



HEP-SEN

Always with you! 2020



INFOPACK



This document is prepared
to introduce HEP-SEN, the
GNU affiliation from Türkiye.

Our UNION HEP-SEN



HEP-SEN, the youngest and dynamic new generation health union in Türkiye, was **established in 2020**, the year of Nursing and Midwifery as declared by the World Health Organization, with the name of “Nurses and All Health Professionals Union”.

In Türkiye, unions can be established to target at specific working fields. Among 11 pre-dedicated trade branches, HEP-SEN was established in the “Health and Social Service” branch.

The abbreviation HEP-SEN, referred to **HE**mşireler (Nurses); ve Tüm Sağlık **P**rofesyonelleri (and All Health Professionals); **SEN**dikası (Union). The abbreviation was also used as a motto in Turkish, since this literally means “(Hep) Always (Sen) You”.

Our Union serves all public health workers, but specifically started its mission firstly to target nurses, as it was founded by 7 nurses working mostly at night shifts and believed that the majority of healthcare workforce is constituted by nurses, but their voices was not heard as much. Our founders have represented the Union in multiple different arenas taking roles both in National and International NGO's.

It is a union established as the authentic, vocal, and above all, independent advocate of the health community, firmly grounded in scientific truths and equitable standards.

Our UNION HEP-SEN



Our union, headquartered in **Istanbul/Türkiye**, has been granted active union status by the Ministry of Labor and Social Security, since the year 2020.

As a burgeoning movement rooted in scientific principles and pioneering actions previously unexplored, HEP-SEN has charted its own trajectory within the realm of unions, attracting numerous merger requests from others eager to align with its vision.

It has added strength to its power by merging with KESS Union, Health Army Union, Honor Health Union and Health Workers Union. HEP-SEN is the youngest and dynamic new generation health union in Türkiye.

Our abbreviation HEP-SEN **became a living motto**, a new generation philosophy, and was approached as a brand name. So that, HEP-SEN was asked to carry its course, methods and activities **to a larger group**, all health area. In October 1st, 2023, the name was changed to HEP-SEN only, as a brand name, in the latest congress.

As of today, HEP-SEN has **25,000 members, 150 executives, 600 representatives, and 27 branches** in different cities.

Our UNION HEP-SEN



HEP-SEN is the first and only public trade union that established its own strategic plan in Türkiye. Based on HEP-SEN Strategic Plan for 2023-2028 covered a new vision and mission statement, main values, presidential units and KPI's and OKR's for the next era.

Vision Statement

To ensure continuity as a trusted, exemplary, strong, effective and nationally authorized union in the field of national and international health and social services with its purpose, method, achievements, supra-political stance and the values it puts forward.

Mission Statement

To protect the rights of public personnel working in the field of health and social services, to improve the professional and individual profile, to improve the current and planned policies, to protect and improve public health, to observe ethical principles and legal legislation in accessing health services; to carry out activities on common ground with national and international stakeholders with a new generation unionism approach.

Main Values

New Generation Unionism, Fair Representation, Transparency, Cooperation, Merit, Learning Organization, Scientificity, Realism and Solution Orientation

Our UNION HEP-SEN



New Generation Unionism

HEP-SEN ensures that, unlike the classical trade unionism, of which we have seen various examples in our country for years, it will maintain an understanding of struggle that shapes the future with its strategic plan, related goals and performance indicators, internal and mass power analysis and the use of scientific methods in problem solving, based on the projection of the 21st century and beyond, based on its strategic plan, related goals and performance indicators, in-house and mass power analysis and the use of scientific methods in problem solving, with the understanding that we have brought to the agenda as "new generation unionism".

Fair Representation

HEP-SEN ensures that it will operate with a strong, merit-based organizational structure without discrimination of profession, political and ideological views, religious views, nationality, race, gender and orientation in the acceptance and appointment of its members and officials, and that it will take concrete indicators based on the principles it has established and announced in advance in the determination of its staff and dismissals.

Our UNION HEP-SEN



Transparency

HEP-SEN ensures that it is a trade union that explains all expenditures and revenues of its activities within the framework of the legal legislation on the basis of item and amount, its strategic goals and the rate of achievement of these goals, its own institutional analysis, and the possible consequences of new policy and legislative updates in the field.

Cooperation

HEP-SEN ensures that it will act in cooperation with national and international trade unions and non-governmental organizations in the field of health and social services that are in line with its institutional stance in general activities and in cases of merger/joining, and that bring the same/similar solution proposals to the agenda in event-based activities.

Merit

HEP-SEN ensures that it will share with its members and followers the qualified professionals who will represent all titles in its organization, how they will be selected, that it will observe merit in its activities, announcements and declarations, and that it will not act under the shadow and influence of political and ideological institutions and organizations.

Our UNION HEP-SEN



Learning Organization

HEP-SEN ensures that it has a structure that continuously improves its organization within the framework of legal legislation and with the feedback it receives from its members, acts with a learning organization model, receives training from national and international experts in the field, organizes quality workshops with the active participation of its members and stakeholders, and constantly renews itself in this context.

Scientific, Realistic and Solution Oriented

HEP-SEN ensures that it will carry out all of its activities in line with its predetermined strategic plan, that it will take legal recourse steps in accordance with its legal infrastructure in every problem it sees, that it will carry out field actions to announce these activities or as a last resort, and that it will evaluate scientific and realistic solutions to problems in the field as a whole.

Our UNION HEP-SEN



CONTACT DETAILS OF THE DELEGATION

Yunus Şimşek, RN, MSc

President

yunussimsek@hepsen.org.tr

+90 541 563 39 44

Yasin Aldemir, RN, MSc

Board Member

yasinaldemir@hepsen.org.tr

+90 542 572 41 13

Neslihan Komser, RN, PhD(c)

Board Member

neslihankomser@hepsen.org.tr

+90 551 403 29 96

Canberk Akdeniz, RN, PhD

Senior Advisor

canberkakdeniz@hepsen.org.tr

+90 545 512 93 07

SOCIAL MEDIA ACCOUNTS



[hepsen_2020](https://twitter.com/hepsen_2020)



[Hep-Sen TV](https://www.youtube.com/channel/UCp1Q8v8v8v8v8v8v8v8v8v8)



[hepsen_2020](https://www.instagram.com/hepsen_2020)



iletisim@hepsen.org.tr



[HepsenSendika](https://www.facebook.com/HepsenSendika)



hepsen.org.tr

Adress:

Armağanevler Neighborhood, Mithatpaşa Street No:229
Apartment: 7-8 Ümraniye/İstanbul/Türkiye

Registered Electronic Mail for official letters:

hepsensendikasi@hs03.kep.tr