HSUWA MEMBERS ARE KEY TO DRIVING CHANGE

HEALTH SERVICES UNION WA

MODERN CAREER PATHWAYS FOR ALLIED HEALTH PROFESSIONALS

Delay or resistance from the Health Department

Oct - Dec 2022

Union Agreement 2022 finalised

An independent review of career pathways for AHPs was achieved by Members as a **commitment** to settle negotiations.

June 2023

Independent Review commences

Terms of Reference finalised and Dr. Susan Nancarrow of AHP Workforce appointed as the Independent Reviewer.

Oct 2023

Consultation round one

Extensive workforce consultation undertaken by the Reviewer and her team.

March 2024

Interim Report

Findings set out with 16 recommendations supporting meaningful reform to modernise career pathways for AHPs in WA.

April 2024

Consultation round two

Further workforce consultation by the Independent Reviewer discussing and building on the findings of round one.

Jun 2024

Final Report - delayed

Expected completion of the Final Report by the Independent Reviewer passes. The Department says it will be completed by the end of 2024.

Jan 2025

Final Report - further delayed

Final Report still not released and no update from the Department. Independent Reviewer advises HSUWA that the Final Report was finished in 2024.

Jan 2025

Union Agreement 2024 Fifth Offer

In response to Members' claim for modernised career pathways based on the Independent Review, the Department offered their Implementation Plan.

Jan 2025

Department's Implementation Plan

The Department sets out a range of initiatives over four stages ("horizons") over 30 months. We now know emphasis is on one-off reclassifications (or realignment).

March 2025

Blueprint Governance Group

The Department sets up a Blueprint Governance Group managed by the CAHO to oversee the "Blueprint" and Implementation Plan without any invitation to the union.

March 2025

Union Steering Group

HSUWA Members form a Steering Group to monitor and have input into initiatives under the Implementation Plan, initially focusing on the Blueprint.

July 2025

Final Report - further delayed

HSUWA continues to make repeated requests to the Department for a copy of the Final Report of the Independent Review throughout 2025.

Sep 2025

Freedom of Information Request 1

HSUWA submits an FOI request to the Department to obtain the Final Report and relevant Department documents.

8 Oct 2025

FOI Request 1 Denied

The Department almost completely rejects the FOI request and does not provide a copy of the Final Report.

9 Oct 2025

Final Report and Department Response

The Final Report with the Department's formal response to 5 recommendations is emailed to HSUWA without warning. Hours later the same information is sent to the public health workforce by global email.

Oct 2025

CAHO and Steering Group Meeting

Union Steering Group Members meets with the CAHO to provide initial feedback on the draft AHPs Career Pathways Blueprint document.

Oct 2025

FOI Request 2

HSUWA submits a second FOI to obtain Department documents relevant to the Final Report's dilution of recommendations compared to the Interim Report from March 2024.

Jan 2026

Blueprint Consultation Paper

The HSUWA provides feedback to the CAHO regarding the second updated draft Blueprint document.

Jan to March 2026

CAHO and Steering Group Meetings

Union Steering Group Members meet with: the CAHO to provide further feedback about the Blueprint; and the Department to discuss their Proposed Draft Classification Descriptors.

19 March 2026

Horizon 2 Implementation Plan

A range of initiatives under horizon 2 have not been completed by the Department. These include:

- the final AHPs Career Pathways Blueprint document.
- reviewed and modernised Classification Descriptors agreed with HSUWA.

You are here

19 Nov 2026

Horizon 3 Implementation Plan

19 Sep 2027

Horizon 4 Implementation Plan