecting Australia's salaried medical workforce including current and future employment opportunities and access to post-graduate training opportunities.
- To collaborate with Governments and other Agencies to ensure equitable access by the Australian community to high quality public sector health services.
- To collaborate with similar international organisations, including the New Zealand Association of Salaried Medical Specialists, on matters of mutual interest.

Advocacy

- To advocate for the terms and conditions of employment of our members and compliance with them by all employers.
- To advocate for the physical and mental well-being of doctors.
- To advocate for a safe, high quality public health care system providing employment for salaried doctors.
- To advocate for equitable access for all Australians to high quality public health services, including those identifying as Aboriginal or Torres Strait Islanders, those living in rural or remote areas, those from culturally and linguistically diverse backgrounds and refugees.

Respect

- To show respect to all members, employees and officers of ASMOF and its associated entities.
- To ensure all members are respected in their work place as demonstrated by freedom from bullying, harassment, or unreasonable demands and through meaningful engagement with medical and other healthcare staff.
- To show respect for those that ASMOF collaborate and negotiate with.

Sustainability

- To grow our membership
- To achieve at least a break even budget position each year.
- To maintain reserves equal to at least two year's estimated operating costs.
- To maintain a focus on succession planning within the Federal, State and Territory ASMOF Councils and Executives, including engagement with and opportunities for DITs, to ensure strong leadership and member participation in the union's activities.
- To ensure that ASMOF's committees of management represent the diversity of Australia's salaried doctor workforce.
- To support compliance with reporting requirements and union governance training.

Endorsed by Federal Executive on 4 February 2020