



2023 - 2024 ACTIVITY ANALYSIS

Prepared by

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PREFACE

FORWARD, ALWAYS FORWARD!

We once had a dream, a vision; a dream so grand and sincere that only poets and children could believe in it. Yesterday it was merely a dream—today it has become a reality!

“

In our country, those who earn their living through labor, the “working class,” make up nearly 70% of the population. The Working Class of Turkey, encompassing two-thirds of our society, represents the most decisive force shaping the future of our nation. Among this great collective, the guardians of our health set out on a hopeful journey in 2020, transforming their silent accumulation into action. This struggle, which began only four years ago, has especially in the past year turned into a powerful epic—one that carries the legacy of the past into the promise of the future. At a time when the middle class is rapidly eroding, when hopeless images are imposed upon society, courageous hearts declared, “This system cannot continue!”—leaving the night shifts for the squares, defending their labor, their patients, and the health of the nation. They are the most tangible expression of the rich heritage of the Turkish working class. As Nâzım Hikmet said: “The essence is not merely to live, but to live in a way worthy of human dignity—without surrender, without bowing down, without crawling, without kissing hands.” We are grateful to these souls who struggle for these ideals and who have taken the lead in the field of health and social services. Your dignified stance lays the very stones of our brighter tomorrow. With deep respect to my honorable comrades-in-arms, who earn their living with labor and heart, and who defy this broken order.



Yunus Şimşek
Union President

PREFACE

THE MOVEMENT OF ‘FIRST’S!

In line with the values and objectives set forth in its Strategic Plan, our union prepares an annual activity report every September and shares this data with the public in October. This analysis covers the activities carried out by our union between October 1, 2023, and September 15, 2024; including field actions, press statements, as well as consultancy services provided, legal achievements, and agreements secured.



Canberk Akdeniz

**Senior Advisor
Head of STRAGEM**

Strategy Development, Implementation, and Monitoring Center

”

This month, as we released our report, we also celebrated the fourth anniversary of our founding. Throughout this journey, we have carried the demands of the thousands who trusted us, valued our efforts, and supported us fearlessly—amplifying their voices to millions at both the national and international level. We extend our gratitude to the thousands of our members and the hundreds of our leaders who refuse to be mere objects in a sentence, but instead recognize their duty—to themselves and to their profession—to stand as subjects.

Over the past four years, the determination and perseverance we have shown in bringing health sector problems and solutions to the forefront has provided us with invaluable experience. These experiences have played a vital role in making us the voice of healthcare workers and in contributing to health policies.

We will never lose this sense of responsibility, and we will continue to shape a new era of public unionism with a new-generation approach!

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ORGANIZING EFFORTS

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FOR YOU, JUST FOR YOU!
CONSULTANCY SERVICES AND DISCOUNTS

TOGETHER WITH YOU

ORGANIZING EFFORTS

9.981
NEW
MEMBERS

Our union has gained nearly 10,000 new memberships in the past year.



In the past year alone, members of the Central Executive Board have carried out visits to 35 different provinces, holding meetings with healthcare workers, institutions, and local administrators.

35
COUNTRY
VISITS BY
THE HQ

8
NEW
BRANCH

As of the publication date of this report, our union has 16 branches. Within the reporting period, 8 new branches were established, and after the reporting period, 11 additional branches was opened.



As of the date of this report, our union holds full authority in 11 healthcare institutions.

11
INSTITUTIONS
AUTHORIZED

95
OFFICIAL
ANNOUNCEMENTS

Nearly 100 announcements have been made regarding management activities, branch openings, consultancy services, union processes, events, organization rates, and trade union freedoms.

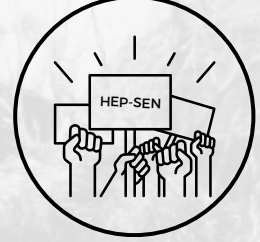


YOUR RIGHTS, OUR HONOR!

Actions, Negotiations, and Achievements

14
ACTION/STRIKE
1
WORK STOPPAGE

During the reporting period, our union carried out 14 field actions and 1 work stoppage, bringing the total number of field actions since its founding to 78.



With 78 actions in 4 years, our union has organized, on average, one action every 19 days.

With 78 actions carried out in 4 years, our union has organized, on average, one action every 19 days. During this period, addressing both institutional and nationwide issues, actions were held in front of Ankara Training and Research Hospital in Ankara, Bayraklı City Hospital and Ege University Faculty of Medicine Hospital in İzmir, Cerrahpaşa Faculty of Medicine Murat Dilmener Hospital in İstanbul, Denizli State Hospital in Denizli, Muş State Hospital in Muş, Trakya University Faculty of Medicine Hospital in Edirne, and Viranşehir State Hospital in Şanlıurfa.



Ankara



Denizli



Edirne



İstanbul



İzmir



İzmir



Muş



Şanlıurfa

YOUR RIGHTS, OUR HONOR!

Some Field Actions

Within the scope of the Presidential National Internship Program (USP), following the necessary steps taken regarding the wage and related problems faced by students studying in the health sciences, an action was carried out in İzmir's Konak Square together with ÖHDER.



In response to the closure of childcare facilities, which poses an obstacle to healthcare workers' ability to maintain family unity, a joint action was held in front of Ege University Faculty of Medicine Hospital in İzmir.

In addition to various administrative and legal steps taken regarding the insufficient provision of clothing support for healthcare workers, an action was carried out in front of the Ministry of Health. Subsequently, in-kind clothing assistance was provided to our members within the Ministry. Although we have received information that the Ministry will take action on this matter, no official step has yet been announced.



Sendikal örgütlenmeye ket vurmak amaçlı, TBMM'nin gündemine tekrar sunulan %1 barajının iptaline yönelik organize ettiğimiz çalıştayların ardından kurduğumuz Kamu Sendikalar Platformu ile birlikte ILO Ankara Ofisi önünde eylem yapılmıştır. Ardından ILO yetkilileriyle ve milletvekilleri ile görüşmeler gerçekleştirilmiş; adımlar neticesinde teklif geri çekilmiştir.

YOUR RIGHTS, OUR HONOR!

Some Field Actions

Following the statement of the then-Minister of Health, Mr. Koca, suggesting that it would be made easier for technicians to work as nurses, an action was carried out in front of the Ministry together with the Turkish Nurses Association, the Student Nurses Association, SES, and GSI, during which 13,000 letters were delivered. In addition to the action, various bureaucratic meetings were held, and agenda-setting campaigns were carried out through social media platforms. As a result of these steps, this wrongful initiative was reversed.



As part of the May 1st International Workers' Day, an action was carried out with 250 participants, including senior executives from nursing-focused unions operating in five countries: NURSIND from Italy, SNPI from France, SEP from Portugal, KHMWU from South Korea, and KTHES from the Turkish Republic of Northern Cyprus. The march culminated at the Taksim Republic Monument, highlighting the significance of the day, the struggle of the working class, and global challenges.

HEP-SEN

Yandaş Sendika
Emeği Sattı!

YOUR RIGHTS, OUR HONOR!

PUBLIC ANNOUNCEMENTS

36
PUBLIC
ANNOUNCEMENTS

In addition to the statements made during the actions detailed above, our union has issued 36 public statements in the past year. Of these, 8 were delivered orally and 28 were issued in writing.



Most of the oral and written public statements were made individually. In 3 statements, joint action was taken with 6 internationally active unions, 2 nationally active healthcare unions, and 3 professional associations. Additionally, 2 statements were issued under the umbrella of the Public Unions Platform, which represents more than 40 unions.



8
VERBAL
ANNONC.

In addition to addressing specific institutional issues and the efforts of our legal services, 8 oral statements were made on topics including the February 6 Earthquake, International Workers' Day (May 1), trade union organizing freedom, representation issues within the Ministry of Health and bureaucracy, and the problem of working outside professional scope.

Twenty-eight written statements were issued on topics including trade union rights and organization, administrative and regulatory issues, employment and wage problems, health sector reform and structural needs, workplace conditions and violence, student and educational issues, as well as social and international events.

28
WRITTEN
ANNONC.

YOUR RIGHTS, OUR HONOR!

INSTITUTIONAL MEETINGS

50
INSTITUTIONAL
MEETING

In the past year, our union has held 28 administrative meetings, 15 external stakeholder meetings, and 7 other institutional meetings, the details of which are provided below.



Most of the oral and written public statements were made individually. In 3 statements, joint action was taken together with 6 internationally active unions, 2 nationally active healthcare unions, and 3 professional associations. Moreover, 2 statements were issued under the umbrella of the Public Unions Platform, which represents more than 40 unions.

28
ADMINS.
MEETINGS

Thirteen meetings were held with administrative authorities of healthcare institutions such as Rectorates, Chief Physician Offices, Directorates of Health/Nursing Services, and 112 Emergency Services. Meetings were also conducted with Provincial Health Directorates in 6 provinces, with Municipal Mayors in 2 provinces, and with Governors' Offices in 7 provinces.

In addition to maintaining continuous communication with the Turkish Nurses Association, the Turkish Intensive Care Nurses Association, the Nurse Managers Association, and the Student Nurses Association, a total of 4 official meetings were held. One official meeting was conducted respectively with the University Administrative Staff Union, the Police Organization Union, the Private Sector Teachers Union, and the United Public Workers Confederation; while 1 official meeting was held with Genel Sağlık-İş and the Health and Social Service Workers' Union for the purpose of joint action. In addition, meetings were held with 6 international nursing-focused unions to discuss joint roadmaps.

15
STAKEHOLDER
MEETINGS



7
OTHER
MEETINGS

One meeting was held with nursing students studying at Cerrahpaşa and Okan Universities, and one meeting was conducted with the family of midwife Ömür Erez—whom we lost in recent years and whose name lives on in one of our Istanbul branches. In addition to these, under the umbrella of the Public Unions Platform, meetings were held with various political parties regarding the union threshold barrier.

YOUR RIGHTS, OUR HONOR!

APPLICATIONS AND ACHIEVEMENTS

39

**LEGAL/ADMN.
APPLICATIONS**

In the past year, our union has submitted 39 administrative/legal applications on 30 different issues. The subject areas of these applications are listed below.



1. Workload and staff shortage/employment problem
2. Prevention of restrictions on the use of annual leave
3. Irregular temporary assignments
4. Requests for transparency and information on duty and authority issues
5. Forcing nurses to perform procedures by sharing passwords through HBYS
6. Requiring nurses to request tests, medications, and consultations
7. Requiring nurses to procure medications from the pharmacy
8. Insufficient clothing allowance
9. Insufficiency of bank promotions
10. Transparency regarding entitlement to staff housing
11. Request for rent allowance for employees in the earthquake zone
12. Demand for additional payment for those caring for patients in isolation, which had not been granted
13. Incorrect additional payment calculations
14. Problems related to additional payments, appointments, and transfer rights in hospitals affiliated with the Council of Higher Education (YÖK)
15. Extension of maternity leave
16. Facilitation for civil servants caring for disabled patients
17. Facilitation in duty schedules for spouses
18. Request to change assignment draw dates to prevent grievances
19. Problems in clinical practice for students
20. Request for adjustments in duty schedules in line with the right to formal education
21. Demand for specialist nurse staffing rights
22. Criminal complaints regarding mobbing/violence
23. Request regarding the right to rest
24. Criminal complaints concerning obstruction of the right to petition
25. Demand to ensure freedom of religion and conscience in dress code
26. Methodology for calculating staffing norms when preparing personnel distribution schedules
27. Request for measures against forced union membership
28. Refusal to accept medical board reports
29. Removal of performance deductions in cases of vaccine refusal
30. Demand for gerontologists to be recognized under their own professional title instead of being classified as other health personnel

YOUR RIGHTS, OUR HONOR!

APPLICATIONS AND ACHIEVEMENTS

25
LEGAL/ADMN.
ACHIEVEMENTS

In the past year, our union has achieved 25 administrative/legal gains. The titles of these achievements are listed below.



IN WHICH AREAS HAVE WE ACHIEVED EXAMPLES OF SUCCESS?

- Annulment by court rulings of disciplinary penalties unlawfully imposed, including the penalty given to our member for participating in a work stoppage, as well as other irregular salary deductions and similar disciplinary sanctions.
- Annulment of unlawful disciplinary investigations initiated against our members and executives, as well as the cancellation of irregular workplace reassignments and temporary appointments.
- Termination of unauthorized institutional practices that prevented our executives from exercising their constitutional right to use union leave.
- Annulment of rejection decisions regarding reassignment requests made by our members based on spousal status, and termination of improper institutional practices that disrupted family unity through unfair duty schedules imposed on members working in the same workplace as their spouses.
- Achievements regarding issues such as healthcare workers not being provided breakfast, failure to pay on-call duty fees that were required to be paid, or miscalculation of such payments.
- Cessation, on an institutional basis, of practices that prevented master's degree graduate specialist nurses from exercising their legally defined priority right to be appointed as charge nurses.
- Termination, on an institutional basis, of irregular practices requiring our nurse members to request tests, medications, and consultations through the HBYS system.

A NEW-GENERATION APPROACH!

R&D ACTIVITIES

934
FOOT HEALTH
ANALYSIS

Our R&D Unit conducted foot analyses for 250 healthcare workers between August 2023 and October 2023, and for 684 individuals—including 659 healthcare workers—between October 2023 and May 2024.



20
FACILITIES

Between August 2023 and October 2023, foot health analyses were conducted in 8 public hospitals and at 1 international congress. Between October 2023 and May 2024, analyses were carried out in 3 public hospitals, 3 university hospitals, 2 regional/organizational meetings, 1 international congress, 1 university, and 1 national scientific workshop.



10.500
LANDYARDS

With the aim of strengthening institutional belonging and facilitating the work of our nurses, more than 10,000 lanyards and nearly 10,000 vial breakers were produced and distributed.

9.660
VIAL
BREAKERS

28.886
SLIPPERS
PRODUCES

Based on the findings from the foot health analyses conducted by our R&D Unit, an EVA-based insole design was developed to help address the main issues identified. A total of 27,300 pairs of slippers produced by our union were delivered to our members.

27.300
SLIPPERS
DISTRIBUTED

14.870
SCRUBS
PRODUCED

As part of the Clothing Support Project, and in addition to the other legal steps taken, 12,493 uniforms were distributed by our union, just as with the slipper assistance initiative.

12.493
SCRUBS
DISTRIBUTED

SCIENCE IS OUR PATH!

ACADEMIC ACTIVITIES

10
EVENTS
ORGANIZED

During the reporting period, our union organized 10 scientific events that brought together its internal leaders, hosted external stakeholder unions and associations, and united healthcare workers across the country.



6
INTERNAL

Six internal events were held, including the Legal Services Workshop, special training for branch presidents, and regional meetings in the Mediterranean, Eastern Anatolia, Southeastern Anatolia, and Central Anatolia.

Three stakeholder events were held: two Public Unions Platform workshops in Ankara on solidarity dues and the union threshold, and one Health Professions Representatives Meeting in Istanbul to discuss the problems of health professions and possible solutions.

3
STAKE-
HOLDER

1
INTER-
NATIONAL

One international event was held: the International Nursing Summit in Istanbul, which brought together the nursing community—students, clinicians, academics, and managers—along with leaders from 6 international nursing unions. The event also hosted distinguished scholars Prof. Dr. Celal Şengör and Prof. Dr. İlber Ortaylı, moderated by journalist Fatih Altaylı. The summit was attended by 1,200 participants.



SCIENCE IS OUR PATH!

ACADEMIC ACTIVITIES

9
EVENTS
CONTRIBUTED

During the reporting period, our union took part in and contributed to various institutions, including universities, as well as courses and congresses.



4
CONFERENCE

At the events of Hacettepe University Faculty of Nursing, Ankara University Faculty of Nursing, Ondokuz Mayıs University Department of Prosthetics and Orthotics, and the Turkish Footwear Industry Research, Development and Education Foundation, four conferences were delivered by President Yunus Şimşek, Chief Advisor Canberk Akdeniz, and Founding Executive Board Member İbrahim Kavaslar.



2
CONTRIBUTED
EVENT

Participation as an external stakeholder in the External Stakeholders Meeting of the Gülhane Faculty of Nursing at the University of Health Sciences, and participation with sponsorship support for a booth at the 5th Asian Nursing Education Congress (ACINE) of the Asia and Pacific Alliance on Nursing Education (APANE), held in Istanbul.

3
INTERNATIONAL
REPR.

Participation, representing our country, in the Global Nurses United (GNU) online conference titled "The Health Impacts of the Climate Crisis"; in the "Climate Crisis Joint Meeting" held in San Francisco, USA; and in the California Nurses Association's (CNA) "120th Anniversary Special Nursing Congress."

During this period, 2 of our executives completed their master's degrees, while 2 others published scientific articles in internationally indexed journals. Additionally, 1 of our executives received a first-place award for an oral presentation.

SCIENCE IS OUR PATH!

ACADEMIC ACTIVITIES



We represented our country at the conference of the Global Nurses United (GNU), an organization consisting of 41 healthcare unions from 35 countries, held in the United States.

From October 4–7, our union participated with a delegation of 6 members in the conference hosted in San Francisco. On behalf of our union, we presented views from the Turkish perspective in the international session, invited all participants to organize a common action plan in the name of labor and hard work, and emphasized the benefits of expanding the influence of global power.



YOUR VOICE, OUR VOICE!

MEDIA ACTIVITIES

30
X TAG
CAMPAIGN

In the past year, our media unit has launched 30 agenda-setting campaigns aimed at raising awareness on various organizational, professional, national, and international issues.

WHAT WERE THEY ABOUT?

Maternity leave, assignments, earthquake-vulnerable hospitals, out-of-duty and out-of-profession work, employment problems, personal data violations, financial issues and employment rights, mobbing, specific problems faced by certain professional groups, student internship problems, radiation threats, the need for healthcare reform, freedom of union organization, transportation and meal issues, and social events.

The reach numbers on X and Instagram in just the past year:



9 MILLION
HIT



1,2 MILLION
HIT

17
INTERVIEW

Our union has conducted and published interviews with 17 professional NGOs, including the Turkish Nurses Association, the Turkish Intensive Care Nurses Association, the Student Nurses Association, and the Nurse Managers Association.



3
LIVE
STREAM

During this period, our executives appeared in 3 live broadcasts: one in collaboration with a professional association, another with a social media influencer, and the third on a national TV channel focusing on childcare facility issues.

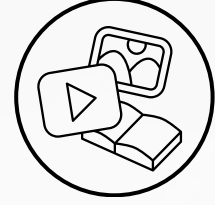


YOUR VOICE, OUR VOICE!

MEDIA ACTIVITIES

9
SPECIAL
PRODUCTION

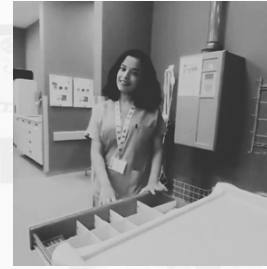
Our media unit produced 9 video productions, specifically aimed at presenting ourselves to our target audience and answering the question: "Why HEP-SEN?"



Our Labor, Our Rights!



Let's Wake Up!



No clap, justice!



Strong Representation in 81 Provinces!



HEP-SEN Draws!



HEP-SEN Do Not Hesitate!



No Favoritism in Management!



The Yellow Table Will Fall Apart!



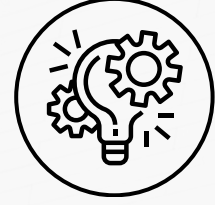
Imagine a Union!

YOUR VOICE, OUR VOICE!

MEDIA ACTIVITIES

7 SPECIAL PROJECTS

With the meticulous contributions of our other organizational units, our media unit has prepared 7 special video projects. The events are represented below with visual summaries.



From the Fire of Liberation, Bandırma!



100th Year Anniversary; "Nazende Sevgilim"



Won't Forget! (Earthquakes)



Won't Forgive! Will Rise Again with Hope!



Midwives Day Special



Nurses' Day and Mother's Day Special

YOUR VOICE, OUR VOICE!

MEDIA ACTIVITIES



Each of our members affiliated with our Trakya Regional Branch brought their saplings together with the soil under the motto "One Sapling, One Life." In cooperation with the Uzunköprü Municipality of Edirne, 600 saplings were planted by our union to establish a memorial forest!



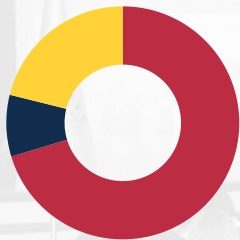
FOR YOU, JUST FOR YOU!

Legal Consultancy Services

HEP-SEN LEGAL UNIT PROUDLY PRESENTS!

15.640
LEGAL
CONSULTANCY

In just the past year, our union has provided a total of 15,640 legal consultations—most of them conducted over the phone—through our membership interface and email system.



2023-2024

- Call Center %70,3
- App %21,1
- E-Mail %8,5

55.000+

Thus, in 4 years since its founding, our union has provided more than 55,000 legal consultation services!

39
APPLIANCE

25
WINS

Details have been shared on previous pages. Developments and achievements following actions and similar initiatives are not included in these figures.

FOR YOU, JUST FOR YOU!

Financial Consultancy Services

HEP-SEN FINANCIAL UNIT PROUDLY PRESENTS!

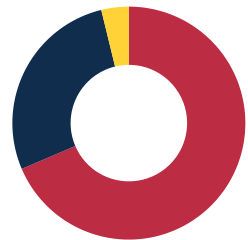
1.050
FINANCIAL
CONSULTANCY

In the past year, our union has provided over 1,000 financial consultations: 40 through information sharing on our social media platforms, 290 via email to all healthcare workers, and 720 internal consultations offered by the unit to organizational leaders in response to questions from members.



2023-2024

- Whatsapp %68,6 (teşkilat)
- Social Media %3,8
- E-Mail %27,6



Thus, in 4 years since its founding, our union has provided more than 1,200 financial and employment rights consultation services.

1.200+

What topics did the general information bulletins cover?

Assignment preferences, debt liability issues, inflation data, overtime pay, service group updates, administrative leaves, additional payments, salary/supplementary/base incentive/raise rates, civil servant tax brackets, promotion payments, SUT (Health Implementation Communiqué) prices, and collective bargaining payments.

What topics did the direct/indirect consultations provided to members cover?

Rank and step calculations, salary procedures, fixed additional payments, base additional payments, incentive additional payment calculations, duty and on-call fee calculations, and travel allowance calculations.



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