HSUWA MEMBERS ARE KEY TO DRIVING CHANGE

HEALTH SERVICES UNION WA

MODERN CAREER PATHWAYS FOR ALLIED HEALTH PROFESSIONALS

Resistance from the WA Health Department

Dec 2022

HSUWA Agreement 2022 Finalised

HSUWA Members won an independent review of career pathways for Allied Health Professionals.

Jun 2023

Independent Review Commences

Terms of reference established for review and Susan Nancarow of AHP Workforce appointed.

Oct 2023

Consultation Round 1

Extensive workforce consultation by the reviewer and her team.

Feb 2024

Interim Report

Findings set out in an Interim Report with 15 recommendations to significantly modernise career pathways.

Mar 2024

Consultation Round 2

Extensive workforce consultation based on the findings and recommendations of the Interim Report.

Jun 2024

Independent Review Final Report - Delayed

Expected due date of a Final Report passed with the Department now saying it wouldn't be available until the end of 2024.

Jan 2025

Final Report - Further Delayed

Final Report still not released and no new date provided by the Department. Reviewer tells HSUWA they finished the final report in 2024.

Jan 2025

HSUWA Agreement 2024

Members took action and pushed for modern career pathways based on the Interim Report recommendations.

Jan 2025

Department Plan

The Department provided a Plan based on reclassification for career pathways as part of settlement of Agreement negotiations.

Mar 2025

Blueprint Governance Group

To assist with the implementation of the Plan, the Department set up a Blueprint Governance Group managed by the Chief Allied Health Office, without any consultation with the union.

Mar 2025

Union Steering Group

Members set up a Steering Group to monitor and have input into the implementation of the Plan.

July 2025

Requests for Final Report Ignored

HSUWA's repeated requests for a copy of the Final Report were ignored.

Sep 2025

FOI Request 1 Made

HSUWA submitted an FOI to obtain the Final Report and documents relevant to the extraordinary delay in releasing it.

Oct 2025

FOI Request 1 Denied

The Department denied providing a copy of the Final Report.

Oct 2025

Final Report Department Response

The Final Report with a written response to 5 recommendations was sent to HSUWA. Hours later the same information was sent to the entire public health workforce by global email.

Oct 2025

CAHO Meeting

HSUWA Steering Group Members met with the CAHO to provide initial feedback on the blueprint document.

Dec 2025

FOI Request 2 Made

HSUWA submitted a second FOI to obtain documents relevant to the extraordinary delay in releasing the Final Report.

Jan 2026

Blueprint Consultation Paper

The CAHO updated the draft blueprint document and distributed it to the whole workforce for consultation.

Jan 2026

CAHO Meeting

HSUWA Steering Group Members met with the CAHO to provide further feedback during the Blueprint Document consultation process.

Mar 2026

Horizon 2 of WA Health Implementation Plan

19 March 2026

You are here

Nov 2026

Horizon 3 of WA Health Implementation Plan

19 November 2026

Sep 2027

Horizon 4 of WA Health Implementation Plan

19 September 2027