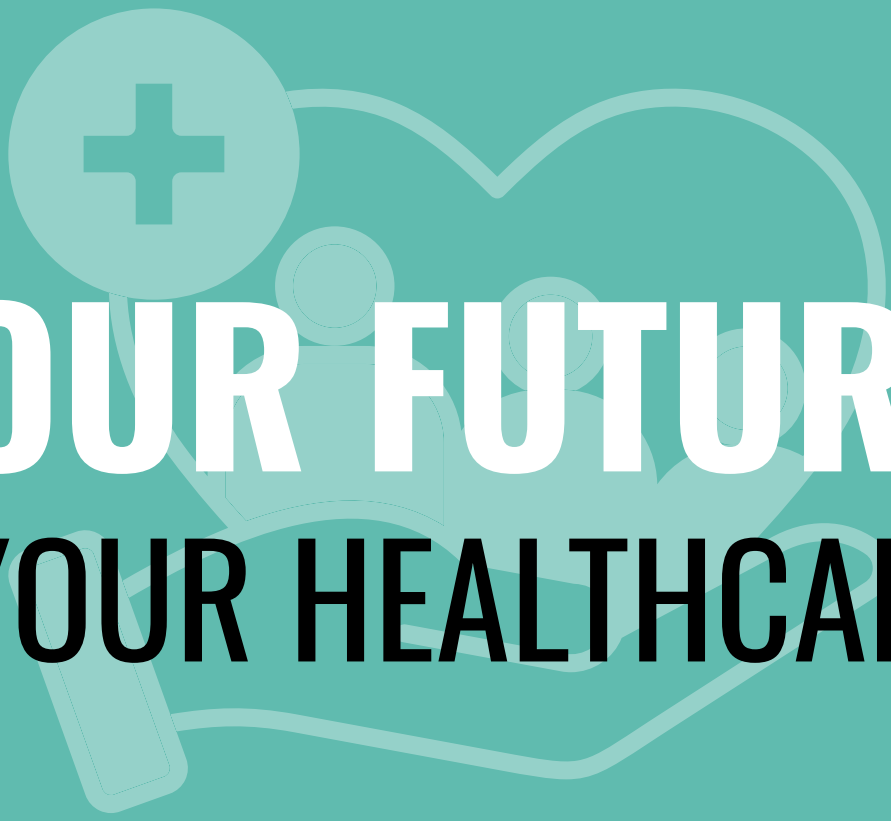
HSUWA



OUR FUTURE
YOUR HEALTHCARE

HSUWA MEMBER
PUBLIC SECTOR LOG OF CLAIMS 2027

ABOUT THESE CLAIMS

HSUWA Members need real wages growth and protections. HSUWA Members have been unequivocal: pay increases that at least keep pace with the rising cost of living are a basic necessity.

Members' claims for better pay and conditions in 2027 are made against a backdrop of increasing financial strain, the uncertainty of AI, heightened workload pressures and unprecedented and growing demand for WA public health services.

HSUWA held paid meetings across public sector workplaces and online throughout August and September 2026 where Members were invited to submit ideas for improvements to their Union Agreement. The Log of Claims was compiled from Member feedback and was endorsed by Delegates on 16 October 2026. The HSUWA Committee of Management made the final endorsement ahead of formal submission to the Health Department on 20 November 2026.

At the expiry of the current Union Agreement, the Labor State Government will have been in power for ten years. The State Government is investing and developing more health infrastructure to better support a growing and ageing population. Buildings do not deliver healthcare. This round of bargaining presents an opportunity to ensure Western Australia has the workforce needed to better meet healthcare needs - by making sure there are tangible and meaningful incentives to attract and retain highly skilled staff.

During this bargaining campaign, Members will unite behind a simple but powerful message: **Our Future, Your Healthcare**.

These claims are for practical, measured and necessary changes. Together, they will help build a stronger, more sustainable health workforce to support Western Australians receiving the high-quality health care they deserve, now and into the future.

HSUWA Members will stand strongly united to achieve these changes in 2027.

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THE LOG OF CLAIMS

This Log of Claims is made on behalf of the Members of HSUWA to improve the WA Health System – HSUWA PACTS Industrial Agreement 2024 (Union Agreement). The proposed Union Agreement 2027 should preserve all existing entitlements as well as make the following changes:

OUR PAY
YOUR HEALTHCARE

Pay	**Pay** Pay increase each year: • 6% Year 1 • 5%* Year 2 • 5%* Year 3 All allowances in the Union Agreement to be increased each year by the corresponding pay increase. Each pay increase and allowance increase is effective from 1 July, commencing 1 July 2027. *For Years 2 and 3, if Perth CPI exceeds 5% in the 12 months to June preceding the 1 July pay increase in that year, a “cost of living uplift” of $1,000 will also be paid within six weeks. The uplift should be added to the base rate of pay.



OUR FUTURE
YOUR HEALTHCARE

Claim	
1	**Artificial Intelligence** A clear and comprehensive clause to ensure protections for workers based on the *HSUWA Principles for the Responsible Use of AI*. The principles cover: consultation and worker engagement; safeguarding jobs and training; humans as final decision makers; transparency; limits on surveillance and data use; consent; shared gains; work intensification; and procurement.
2	**Professional Development Leave** Professional development leave expanded to G scale employees under the union training leave clause.
3	**Modern Career Framework for all Allied Health Professionals** A truly modern career framework for all Allied Health Professionals in WA public health reflecting the priorities endorsed (Lane 2) by HSUWA Members in the vote held in June 2026.
4	**Regional Incentives** Introduce a 'hard to staff' designation system for regional hospitals/services. 'Hard to staff' areas to have better access to housing, travel incentives, allowances, guaranteed leave backfill and other incentives.
5	**Reproductive Health Leave** 5 days per year reproductive health leave for attending and recovering from specialty appointments and treatments and/or management of ill health/symptoms related to a reproductive health matter.



OUR SAFETY
YOUR HEALTHCARE

Claim	
6	**Commitment to Effective Advocacy for Safe and Sustainable Care** An allowance for staff, under mechanisms set out in the Union Agreement, to be informed and active in their advocacy for staff and patients.
7	**Protect Frontline Workers** In recognition of the cumulative occupational burden of the Emergency Department (ED) environment, a $50 per shift allowance applies where any part of that shift involves duties in an ED, ED waiting area or ED short stay ward, designated ED treatment or servicing ED patients.
8	**On-Call Allowance** An increase to the on-call allowance to an effective baseline of $12.03 per hour (from $8.68, reflecting a 39% increase).
9	**Isolation Allowance** A $30 per shift payment for employees who for any part of that shift are working singularly, or are the only practitioner of their discipline, at a site. These employees exercise independent judgment without ready face to face or on-call supervision or support, or undertake additional duties and are not in receipt of a higher duties allowance. The allowance is applicable only to employees whose pay level is below a P-3 or G-8.
10	**Shelter in Place Pay** Employees are to be paid full pay when they are required to remain on site/in place at the direction of the employer (e.g. when staff cannot leave a hospital during a cyclone).



OUR RIGHTS
YOUR HEALTHCARE

Claim	
11	**Rectification Claims** **11.1** Professional Development Leave (PDL) (a) allow part time workers to receive full quantum of PDL. (b) allow PDL to be used for travel time. **11.2** Professional Development Allowance (PDA) (a) allow part time staff to receive full quantum of PDA. (b) PDA to be paid during all paid leave. **11.3** Higher Qualifications Allowance (HQA) to be paid during all paid leave. **11.4** Sonography Allowance - all Sonographers eligible for Sonography Allowance, regardless of whether they hold dual qualification. **11.5** Educator/Coordinator Allowance to be indexed to the yearly pay rise.



Claim	
12	**Administrative claims** **12.1** Formalise current arrangement whereby direct debit of union contributions can be made from a Member's salary. **12.2** Update Schedules 4 – 7 of the Union Agreement to reflect changes in the underpinning Awards. Improve language to cover changes to underpinning Awards (e.g. Public Service Award 1992) during the life of the Union Agreement. **12.3** Update existing clause 40 – Annual Leave Travel Concessions and Schedule 8 of the Union Agreement to reflect changes for public sector workers covered by other Agreements. (e.g. Recreational Leave Travel Concessions). **12.4** Study leave expressly able to be taken at increments of 7.6 hours per week (no change to overall entitlement). **12.5** Remove requirement for lunch break to be taken between 11am- 2.30pm. **12.6** Allow part-time workers the ability to nominate their availability (alignment with federal Modern Award). **12.7** Amend clause 47.4(b) to allow long term FTC employees and employees working at multiple HSPs the chance to be paid out their pro rata LSL. **12.8** Amend clauses 71.1 and 71.6 to explicitly include employee's substantive classification level and employee's acting classification level (if any). **12.9** Remove 'visa of a fixed duration' as a permissible reason for a fixed term contract under clause 9.4(f) of the Union Agreement, following the repeal of mirror provisions in Commissioner's Instruction No. 2. **12.10** Remove clause 49.10(c) which requires exhaustion of all leave entitlements before proceeding on a period of parental leave without pay. **12.11** Ensure that the Union Agreement reflects minimum applicable legislative standards (e.g. from the Fair Work Act 2009 (Cth) and the Minimum Conditions of Employment Act 1993 (WA)).

Further to the above claims, HSUWA expects that in the bargaining process the parties will make further and genuine attempt to improve drafting of the Union Agreement, including correcting any typographical errors, erroneous clause references or inadvertent inclusions.

HSUWA reserves its rights to amend or alter the claims listed in this document during the bargaining process.

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