

DEFINITIONS

Throughout the Voter Pack there are a number of terms used to describe different documents, tools and reports. Given the volume of information, it's important to familiarise yourself with what each one is. A list of definitions is below.

Classification Descriptors

Classification Descriptors is a document that applies to all 'Health Professionals and Specified Callings' in the Union Agreement – the 'P Scale'. The Classification Descriptors are used as the primary reference for decision making regarding the levels of all current and proposed 'P Scale' positions.

Department Implementation Plan

Refers to the implementation plan the DoH provided as part of negotiations to settle the 2024 Union Agreement to commence the changes needed to achieve modern career pathways. This is to be implemented between March 2025 – September 2027. The Implementation Plan was provided well before the Final Report was shared by the DoH.

Department of Health (DoH)

The DoH is an executive branch of the state government who report directly to the health minister. HSUWA members deal with the DoH on a regular basis.

Final Report

The Final Report refers to the document provided by the Independent Reviewer, Dr. Nancarrow, on completion of the Independent Review.

Freedom of Information (FOI)

Freedom of Information is the right to access information held by public authorities, promoting transparency and accountability in governance. A request must be placed in writing and a fee paid. Some things are not required to be disclosed if they meet certain exemption criteria.

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HSUWA Union Agreement

The primary document that sets out your pay, working conditions and other entitlements related to your employment. The HSUWA Union Agreement is negotiated between HSUWA union members and the Department of Health (DoH) every 2-3 years.

Independent Review

Refers to the Independent Review won by union members in the 2022 Union Agreement negotiations into modernised career pathways and pay structure for Allied Health professionals. The Independent Review was conducted by Dr. Susan Nancarrow of AHP Workforce. The Independent Review was to advise of what needed to be done by the DOH to ensure modernised career structures in public health for Allied Health as well as attract and retain staff.

Interim Report

The Interim Report refers to the document provided by the Independent Reviewer which provided insight into what Dr. Nancarrow found needed to be changed prior to finalising the Independent Review.

Log of Claims (LoC)

List of conditions union members want to see improved in their Union Agreement when negotiating with the DoH. This also includes a claim for a pay increase.