



Government of **Western Australia**
Department of **Health**

DRAFT

Classification Descriptors

Health Professionals Specified Callings

System-wide Governance and Reform
February 2026

Prerequisite: Essential Academic Requirements for All Health Professional Specified Callings Positions

The minimum essential academic requirement for Health Professional positions is a tertiary qualification (AQF7, typically a four-year degree) as designated and required for each Specified Calling.

Where legislation requires registration to practise, health professionals must hold registration with the appropriate national Registration Board. Membership of, and/or accreditation with, a recognised professional body or association will be required for nominated professions where applicable.

LEVEL P1 – Health Professional (Base / Entry Level)

Level P1 applies to entry-level positions from commencement following tertiary graduation through to the maximum point within the Level P1 incremental range. This level includes new graduates and graduates employed in positions with designated training programs.

Professional Knowledge and Expertise

- At this level, the health professional demonstrates a profession-specific foundational level of knowledge and skills, with the capacity to deliver routine services under the supervision and guidance of a more experienced practitioner.
- At this level will undertake the prescribed training and practical experience applicable to the profession. As the required level of knowledge, skill and competence is developed, the health professional assists in and/or delivers routine professional services under appropriate guidance to enable progression within the profession.
- Engages in ongoing education, learning and reflective practice to build capability and support progression to higher-level roles.

Independence / Autonomy / Accountability

- Professional practice is undertaken with formal supervision and guidance from senior health professionals. As experience is gained and competence is demonstrated, the level of supervision decreases.
- With increasing experience and expertise, the health professional exercises growing professional judgement in recognising and resolving routine problems, managing cases, and applying relevant principles, procedures, techniques and methods. A range of routine professional tasks may be performed autonomously under general professional guidance.

Communication and Collaboration

- Communicates effectively with patients, clients, colleagues and supervisors, contributing to team-based service delivery and participating in learning and development activities.

Judgement, Decision Making and Risk

- Applies developing professional judgement to routine tasks and activities, identifying when escalation or guidance is required.
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LEVEL P2 – Health Professional (1st Promotional Point)

Level P2 applies to positions required to deliver a broad range of professional services across one or more domains, including clinical or profession-specific practice, education and training, research or service improvement, within the scope of the role.

Professional Knowledge and Expertise

- The role requires a thorough ~~professional~~ level of knowledge of methods, principles and practice skills across relevant client groups or work areas, enabling competent performance of routine and ~~more complex~~ advanced services. Additional qualifications or training relevant to the practice setting may be required.
- The health professional undertakes ongoing professional development aligned to practice pathways, including higher-level clinical or profession-specific practice, education and facilitation of learning, research, service improvement, and supervision and leadership as required.

Independence / Autonomy / Accountability

- Services are delivered at an independent level, with guidance sought from higher-level health professionals as required for decisions related to professional practice, service delivery and supervision of staff or students.

Communication and Collaboration

- Applies effective communication standards across clinical or professional, administrative and education aspects of the role. Demonstrates developed interpersonal, organisational and liaison skills with staff, patients and stakeholders.
- Shares information within the team, seeks input from others, contributes to team discussions and ensures relevant parties are kept informed.

Judgement, Decision Making and Risk

- Applies appropriate professional judgement, independent decision making and assessment of risk for routine and more complex services.

Leadership and Influence

- Demonstrates self-leadership and contributes to the development of others by mentoring more junior staff and supervising students as required.
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LEVEL P3 – Health Professional (2nd Promotional Point)

Level P3 applies to positions required to:

- Deliver professional services of an advanced, complex or specialised nature; **and/or**
- Coordinate or manage professional service delivery.

The provision of services may include the following domains and one or more may apply within the scope of the role:

- Direct clinical practice in a clinical/other profession specific setting
- Conducting education and training
- Conducting research
- Coordination of services including development, planning and service improvement.

Professional Knowledge and Expertise

- The role requires a high level of professional expertise and detailed knowledge of methods, principles and practice skills to enable proficient practice across client groups or work areas.
- Positions with coordination or management responsibilities require an in-depth understanding of service delivery models and the relationships between professions involved in service planning.
- The role may require additional qualifications or training relevant to the practice setting. Ongoing professional development is undertaken in clinical or profession-specific practice, education and facilitation of learning, research, service improvement, leadership and management as required.

Independence / Autonomy / Accountability

- The health professional makes independent decisions across all facets of practice with accountability for outcomes. Guidance from higher-level health professionals is required only for more complex or specific issues related to practice or service delivery.

Communication and Collaboration

- Applies a high standard of facilitative communication across clinical or professional, administrative and education functions. Demonstrates well-developed interpersonal, organisational and liaison skills.
- Shares and provides specialised advice and knowledge to management, teams and other stakeholders. Leads and/or contributes to team discussions, educates staff and ensures relevant parties are kept informed.

Judgement, Decision Making and Risk

- Applies well-developed professional judgement, independent decision making and risk assessment for advanced, complex or specialised services to support optimal outcomes.

Leadership and Influence

- Acts as a role model and professional resource for staff. Mentors other professionals and supervises students as required.
- Coordinates operational service planning and development, including the design and implementation of service delivery changes. Contributes to the development of clinical or professional governance policies, processes and practices.

LEVEL P4 – Health Professional (3rd Promotional Point)

Level P4 applies to positions required to:

- Coordinate and/or manage the delivery of professional services that include advanced and complex or specialised services; **and/or**
- Deliver professional services of an advanced, complex and specialised nature.

The provision of services may include the following domains and one or more may apply within the scope of the role:

- Coordination and/or management of services including development, planning and service improvement.
- Coordinate and/or deliver specialised education and training for health professionals in line with the department/Health Services education programs.
- Coordinate and/or undertake specialised research activities in line with the department/Health Services research programs.
- Provide independent and expert level, specialised clinical/profession specific services including in a designated Advanced Scope role.

Professional Knowledge and Expertise

- The role requires a high level of knowledge and expertise to enable proficient coordination, management and delivery of services. Additional qualifications or training relevant to the practice setting may be required.
- Clinical/profession specific practice positions require a high degree of profession-specific knowledge and expertise and may require a relevant postgraduate qualification.
- The role undertakes work across higher-level clinical or profession-specific practice, education and facilitation of learning, research, service improvement, policy development, leadership and management as required.

Independence / Autonomy / Accountability

- Service coordination and management functions are delivered at an autonomous level, with accountability for outcomes. Guidance is required only for highly complex issues or decisions related to specialised service delivery.
- Clinical practice/profession specific positions make wholly independent decisions related to professional practice and may include clinical assessment, triage, treatment planning and coordination within the scope of the role.

Communication and Collaboration

- Applies a high standard of communication across clinical or professional, administrative and education functions.
- Provides specialised advice, leads and contributes to team discussions, and contributes to service or pathway redesign.

Judgement, Decision Making and Risk

- Applies well-developed professional judgement, independent decision making and risk assessment for complex and specialised services.

Leadership and Influence

- Coordinates and manages operational service planning and development, including the design and implementation of service delivery changes. Leads or influences the development of clinical or professional governance policies, processes and practices.

LEVEL P5 – Health Professional (4th Promotional Point)

Level P5 applies to positions required to:

- Manage and direct professional service delivery within a substantial and complex clinical, multidisciplinary or profession-specific setting; **or**
- Manage and direct education and training for health professionals and other relevant staff within a complex clinical or profession-specific setting; **or**
- Manage and direct research activities within a complex clinical or profession-specific setting.

The provision of services may include the following domains and one or more may apply within the scope of the role:

- Leadership and management of a professional service with responsibility for planning, development, improvement and integration with other service areas.
- Manage and direct complex and specialised education and training activities ensuring continuing professional development and postgraduate education requirements are met.
- Manage and direct complex and specialised research activities aligned with Health Service Provider research programs.

Professional Knowledge and Expertise

- The role requires a substantial level of professional knowledge and expertise in the relevant practice area, including the ability to interpret and apply complex clinical, professional, policy and evidence-based information to support effective service delivery.
- The role may require additional qualifications or training relevant to the practice setting. Ongoing professional development is undertaken across higher-level clinical or profession-specific practice, education and facilitation of learning, research, service improvement, policy development, and leadership and management as required.

Independence / Autonomy / Accountability

- The role is accountable for professional standards, quality and performance within the service area.
- Exercises independent judgement across complex operational and professional domains, with responsibility for decisions that affect service delivery, workforce capability and client outcomes. Guidance is sought from higher-level management primarily for strategic or system-wide issues.

Communication and Collaboration

- Negotiates priorities and resources for the service area and influences collaboration within and across teams, services or sites.
- Provides authoritative professional advice to colleagues, managers and stakeholders on specialised, complex or emerging professional issues. Represents the profession or service area in Health Service Provider forums as required.

Judgement, Decision Making and Risk

- Leads risk management, quality assurance and service improvement activities within the service area.
- Makes decisions with material impact on service delivery, workforce management and outcomes, applying complex, evidence-based and, where appropriate, innovative decision-making processes.

Leadership and Influence

- Leads the development and governance of professional practice standards in areas of responsibility.
- Provides leadership to staff through role modelling, supervision and performance development, and influences higher-level management decisions related to the profession or service delivery area.

LEVEL P6 – Health Professional (5th Promotional Point)

Level P6 applies to positions required to:

- Manage, lead and direct a department for a large and complex clinical or profession-specific group, **or** a large and complex multidisciplinary group of professions, **or** an extremely complex profession, **or**
- Lead and manage allied health education and training for health professionals and other relevant staff with application across a Health Service Provider; **or**
- Lead and manage allied health research with application across a Health Service Provider.

The provision of services may include the following domains and one or more may apply within the scope of the role:

- Leadership and management of a professional service with responsibility for planning, development, improvement and integration with other service areas.
- Leadership and management of comprehensive and high value allied health education and training programs contributing to the advancement of the

professions and ensuring continuing professional development and postgraduate education requirements are met.

- Leadership and management of high value complex research programs with broad and multi-disciplinary scope contributing to the advancement of professional practice.

Professional Knowledge and Expertise

- The role requires a comprehensive level of professional knowledge and expertise in the relevant practice area, or an extensive level of professional knowledge across multidisciplinary practice areas, together with a high level of management expertise to lead and manage all facets of service delivery.
- The role may require continuing postgraduate education and/or recognised qualifications in clinical or profession-specific specialisations and/or management.

Independence / Autonomy / Accountability

- The role is accountable for professional governance, standards, quality and performance across a significant operational scope. Independent judgement is exercised across complex operational and professional domains within the parameters of the Health Service Provider strategic framework.
- Services are delivered at an autonomous level of accountability with responsibility for outcomes across the service area or areas.

Communication and Collaboration

- Requires a high standard of communication skills to negotiate priorities and resources and to influence cross-functional collaboration within and across services or sites.
- Works within complex stakeholder environments and represents the profession or service area in Health Service Provider-wide and external forums as required.

Judgement, Decision Making and Risk

- Leads strategic risk assessment and decision making for the profession or service area. Establishes governance, assurance and quality frameworks and provides authoritative advice and recommendations to senior and executive management.

Leadership and Influence

- Leads and directs the development and governance of professional practice standards and innovation across areas of responsibility.
- Shapes service culture and models of care, builds workforce capability, and leads performance, improvement and reform initiatives across the service area or areas.

LEVEL P7 – Health Professional (6th Promotional Point)

Level P7 applies to positions required to:

- Lead, direct and manage professional service delivery for ~~a major large~~ and complex clinical **or** profession-specific, **or** multidisciplinary group ~~at health service group level across multiple sites~~ within a Health Service Provider; **or**
- Lead, direct and manage service delivery and priorities for a large and complex clinical or multidisciplinary group providing services across multiple Health Service Providers.

Professional Knowledge and Expertise

- The role requires comprehensive professional knowledge and expertise in the relevant profession, or extensive professional knowledge across multiple practice areas, together with highly developed leadership and management capability to lead and manage services at scale.
- The role may require continuing postgraduate education and/or recognised qualifications in profession-specific specialisations and/or management.

Independence / Autonomy / Accountability

- The role is accountable for professional governance, standards, quality and performance across a major operational scope.
- Independent judgement is exercised across complex operational and professional domains, with services delivered at an autonomous level of accountability within Health Service Provider strategic frameworks.

Communication and Collaboration

- Requires a highly developed standard of communication skills to ensure effective supervision, coordination, negotiation and liaison across all aspects of service delivery.
- Negotiates priorities and resources, influences cross-functional collaboration, and represents the profession or service area in internal and external forums.

Judgement, Decision Making and Risk

- Makes evidence-based decisions for the profession or service area that may have Health Service Provider-wide risk implications.
- Establishes governance and assurance frameworks and provides expert level advice and recommendations to executive management as required.

Leadership and Influence

- Leads the profession or service area by directing planning, development, integration and delivery of services.

- Shapes service culture and models of care, builds system capability, and leads performance and improvement initiatives. Provides advice that influences the strategic direction of the profession or professions.
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LEVEL P8 – Health Professional (7th Promotional Point)

Level P8 applies to positions required to:

- Strategically lead, direct and manage service delivery and priorities for ~~major~~ allied health professions ~~at health service group level~~ across multiple sites within a Health Service Provider; **or**
- Strategically lead, direct and manage service delivery and priorities for a ~~major~~ very large and highly complex clinical or multidisciplinary group providing services across multiple Health Service Providers.

The role makes strategic management and service development decisions or recommendations with impact at a Health Service Provider level and influence at a system-wide level, contributing to advancement of professions across WA Health.

Professional Knowledge and Expertise

- The role requires comprehensive professional knowledge and understanding of practice areas and their interrelationships across service settings, together with commensurate strategic leadership and management capability.
- Continuing postgraduate education and/or recognised qualifications in strategic management may be required.

Independence / Autonomy / Accountability

- The role is accountable for professional governance, standards, quality, performance and operational outcomes across one or more service areas.
- Exercises independent judgement across complex operational and professional domains within Health Service Provider or system-wide strategic priorities and frameworks.

Communication and Collaboration

- Applies an excellent standard of communication to engage with senior leaders, advocate for professions, influence outcomes and secure cooperation across competing priorities.
- Engages in high-complexity stakeholder environments, collaborating with Health Service Provider leaders, professional bodies and other agencies. Represents professions or service areas in internal and external forums.

Judgement, Decision Making and Risk

- Makes strategic decisions that may have system-wide risk implications. Establishes governance and assurance frameworks and provides authoritative advice and recommendations to executive management and external stakeholders.

Leadership and Influence

- Leads professions or service areas by directing planning, development, integration and delivery of services.
 - Shapes service culture and models of care, builds system capability, and leads performance, improvement and reform agendas. Provides authoritative advice that informs executive-level decisions influencing professions at a Health Service Provider or system-wide level.
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LEVEL P9 – Health Professional (8th Promotional Point)

Level P9 applies to positions required to:

- Strategically lead, direct and manage service delivery and priorities for the largest and most complex clinical or multidisciplinary groups providing services on a system-wide basis. The role makes strategic management and service development decisions or recommendations with impact across Health Service Providers and provides advice shaping policy and strategy at a system-wide level.

Professional Knowledge and Expertise

- Provides leadership and expertise across disciplines to inform policy, strategic direction and long-term system priorities aligned with organisational objectives.
- Requires comprehensive professional knowledge and sector-leading expertise across practice areas and their interrelationships, together with advanced strategic management capability.
- Leads the review, development and implementation of policy/procedures/standards for major complex services.
- Recognised professional and/or strategic leadership qualifications may be required for the role.

Independence / Autonomy / Accountability

- Operates with a very high level of independence in setting initiatives and objectives within system-wide strategic frameworks.
- Accountable for professional governance, standards, quality, performance and outcomes exercising independent judgement across complex operational and professional domains.

Communication and Collaboration

- Applies an excellent standard of communication to engage with senior leaders, advocate for professions, influence outcomes and secure cooperation across competing priorities.
- Acts as a principal Health representative in critical negotiations and represents WA Health in state and national forums.
- Collaborates with allied health leaders across the WA health system.
- Demonstrates high level communication skills to align a service and influence the culture towards a common vision, direction and ethical framework.

Judgement, Decision Making and Risk

- Makes strategic decisions that frame policy, system design and long-term priorities with significant system-wide risk implications.
- Establishes governance and assurance frameworks and provides authoritative advice to executive leadership and external stakeholder including state or national bodies.

Leadership and Influence

- Leads professions or service areas by directing planning, development and delivery of clinical and professional services.
- Shapes system culture and models of care, builds system-wide capability, and leads performance, improvement and reform agendas. Provides authoritative advice influencing the direction of professions at a system-wide level.

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