

# DEFINITIONS

Here is an explanation of some of the terms referred to in the voter pack.

## **Classification Descriptors**

A document that applies to all AHPs under the Union Agreement.

The Classification Descriptors articulate the minimum requirements for a position to be classified at a particular level. The Classification Descriptors use several standards (such as 'professional knowledge', 'independence', 'communication' or 'judgement'), to categorise the minimum requirements at each level.

Based on that wording, a position is allocated to a classification level by a Health Service Provider or the Department, and then it is paid at the rate set for that level on the Pay Table (also referred to as the 'P Scale') from the Union Agreement.

## **Department's Implementation Plan**

A document included in the Fifth Offer to HSUWA Members to settle negotiations for the Union Agreement 2024. This document was the Department's response to the union's claim in Union Agreement negotiations to modernise career pathways for AHPs, building on the findings of the Independent Review.

It consists of a range of different initiatives to be implemented over four stages across 30 months from 19 March 2025 to 19 September 2027.

## **Department of Health (Department)**

The Department is an agency of the State Government who reports to the Minister for Health and Mental Health. Since 2016, the Department acts as the system-manager of the seven Health Service Providers, who are separate legal entities and employers.

## **Final Report**

The Final Report refers to the final document of the Independent Reviewer on completion of the Independent Review. It had five recommendations (including "next steps") and was provided by the Department to HSUWA and the public health workforce on 9 Oct 2025.

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## **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 disclosures are not required if they meet certain exemption criteria.

## **Independent Review of Career Pathways of Health Professionals (Independent Review)**

In response to a claim by union members, this was achieved as a condition to settle the Union Agreement 2022 negotiations. The agreed purpose was to: *"... undertake an independent review of the career pathways for health professionals to support the retention of a skilled health professional workforce, as well as assisting to develop contemporary clinical practices and new models of care."*

The scope of the review and recommendations, as well as the time frame (12 to 18 months), were agreed in the Terms of Reference. It commenced in June 2023, with the Final Report provided by the Department on 9 October 2025.

## **Independent Reviewer**

Dr. Susan Nancarrow from AHP Workforce was the independent consultant commissioned by the Department to conduct the Independent Review, in accordance with the Terms of Reference.

## **Interim Report**

The Interim Report refers to the initial findings of the Independent Reviewer after she had conducted the first of two rounds of workplace consultation. It was produced in March 2024 and provided evidence supporting the significant reform outlined in its 16 recommendations.

## **Union Agreement**

The legal document (also known as an industrial instrument) that sets out your pay, working conditions and other entitlements related to your employment. The Union Agreement is re-negotiated between HSUWA Members and the Department (on behalf of the State Government) every 2 to 3 years. The term of the current Union Agreement 2024 ends on 30 June 2027.