



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

Classification: Official
Our Ref: 2025-60
Contact: Paula Casserly
9222 6411

Mr Michael Lee
Health Services Union of WA
8 Coolgardie Terrace
PERTH WA 6000

via email: mlee@hsuwa.com.au

Dear Mr Lee

**APPLICATION TO ACCESS DOCUMENTS
UNDER THE *FREEDOM OF INFORMATION ACT 1992 (WA)***

I refer to your Freedom of Information (FOI) application initially received on 14 October 2025, requesting access to records held by the Department of Health (Western Australia).

Please find enclosed the Notice of Decision in relation to your application.

If you are not satisfied with the decision, you have a right to apply for an internal review. Details of the review process are set out in the Notice of Decision.

You are welcome to contact me if you have any queries.

Yours sincerely

A handwritten signature in cursive script that reads "Paula Casserly".

Paula Casserly
**SENIOR FOI COORDINATOR
TECHNOLOGY AND INFORMATION SERVICES**

18 March 2026

**NOTICE OF DECISION
UNDER SECTION 30 of the
Freedom of Information Act 1992 (WA)**

APPLICANT: Michael Lee
Health Services Union (HSU) of WA

DECISION MAKER: Paula Casserly
Senior Freedom of Information (FOI) Coordinator

DATE OF DECISION: 18 March 2026

For the reasons set out below, I have decided to provide you with full access to 3 documents, and edited access to the remaining documents.

ACCESS APPLICATION

On 14 October 2025, your FOI application, submitted via email, was received by the Department of Health (the department) seeking access to records from January 2023 to the present date, concerning the:

1. Independent Review of Career Pathways for Health Professionals

Specifically, you requested records in relation to:

1. Emails and/or letters (written correspondence), including their attachments, sent by the Department of Health to Susan Nancarrow, Lee Ridoutt and/or Nicki Atkinson of AHP Workforce relating to the Department of Health's response(s), feedback or comment(s) to all versions of the Independent Review – Career Pathways for Health Professionals Interim Report, provided by AHP Workforce, for the period between 1 January 2024 and 10 May 2024.
2. Emails and/or letters (written correspondence), including their attachments, sent by the Department of Health to Susan Nancarrow, Lee Ridoutt and/or Nicki Atkinson of AHP Workforce relating to the Department of Health's response(s), feedback or comment(s) to or for all versions of the Independent Review – Career Pathways for Health Professionals Final Report, provided by AHP Workforce, for the period between 1 March 2024 and 30 September 2025.

Your request included *correspondence concerning **feedback or comment(s)** which should differ from 2025-38. Included in such correspondence concerning feedback or comment(s) would be, for example, document(s) including but not limited to a 'synthesis of findings' which culminated in the Final Report*

The department acknowledged receipt of the emailed request.

As you have consented to the removal of all personal information of third parties from the documents, this matter has been considered outside the scope of your request and consequently has been redacted from the documents. Matter that has been removed under an exemption clause is distinct from out of scope matter, as it is accompanied by an annotation within the documents.

THE REQUESTED DOCUMENTS

Consultation was undertaken with the relevant business area within the department to ascertain whether the scope was manageable.

In response, searches of the Department Health's electronic document records management system were conducted, resulting in a number of documents being identified. A request was made to the relevant business areas for documents in line with the requested documents to ensure all necessary information was gathered and provided accordingly. The requested materials were sourced and reviewed to align with the specified requirements.

Full Access

Documents 1-3

These documents are provided complete and unedited, albeit, with out-of-scope matter removed.

Section 24 – Exempt Matter; Deleting Before Access Given

Under section 24 of the Freedom of Information Act 1992 (the FOI Act), if it is practicable for an agency to give access to a document from which exempt matter has been deleted, the agency must give access to an edited copy of the document.

Upon inspection of the remaining documents that you seek access to, I am of the view that it is practicable to provide access with the exempt matter removed. In that regard, the documents have been edited in accordance with section 24 of the FOI Act.

Edited access

Documents 4-19

Edited access has been provided to these documents with exempt matter removed under clauses 3(1) and 6(1).

Documents available outside of the FOI Act

Document 7 (attachments)

Section 6(a) of the FOI Act provides that access rights do not apply to documents that are already available, whether for purchase or free distribution. Accordingly, documents available via the internet have not been provided.

EXEMPTIONS – SCHEDULE 1

Clause 3(1) – Personal Information

Clause 3 of the FOI Act essentially provides that when the personal information of a third party is located within a document, then that personal information may be exempt unless one of the limits to that exemption is applicable.

Personal information is defined at the Glossary of the FOI Act as:

Personal information means information or an opinion, whether true or not, and whether recorded in a material form or not, about an individual, whether living or dead —

- (a) whose identity is apparent or can reasonably be ascertained from the information or opinion; or
- (b) who can be identified by reference to an identification number or other identifying particular such as a fingerprint, retina print or body sample;

As you have agreed to the removal of personal information relating to third parties, this material has been treated as outside the scope of your application and has therefore been deleted from the documents. Having confirmed that only third-party personal information has been removed, I am now required to consider the 'limits on exemption' contained at clause 3(3), 3(4) and 3(6) in Schedule 1 of the FOI Act.

Clauses 3(3) and 3(4) provide that information is not exempt merely because its disclosure would reveal 'prescribed details' of an officer, former officer or contractor for an agency. Prescribed details are defined at regulation 9(1) and 9(2) of the *Freedom of Information Regulations 1993* and provides that certain specific work-related personal information is not to be considered as being exempt pursuant to clause 3(1). Information of this type includes:

- (a) the person's name; or
- (b) any qualifications held by the person relevant to the person's position in the agency; or
- (c) the position held by the person in the agency; or
- (d) the functions and duties of the person, as described in any job description document for the position held by the person; or
- (e) anything done by the person in the course of performing or purporting to perform the person's functions or duties as an officer as described in any job description document for the position held by the person.

Consequently, any information which is outside of the prescribed details is considered the personal information of officers and is therefore prima facie exempt.

Direct contact telephone numbers and email addresses of public officers are not prescribed details, and Clause 3(3) does not apply to that material.

Any material considered to be prescribed details has not been redacted.

Clause 3(6) - Public Interest

Clause 3(6), provides that personal information is not exempt if disclosure would, on balance, be in the public interest. In considering clause 3(6), I have weighed public interest factors both in favor of, and against disclosure of personal information.

It is well established that the public interest means a matter in which the interest is that of the public, as distinct from the interest of a particular individual or individuals.¹

As such, the public interest is not primarily concerned with the personal interests of a particular access applicant, rather, the question is whether the disclosure would be of some benefit to the public generally.

¹ *DPP v Smith* [1991] 1 VR 63 at p.75.

In order to determine whether disclosure would, on balance, be in the public interest, the relevant competing public interests (those favoring disclosure and those against), need to be weighed against each other.

In favor of disclosure, I have considered the general public interest in individuals exercising their rights of access under the FOI Act, by being able to access information held by a government agency.

I also recognise the public interest in the accountability of government and its agencies for the performance of their functions.

Alternatively, in favor of nondisclosure I have considered the public interest in protecting the privacy of individuals and am also cognisant that FOI provisions are not intended to breach the privacy of an individual, unless there is a demonstrable public benefit in doing so.

As no restrictions or conditions can be placed upon the release of documents under the FOI Act, disclosure of information under the FOI Act is disclosure to the world at large.²

Accordingly, when considering whether or not to disclose documents under the FOI Act, the effects of disclosure are generally considered as though disclosure were to the world at large, rather than only to the particular access applicant.

In balancing the above competing interests, I do not consider that disclosure of personal information of a third party in the public domain, would, on balance, be in the public interest. Accordingly, I am of the view that this limit does not apply.

Clause 6(1) – Deliberative processes of Government etc., matter revealing

Clause 6(1) of Schedule 1 to FOI Act provides an exemption from disclosure for documents that would reveal the deliberative processes of the Government, a Minister, or an agency. These deliberative processes refer to internal evaluations, reflections, and judgments concerning the merits, practicality, or timing of proposals, decisions, or courses of action. As established in *Re Waterford and Department of the Treasury (No. 2)* [1984] AATA 67; (1984) 5 ALD 588, such processes encompass the evaluative and judgmental aspects of decision-making.

The purpose of clause 6(1) is to safeguard the integrity of an agency's internal deliberations. This includes protecting documents containing preliminary evaluations, internal discussions or draft recommendations, where disclosure could inhibit candid internal consultation, compromise procedural fairness, or otherwise hinder effective decision-making.

The emails you have sought access to contain feedback, opinions and advice relating to the development of the interim and final reports. Although the final report has now been published, the internal deliberations that informed its development—particularly those relating to a revised career pathways proposal for allied health professionals—remain part of the Government's broader policy consideration processes. Disclosure of the information contained within the emails at this point would reveal internal evaluative material that was never intended for external release and could give a misleading impression of the basis for decisions, as such content reflects draft, exploratory and unfinalised thinking rather than settled Government positions.

To rely on clause 6(1), the agency must demonstrate that:

² *H and Graylands* [1996] D05096 at [17] and *Public Transport Authority* [2018] WASC 47 at [71].

- (a) *the documents contain matter relating to its deliberative processes, such as opinions, advice, or recommendations prepared for internal decision-making; and*
- (b) *disclosure would be contrary to the public interest, for example by discouraging frank internal discussion, compromising procedural fairness, or exposing incomplete or sensitive information.*

The clause 6(1) exemption has not been applied to material that is purely factual, nor to content relating solely to procedural or administrative functions. It has also not been applied to advice or recommendations that have been publicly communicated through the publication of the final report.

Further, the exemption does not extend to internal manuals, statistical information or documents more than ten years old. However, deliberative content contained in internal communications that contributed to the development of the published report, or that relate to ongoing policy considerations concerning allied health career pathways, remains exempt where its disclosure would be contrary to the public interest.

Access was therefore refused to those parts of the documents that, if disclosed, would reveal the agency's deliberations—including draft opinions, evaluative comments and internal advice that informed the development of the final report or that relate to continuing policy considerations. This information was withheld because its release could compromise the integrity of the Department's decision-making processes and discourage the provision of frank and candid advice in future policy development.

Public interest – Clause 6(1)(b)

In applying clause 6(1), the agency must also consider the public interest test, which requires a balanced assessment of the public's right to access information against the need to protect the integrity of internal deliberative processes. The documents you have requested contain internal discussions, strategic considerations and advice that informed the development of the interim and final reports, as well as broader ongoing policy considerations relating to the review of Career Pathways for Health Professionals.

It is well established that the public interest refers to matters that affect or benefit the public as a whole, rather than the private interests of an individual access applicant. The key issue is whether disclosure would serve a broader public purpose, rather than whether it would assist the personal interests of a particular applicant.

A matter will generally be in the public interest where it is of genuine concern or benefit to the community, or—even if not widely known, advances broader public objectives. Conversely, disclosure may be contrary to the public interest where it would prejudice important protections, such as an individual's right to privacy or the efficient and effective functioning of government. Assessing the public interest therefore requires the identification and weighing of factors for and against disclosure.

Factors favouring disclosure can include promoting transparency and accountability, informing public debate on matters of public importance, enabling oversight of public expenditure, and allowing individuals to access information about themselves. Consideration is also given to whether disclosure would contribute meaningfully to understanding how decisions were made or whether it would advance government openness.

However, these considerations must be weighed against the potential adverse effects of disclosure. In this case, the agency is satisfied that releasing internal deliberative material, despite the final report now being publicly available, would still pose a significant risk to the integrity of ongoing policy development. The documents contain draft opinions, evaluative

commentary, and exploratory discussions that do not reflect settled government positions. Disclosure could discourage frank and candid internal communication, expose incomplete or sensitive policy considerations, and impede the agency's ability to undertake effective future decision-making.

While the publication of the final report advances transparency, the deliberative material underlying its development continues to warrant protection where its disclosure would misrepresent the basis for decisions, reveal still-live policy discussions, or otherwise undermine effective administration. On balance, the agency has determined that withholding the deliberative content remains in the public interest, as disclosure would risk compromising the integrity, fairness and effectiveness of the Department's processes.

For more detailed information on the legislation applied, please see the attached excerpt copies of the FOI Act.

RIGHTS OF REVIEW

If you are dissatisfied or aggrieved by the decision of this agency regarding access to documents, you can apply for a review of that decision. An explanation of the Review and Appeal Process is provided in the document attached to this notice of decision.

COSTS AND CHARGES

Application Fee	@ \$30.00	\$30.00
Processing Charges		NIL
Less Paid		<u>-\$30.00</u>
Total Due		NIL

Yours sincerely,



Paula Casserly
Senior Freedom of Information Coordinator
Department of Health

18 March 2026

REVIEW AND APPEAL PROCESS

Step 1 - Internal Review (Section 39 - 40 and 54)

If you disagree with a decision made by an agency about your access application, your request for amendment of personal information or an access application where you are a third party, you have the right to apply to the agency for an internal review.

To apply for an internal review, you must lodge a written request with the Department of Health within 30 days of being given this decision. An independent officer will be appointed to conduct your review within 15 days.

In some circumstances, the agency's Manager Information Services may allow the application for internal review to be lodged after the specified period.

The application for internal review must:

1. Be in writing;
2. Give sufficient details of the decision/s you wish to have reviewed; and
3. Give an address in Australia to which notices can be sent.

There is no charge for lodging an application for an internal review.

Applications for internal review should be addressed and sent to:

**Freedom of Information
Department of Health
GPO 8172
Perth Business Centre WA 6849
Email: FOI.DOH@health.wa.gov.au**

Step 2 - External Review by the Information Commissioner (Section 65-66)

After internal review, if you still disagree with the agency's decision, you may lodge a complaint with the Information Commissioner, seeking external review of the agency's decision. The Commissioner is independent of executive government and reports directly to Parliament.

If you are the access applicant, you must apply for external review within 60 days after being given the agency's decision. If you are a third party who objects to disclosure of your information, you must apply for external review within 30 days after being given the agency's decision.

In exceptional circumstances, the Commissioner may allow a complaint to be lodged after these periods have elapsed.

A complaint to the Information Commissioner must:

1. Be in writing;
2. Give an address in Australia to which notices may be sent;
3. Give particulars of the decision you want reviewed;
4. Enclose a copy of this notice of decision; and
5. Be lodged at the Office of the Information Commissioner.

**Office of the Information Commissioner
Albert Facey House
469 Wellington Street
PERTH WA 6000
Tel: (08) 6551 7888 or 1800 621 244 (Country)**

EXCERPT COPIES OF THE ACT

Section

6. **Access procedures do not apply to documents that are already available**

Parts 2 and 4 do not apply to access to documents that are —

- (a) available for purchase by the public or free distribution to the public;
- (b) available for inspection (whether for a fee or charge or not) under Part 5 or another enactment;
- (c) State archives to which a person has a right to be given access under Part 6 of the *State Records Act 2000* despite this Act;
- (d) publicly available library material held by agencies for reference purposes; or
- (e) made or acquired by an art gallery, museum or library and preserved for public reference or exhibition purposes.

24. **Exempt matter, deleting before access given**

If —

- (a) *the access application requests access to a document containing exempt matter; and*
- (b) *it is practicable for the agency to give access to a copy of the document from which the exempt matter has been deleted; and*
- (c) *the agency considers (either from the terms of the application or after consultation with the applicant) that the applicant would wish to be given access to an edited copy,*

the agency has to give access to an edited copy even if the document is the subject of an exemption certificate.

Exemptions - Schedule 1 of the FOI Act

3. **Personal information**

- (1) *Matter is exempt matter if its disclosure would reveal personal information about an individual (whether living or dead).*
- (2) *Matter is not exempt matter under subclause (1) merely because its disclosure would reveal personal information about the applicant.*
- (3) *Matter is not exempt matter under subclause (1) merely because its disclosure would reveal, in relation to a person who is or has been an officer of an agency, prescribed details relating to —*
 - (a) *the person; or*
 - (b) *the person's position or functions as an officer; or*
 - (c) *things done by the person in the course of performing functions as an officer.*
- (4) *Matter is not exempt matter under subclause (1) merely because its disclosure would reveal, in relation to a person who performs, or has performed, services for an agency under a contract for services, prescribed details relating to —*
 - (a) *the person; or*
 - (b) *the contract; or*

(c) things done by the person in performing services under the contract.

- (5) Matter is not exempt matter under subclause (1) if the applicant provides evidence establishing that the individual concerned consents to the disclosure of the matter to the applicant.*
- (6) Matter is not exempt matter under subclause (1) if its disclosure would, on balance, be in the public interest.*

6. Deliberative processes of Government etc., matter revealing

- (1) Matter is exempt matter if its disclosure —
 - (a) would reveal —
 - (i) any opinion, advice or recommendation that has been obtained, prepared or recorded; or*
 - (ii) any consultation or deliberation that has taken place, in the course of, or for the purpose of, the deliberative processes of the Government, a Minister or an agency; and**
 - (b) would, on balance, be contrary to the public interest.**
- (2) Matter that appears in an internal manual of an agency is not exempt matter under subclause (1).*
- (3) Matter that is merely factual or statistical is not exempt matter under subclause (1).*
- (4) Matter is not exempt matter under subclause (1) if at least 10 years have passed since the matter came into existence.*



FREEDOM OF INFORMATION Document Schedule

Applicant Name: Michael Lee	Reference Number: 2025-60
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Document Number	Page	Date	Description	Exemption	Decision as per Schedule 1
1.	1-3	2024 03 26	Email	F	Matter outside of the Scope
2.	4-5	2024 05 10	Email	F	Matter outside of the Scope
3.	6-7	2024 07 02	Email without Attachment	F	Matter outside of the Scope Clauses 3(1) and 6(1)
4.	8-10	2024 07 22	Email	E	Matter outside of the Scope Clauses 3(1) and 6(1)
5.	11-16	2024 08 26	Email with attachments	E	Matter outside of the Scope Clauses 3(1) and 6(1)
6.	17-107	2024 08 27	Email with attachments	E	Matter outside of the Scope Clauses 3(1) and 6(1)
7.	108-307	2024 11 22	Email with attachments	E & AOFA	Section 6 Matter outside of the Scope Clauses 3(1) and 6(1))
8.	308-319	2025 01 07	Email with attachments	E	Matter outside of the Scope Clauses 3(1) and 6(1)
9.	320-327	2025 01 07	Email	E	Matter outside of the Scope Clauses 3(1) and 6(1)
10.	328-329	2025 02 24	Email	E	Matter outside of the Scope Clause 3(1)
11.	330-331	2025 04 14	Email	E	Matter outside of the Scope

Key:
Full Access - F
Edited Access – E
Refused Access - R
Access outside of the FOI Act - AOFA

Document Number	Page	Date	Description	Exemption	Decision as per Schedule 1
					Clauses 3(1) and 6(1)
12.	332-353	2025 04 29	Email with Attachment	E	Matter outside of the Scope Clauses 3(1) and 6(1)
13.	354-355	2025 05 30	Email	E	Matter outside of the Scope Clause 3(1)
14.	356-357	2025 06 04	Email	E	Matter outside of the Scope Clause 3(1)
15.	358-361	2025 06 11	Email and attachment	E	Matter outside of the Scope Clauses 3(1) and 6(1)
16.	362-366	2025 06 11	Email	E	Matter outside of the Scope Clauses 3(1) and 6(1)
17.	367	2025 09 19	Email	E	Matter outside of the Scope Clause 3(1)
18.	368	2025 09 22	Email	E	Matter outside of the Scope Clause 3(1)
19.	369 -374	2025 09 26	Email	E	Matter outside of the Scope Clauses 3(1) and 6(1)

Casserly, Paula

From: Larment, Charmaine
Sent: Tuesday, 26 March 2024 12:36 PM
To: [REDACTED]
Subject: RE: Independent Review - DOH/AHP Workforce catch up

Out of Scope

Thanks [REDACTED]

Out of Scope

BTW – I double checked with SWIR about the final report format.

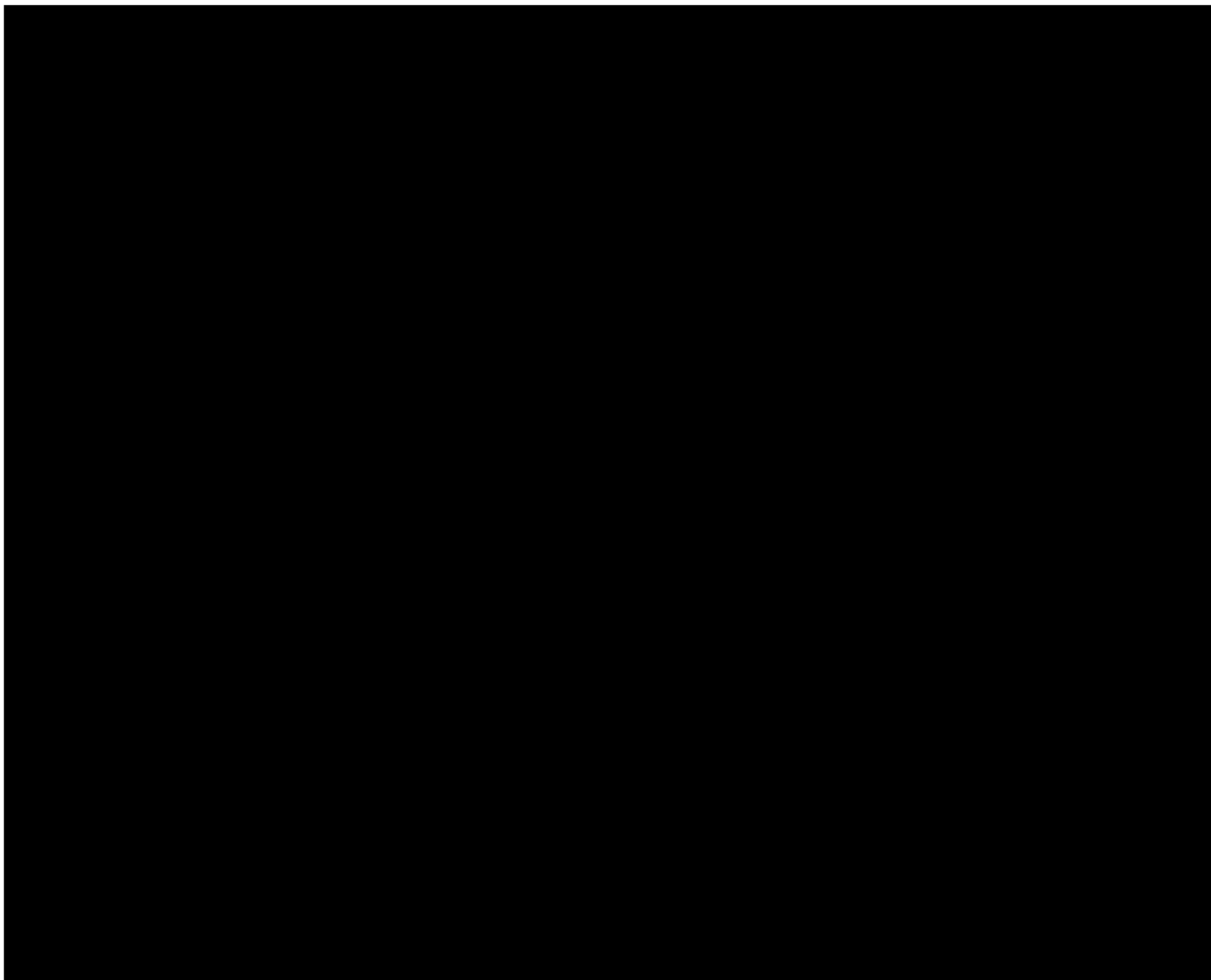
In their Interim report feedback, they said it should be similar to the reports below. Final report also should follow this.

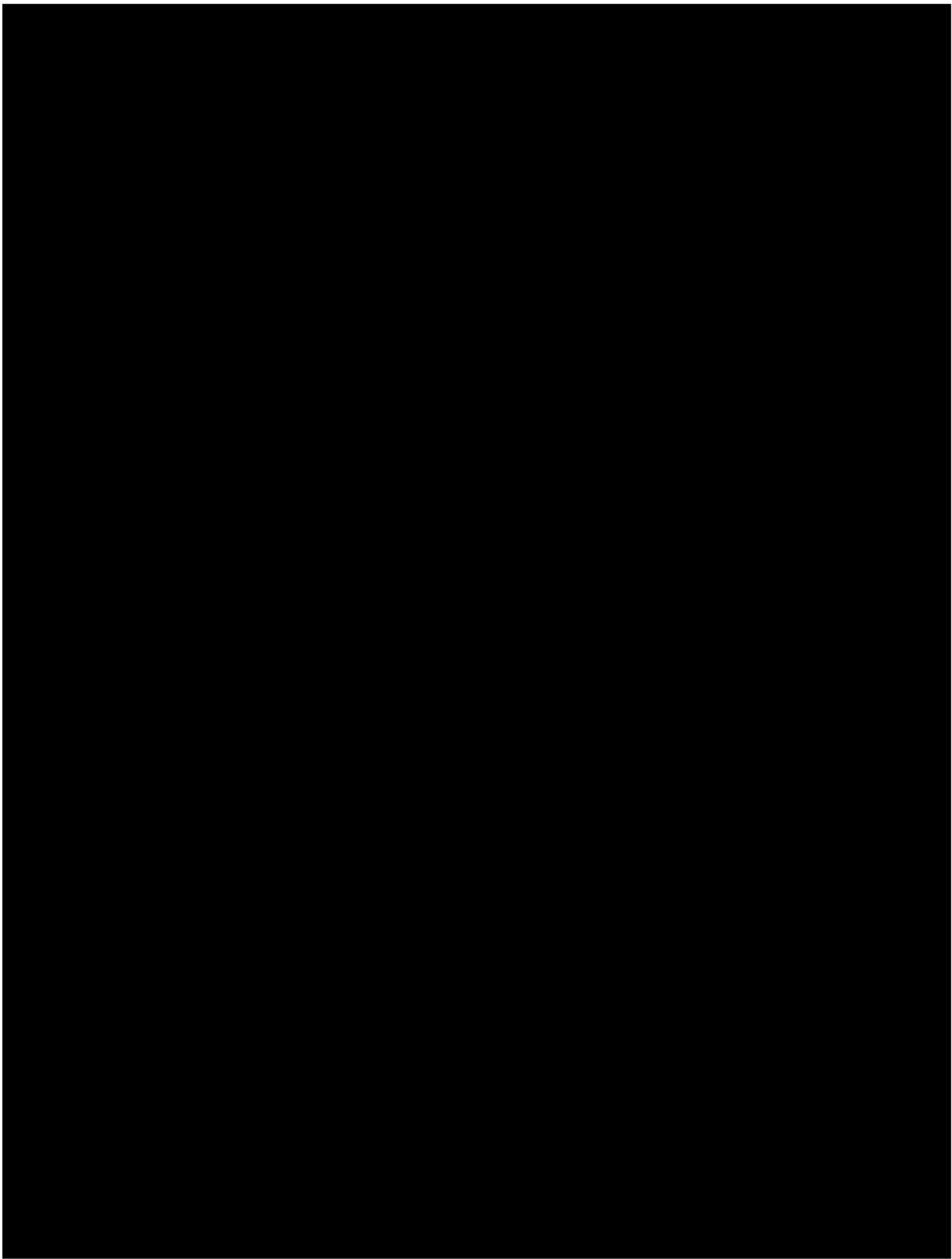
- [Sustainable Health Review - Final Report](#),
- IGR executive summary [Independent review of WA health system governance](#),
- Della executive summary [Western Australian Nursing and Midwifery Workload Models Project – Final Report August 2020 \(health.wa.gov.au\)](#).

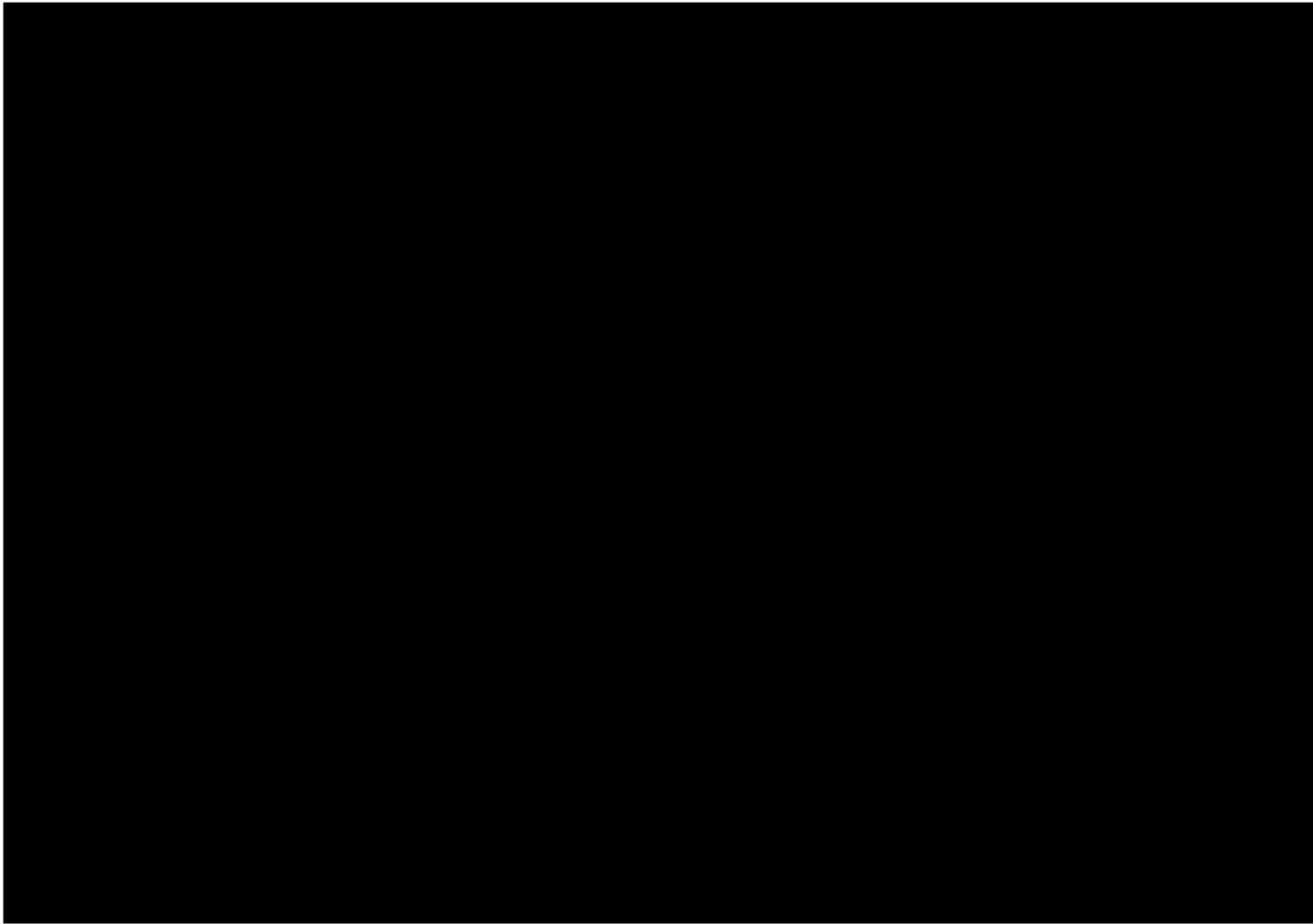
Hope that helps.

Thanks
Charmaine

Out of Scope







Casserly, Paula

From: Larment, Charmaine
Sent: Friday, 10 May 2024 8:24 AM
To: [REDACTED]
Subject: RE: WA report template

Out of Scope

Hi [REDACTED]

Out of Scope

[REDACTED]

We would like you to use your own template as it is your report. The links sent to you were examples of reports.

Let me know if you need anything else.

Kind regards
Charmaine

Out of Scope

From: [REDACTED]
Sent: Friday, May 10, 2024 7:24 AM
To: Larment, Charmaine
Subject: WA report template

CAUTION External Communication: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Charmaine,

Happy Friday! Hope you've had a nice week

Did you guys want the report on this template? If so, can you please share the template and any font/style guide we need to follow 😊



Western Australian Nursing and Midwifery Workload Models Project

Final Project Report

August 2020

Chief Nursing and Midwifery Office
Western Australia

This document was endorsed in its entirety by
the WA Nursing and Midwifery Workload Models
Project Control Group on the 29th October 2020.

health.wa.gov.au

[Redacted]
[Redacted]
[Redacted]
HealthWork International

[Redacted]
w. healthworkinternational.com
a. The Annex Level 8, 12 Creek Street, Brisbane QLD 4000 Australia

Out of Scope

[Redacted]

We acknowledge the Traditional Owners of the land on which we work and recognise their continued custodianship and connection to the land, waters and community.

Casserly, Paula

From: Larment, Charmaine
Sent: Tuesday, 2 July 2024 9:56 AM
To: [REDACTED]
Subject: RE: First 'draft' of final report
Attachments: RE: DoH202311293 Independent Review – Varying contract

Out of Scope

Hi [REDACTED]

Out of Scope

It might not matter but I'm going to err on the side of caution.

Can you please rename the document and the cover (and page 2) – remove Final Report with data analysis and synthesis (document/draft?). [REDACTED]

Out of Scope

[REDACTED]

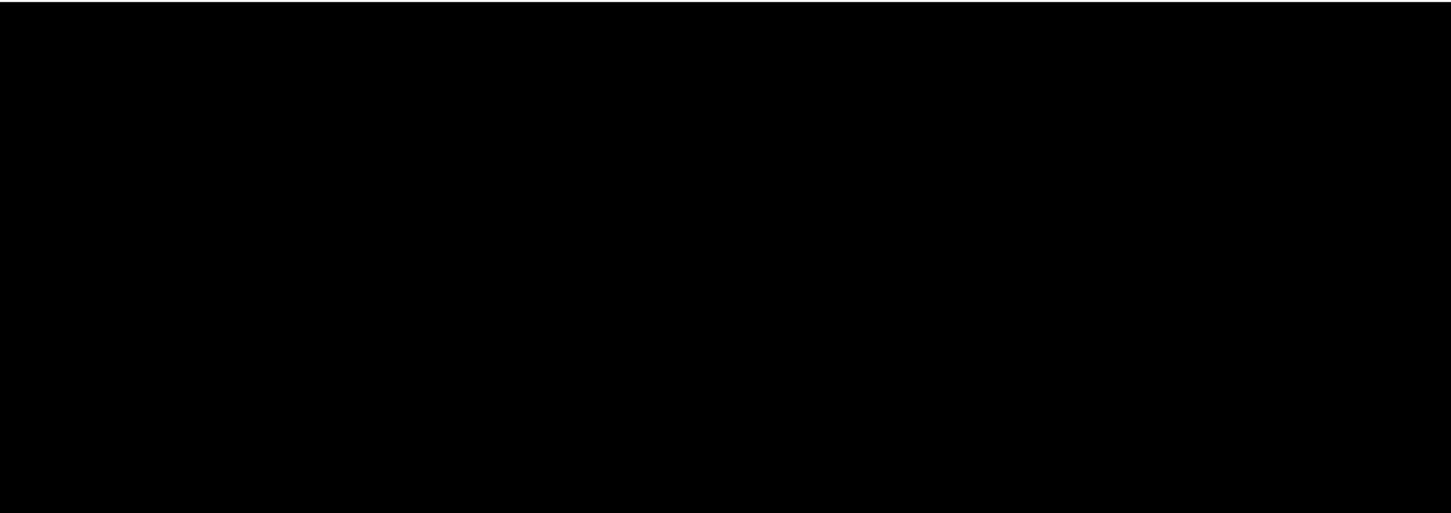
cl. 3

Note [HSUWA Committee of Management reject DoH's first Offer - HSUWA](#)

Thanks
Charmaine

[REDACTED]

Out of Scope



Out of Scope

Casserly, Paula

From: Campbell, Jennifer
Sent: Monday, 22 July 2024 12:23 PM
To: [REDACTED]
Cc: Withers, Justine; Larment, Charmaine
Subject: FW: AHP Workforce / HSU catch up

cl.3

Hi [REDACTED]
I consulted with Justine, and we suggest the following. Happy to discuss if required.
Regards, Jenny

cl.3

- Project is due for completion by Dec 2024.
- Participation of the WA Health workforce in consultation activities and completion of the survey was good. Consultation [REDACTED] is complete.

- Final activities will occur over the next 5 months.
- Approvals for release of reports will be via the minister's office.

cl.6

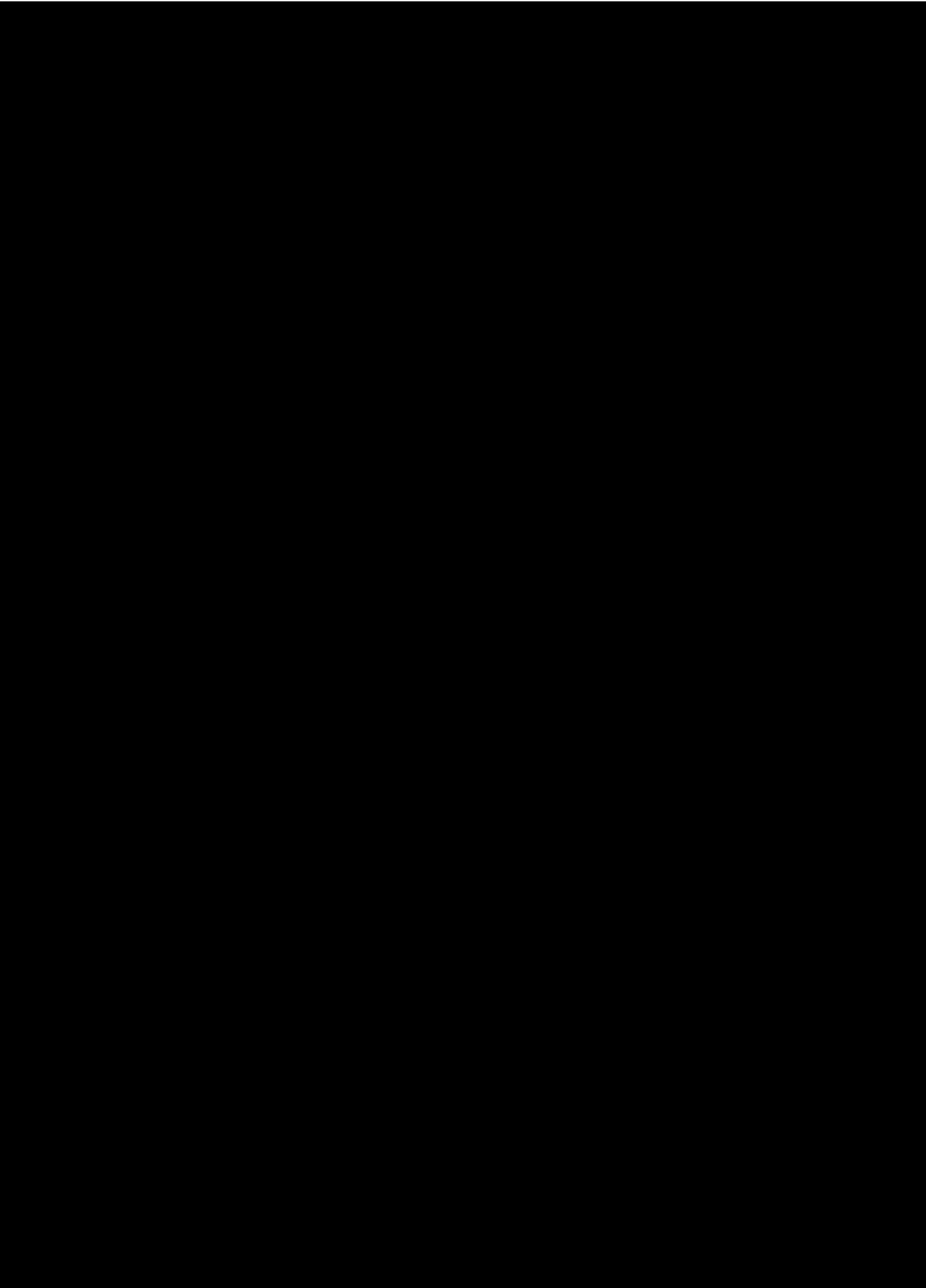
Jenny Campbell – Chief Allied Health Officer

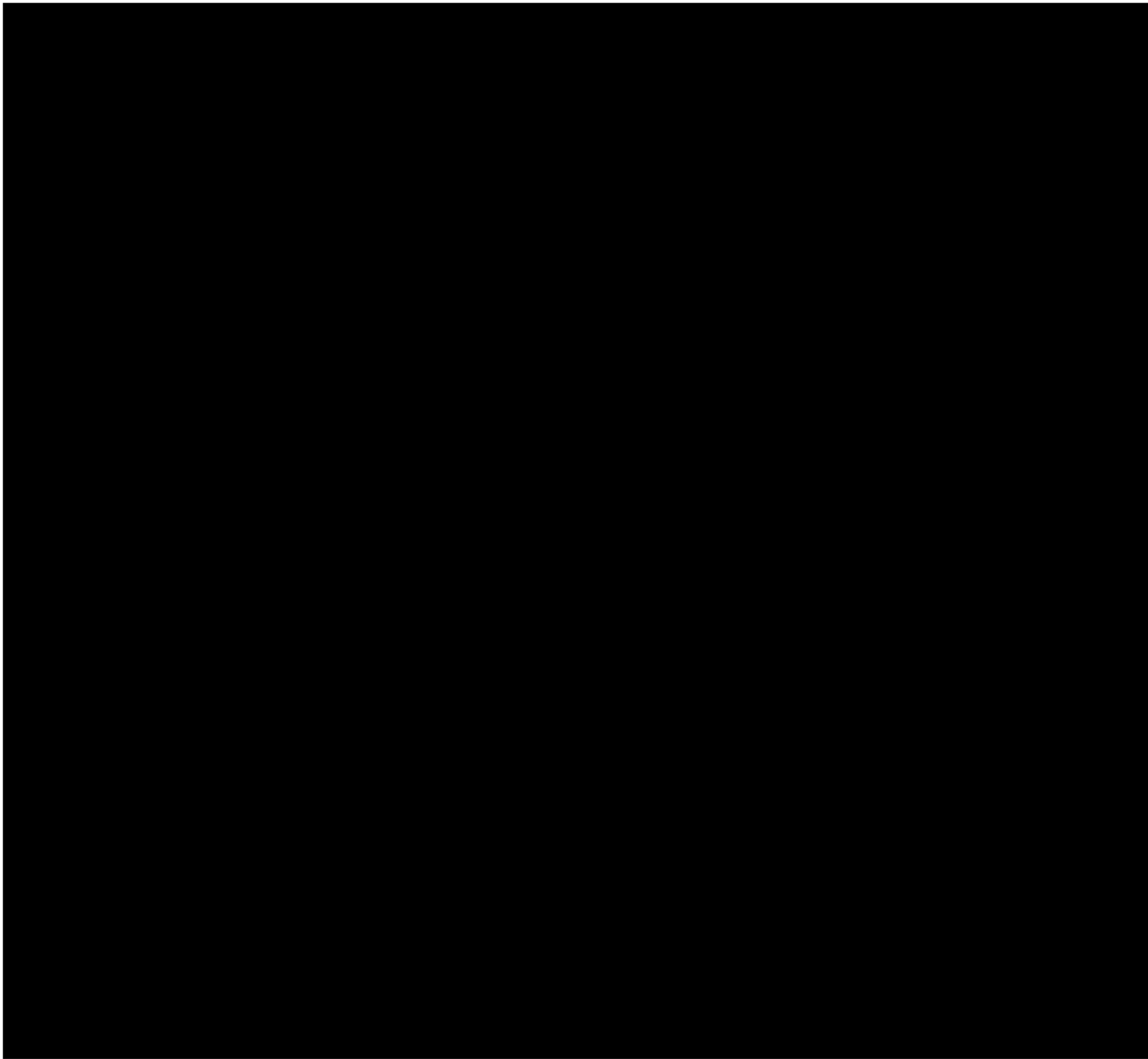
Chief Allied Health Office | Clinical Excellence Division
Department of Health
Couriers: GPO Building, Level 3, 3 Forrest Place, PERTH WA 6000
Mail to: PO Box 8172, Perth Business Centre WA 6849

[REDACTED]
www.health.wa.gov.au
Delivering a Healthy WA

cl.3







Out of Scope

Casserly, Paula

From: Larment, Charmaine
Sent: Monday, 26 August 2024 2:19 PM
To: [REDACTED] Petrich, Mark Out of Scope
Subject: Independent Review Project Meeting - Catch up
Attachments: CAHO Position.docx; Independent Review for Career Pathways - Agenda 270824.docx

Dear [REDACTED] Out of Scope

I hope you are all well and look forward to touching base with you tomorrow.

Please find attached the agenda for tomorrow. Following our review of the Data Analysis and Synthesis document we have put our thoughts in the attached CAHO Position paper, which we will discuss tomorrow also.

I'll attach these two papers to the meeting invite.

Kind regards
Charmaine

Chief Allied Health Office | Clinical Excellence Division
Department of Health
Couriers: Level 3 GPO Building, 3 Forrest Place, Perth WA 6000
Mail to: PO Box 8172 Perth Business Centre WA 6849

[REDACTED]

cl. 3

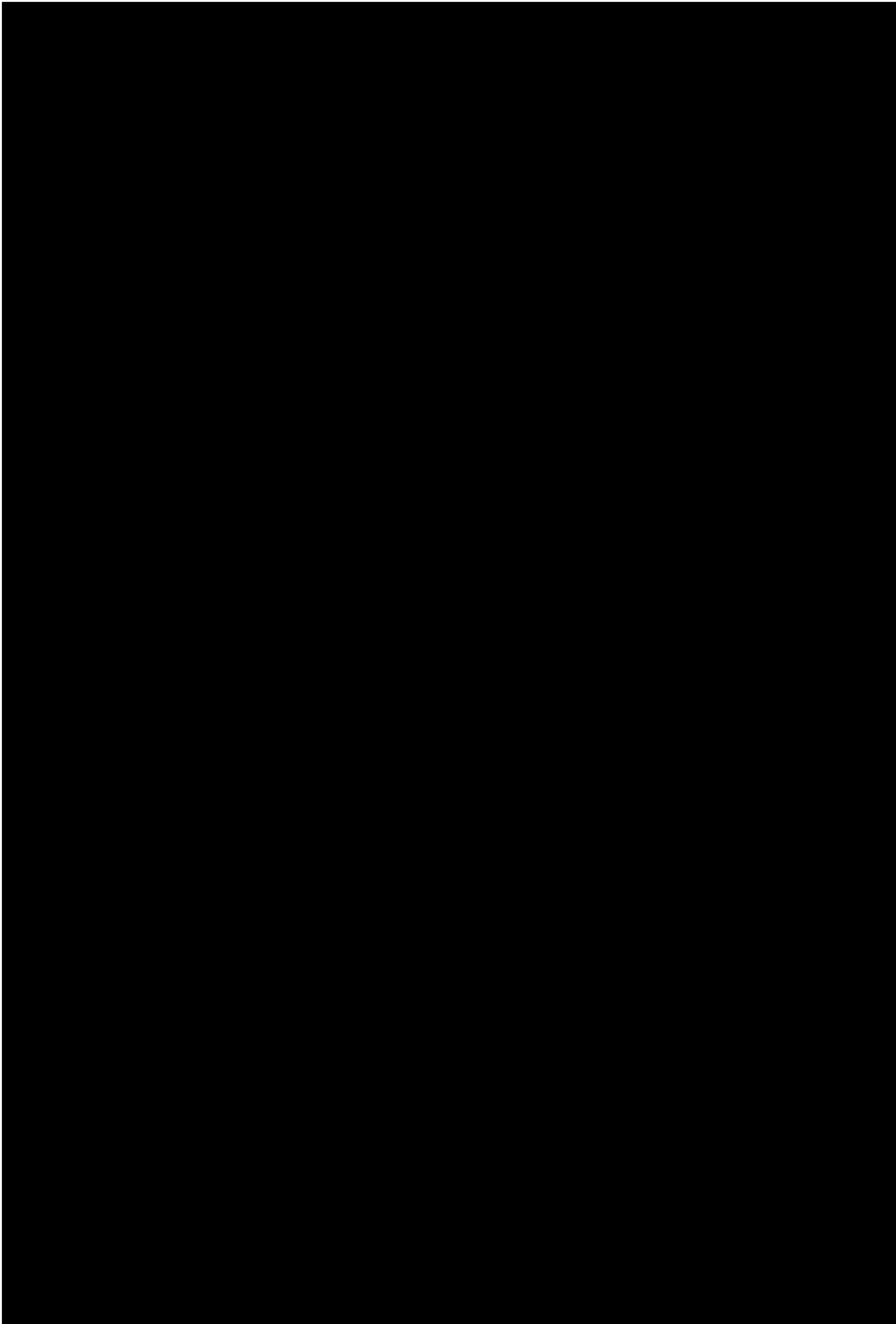
Please consider the environment before printing this e-mail - The contents of this email transmission are intended solely for the named recipient(s), may be confidential, and may be privileged or otherwise protected from disclosure in the public interest. The use, reproduction, disclosure or distribution of the contents of this email transmission by any person other than the named recipient(s) is prohibited. If you are not a named recipient please notify the sender immediately

Independent Review for Career Pathways Project Meeting Agenda

Date: Tuesday 27 August 2024
Time: 12:00 – 1:00pm AWST
Location: GPO Telegram Room/ MS Teams Meeting: [Join the meeting now](#)

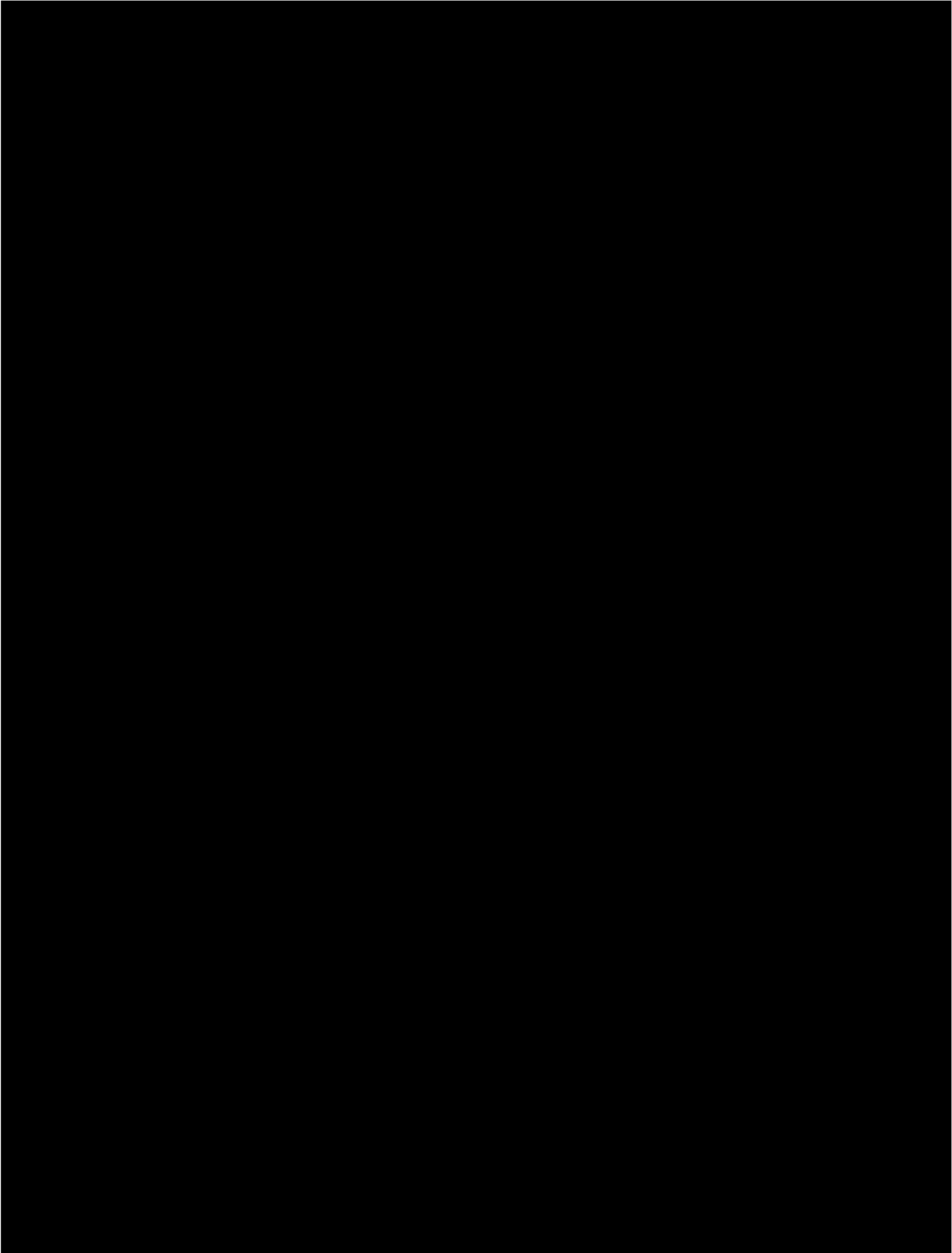
Consultants:	[REDACTED]
CAHO:	Mark Petrich; Charmaine Larment
Apologies:	

AGENDA ITEM		Member
12:00	1. Welcome	
	2. Final Report <ul style="list-style-type: none"> a. Data Analysis and Synthesis document CAHO will provide feedback via the <i>CAHO position paper</i> and the speak to the <i>Data Analysis and Synthesis</i> document b. Final Report Final report template and considerations for implementation 3. Close out Activities Consider either a live or recorded presentation with presentation pack available to all stakeholders.	All
1:00pm	4. Close	

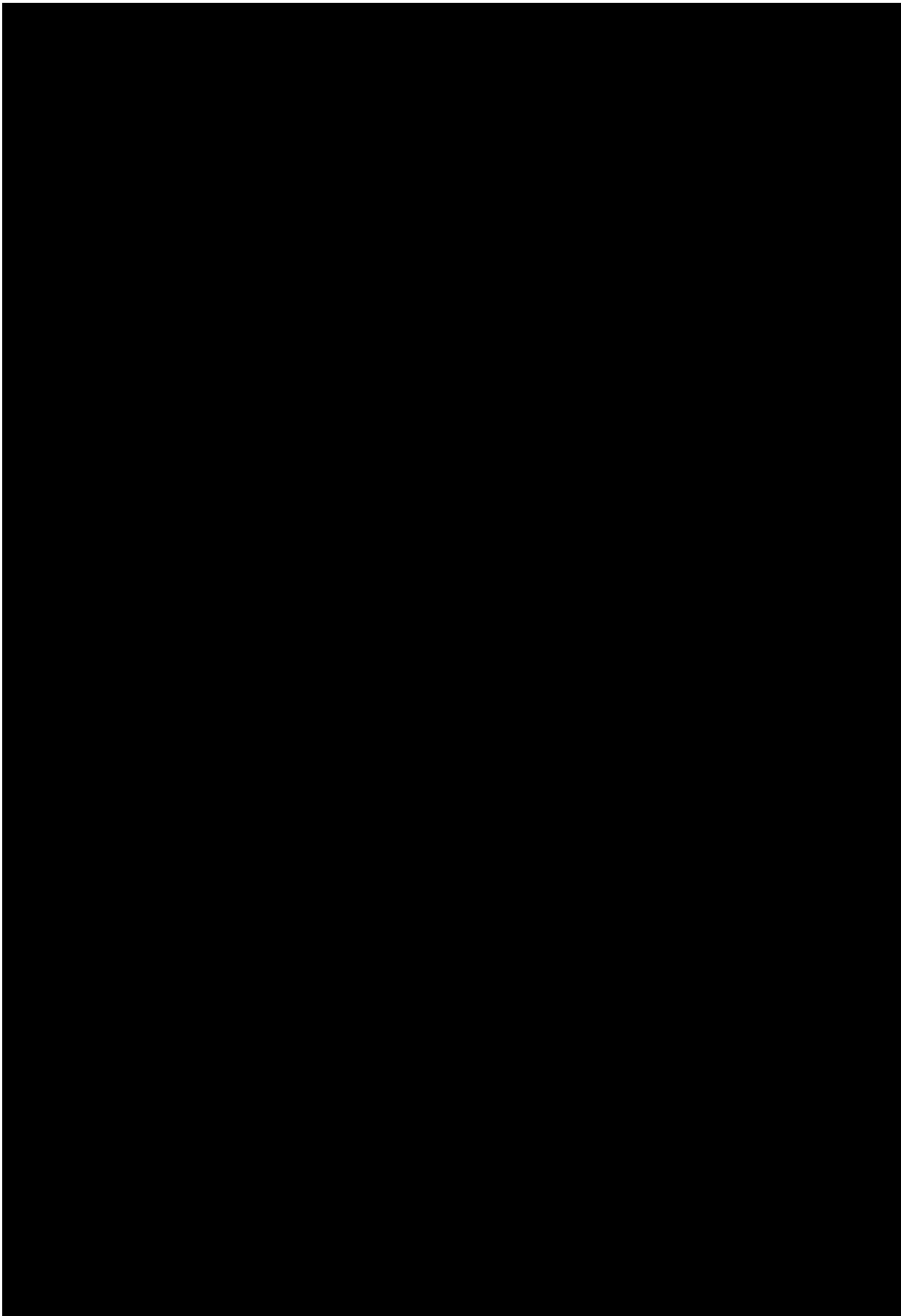


Cl. 6

1

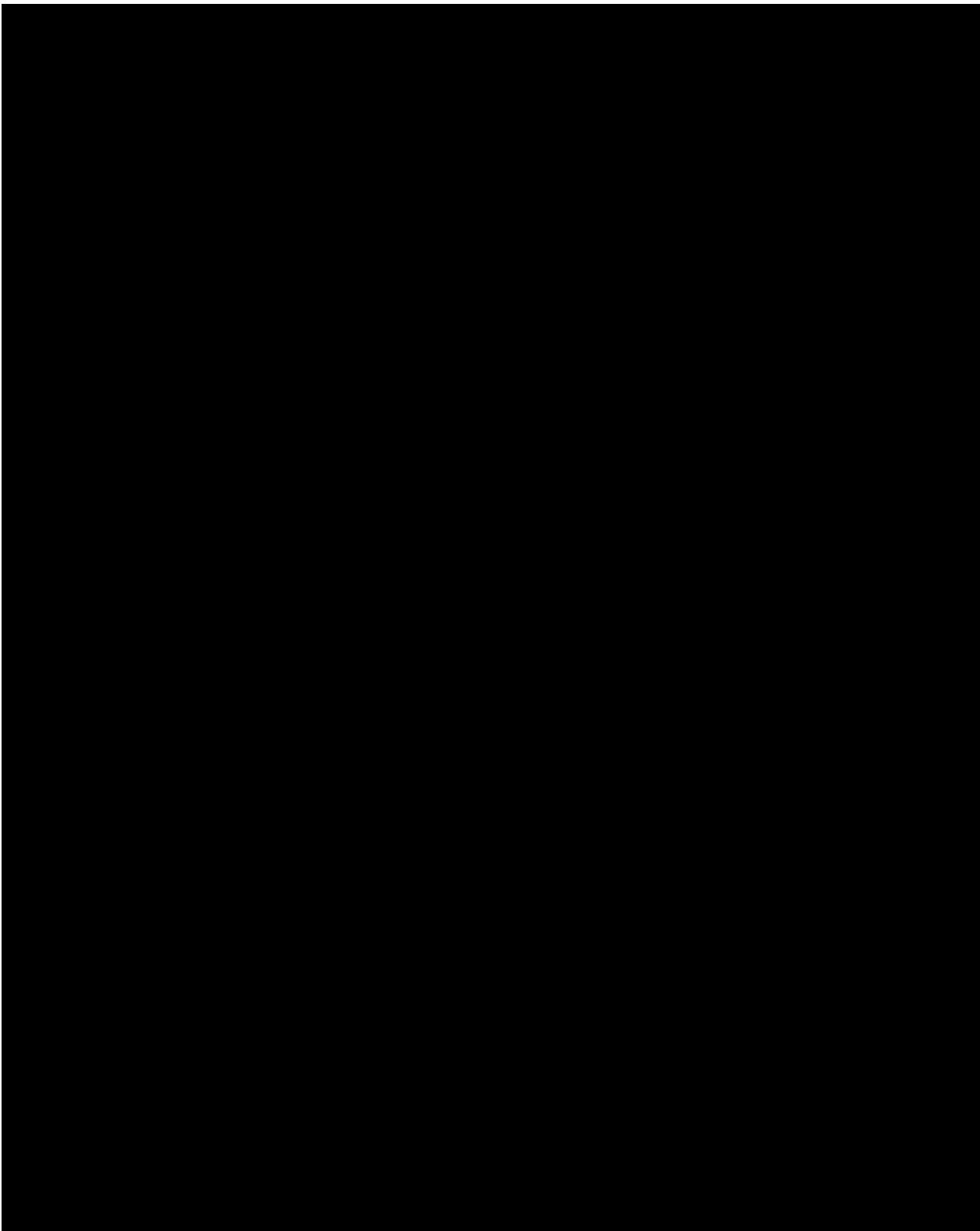


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Cl. 6

3



Cl. 6

Next Steps

1. Meet with Chief Allied Health Officer to discuss:
 - a. Feedback to be provided to AHP Workforce
 - b. Final report and closing out activities from AHP Workforce
 - c. Communications to PRG possibly via email to remind that the review would always take up to 18 months to complete and hence due end of 2024.
2. Set up meeting with AHP Workforce to discuss next steps and close out activities.

Casserly, Paula

From: Larment, Charmaine
Sent: Tuesday, 27 August 2024 1:47 PM
To: [REDACTED] Out of Scope
Cc: Petrich, Mark
Subject: RE: Independent Review Project Meeting - Catch up
Attachments: TIDY Independent review final report template.docx; 20240701 Independent Review Career Pathways data analysis and synthesis v2.5.docx; Considerations for implementation of independent review into career pathways.docx

Dear All,

Thanks for the meeting, really nice to see you all again.

As mentioned, the additional documents attached are:

- 20240701 Independent Review Career Pathways data analysis and synthesis – this has track changes in it
- TIDY Independent review final report template – the trimmed down document
- Considerations for implementation of independent review in to career pathways

Any questions, happy to discuss.

[REDACTED] Out of Scope

Kind regards
 Charmaine

From: Larment, Charmaine
Sent: Monday, August 26, 2024 2:19 PM
To: [REDACTED] Out of Scope
Subject: Independent Review Project Meeting - Catch up

Dear [REDACTED] Out of Scope

I hope you are all well and look forward to touching base with you tomorrow.

Please find attached the agenda for tomorrow. Following our review of the Data Analysis and Synthesis document we have put our thoughts in the attached CAHO Position paper, which we will discuss tomorrow also.

I'll attach these two papers to the meeting invite.

Kind regards
 Charmaine

Chief Allied Health Office | Clinical Excellence Division
 Department of Health
 Couriers: Level 3 GPO Building, 3 Forrest Place, Perth WA 6000
 Mail to: PO Box 8172 Perth Business Centre WA 6849

[REDACTED] Out of Scope

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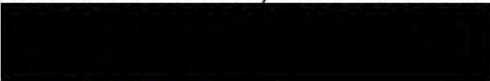
Casserly, Paula

From: Campbell, Jennifer
Sent: Friday, 22 November 2024 2:19 PM
To: [REDACTED] Out of Scope
Subject: FW: Classification Structure Query - Health Professionals in NSW - Med Sci, Physio, Pharmacy
Attachments: 1. Hospital Scientist Awards.zip; 2. Physiotherapist Awards.zip; 3. Pharmacist Awards.zip

FYI – NSW info

Jenny Campbell – Chief Allied Health Officer

Chief Allied Health Office | Clinical Excellence Division
 Department of Health
 Couriers: GPO Building, Level 3, 3 Forrest Place, PERTH WA 6000
 Mail to: PO Box 8172, Perth Business Centre WA 6849



Cl. 3

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Delivering a Healthy WA



From: Petrich, Mark
Sent: Friday, November 22, 2024 1:56 PM
To: Campbell, Jennifer
Subject: FW: Classification Structure Query - Health Professionals in NSW - Med Sci, Physio, Pharmacy

OFFICIAL

Hi Jenny
 Jade shared these with us for career pathways.
 Esp. Pharmacy to potentially inform [REDACTED] Out of Scope
 Wow – Directors of Physio and other discipline specific advisors at P5-P7 remuneration levels dependent on size
 Hospital scientist not as high, but around P4-5 by \$
 Cheers Mark

From: Wagner, Jade [REDACTED]
Sent: Friday, November 22, 2024 11:18 AM cl. 3
To: Petrich, Mark [REDACTED]
Subject: FW: Classification Structure Query - Health Professionals in NSW - Med Sci, Physio, Pharmacy

OFFICIAL

Hi Mark

To support you with the career pathways – please note this advice provided by NSW IR.

Regards

Jade Wagner | A/Manager
System-wide Industrial Relations | Strategy and Governance Division
Department of Health

Level 2, B Block, 189 Royal Street, EAST PERTH WA 6004

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www.healthywa.wa.gov.au

cl. 3

From: [REDACTED] Out of Scope
Sent: Tuesday, March 19, 2024 12:57 PM
To: Montgomery, Leigh [REDACTED] cl. 3
Cc: Wagner, Jade [REDACTED] Out of Scope
Subject: FW: Classification Structure Query - Health Professionals

CAUTION External Communication: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Leigh,

Thanks for your query.

Classification/Title

In terms of classifications/titles, we note there are some positions missing from your original table – please see below.

Hospital Scientists/Medical Technologists	
Classification/Title – Excl. laboratory and site specific classifications	
Trainee Hospital Scientist	
Hospital Scientist (Medical technologist)	
Hospital Scientist (Scientific Officer)	
Senior Hospital Scientist (Senior Medical Technologist in-charge of section)	
Senior or Chief Hospital Scientist (Senior Scientific Officer)	
Senior Hospital Scientist In-Charge of Section	
Senior or Chief Hospital Scientist In-Charge of Lab	
Senior or Chief Hospital Scientist In-Charge of Lab >200 ADA	
Chief Hospital Scientist	
Chief Hospital Scientist >200 ADA	
Principal Hospital Scientist (Principal Scientific Officer)	

Physiotherapists	
Classification - Health Professional	Title
Level 1 (Years 1 to 4)	Newly Qualified Physiotherapist
Level 2 (Years 1 to 4)	Physiotherapist

Level 3 (Years 1 to 2)	Senior Physiotherapist/Deputy Department Head/Unit Head or Team Leader
Level 4 (Years 1 to 2)	Senior Physiotherapist/Deputy Department Head/Unit Head or Team Leader/Department Head/Student Educator
Level 5 (Years 1 to 2)	Department Head/Deputy Department Head/Unit Head or Team Leader/Health Professional Educator
Level 6 (Years 1 to 2)	Department Head/Deputy Department Head/Clinical Specialist
Level 7 (Grades 1 to 3)	Deputy Department Head/Unit Head or Team Leader/Department Head
Level 8 (Grades 1 to 4)	Director/Advisor

Pharmacists	
Classification	Title
	Graduate Pharmacist Unregistered
G1	Pharmacist/ Clinical Pharmacist
G2	Pharmacist (specialised)
G3	Snr Pharmacist/Director of Pharmacy / Dep Director of Pharmacy
G4	Director of Pharmacy / Dep Director of Pharmacy
G5	Director of Pharmacy/ Dep Director of Pharmacy
G6	Director of Pharmacy
G7	Director of Pharmacy

Allowances

Please see below the allowances for each classification – we have highlighted the ones which are specific to the classification.

1. Hospital Scientists

Hospital Scientists (State) Award 2023

Item No.	Clause No.	Description	Rate from fffpoa 01/07/2023 \$
1	7	On call - per 24 hours or any part thereof	13.60
2	10	Meals allowance for overtime	
		(a) Breakfast at or before 6.00 a.m.* (each)	33.25
		(b) Evening at least 1 hour after normal ceasing time and extends beyond or is worked wholly after 7.00 p.m.* (each)	33.25
		(c) Lunch beyond 2.00 p.m. Saturdays, Sundays or Holidays* (each)	33.25
3	20(iii), (iv)	Uniform and Laundry Allowance	
		Uniform (per week)	3.06
		Laundry (per week)	3.18
4	21(i)	Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (per week)	4.35
4	21(ii)	Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc. (per week)	8.46

Health Professional and Medical Salaries (State) Award 2023

- Fellowship of A.I.M.T Allowance of \$67.50/week.
Provided for a Chief Hospital Scientist that is the holder of a Fellowship of the Australian Institute of Medical Technology.

2. Physiotherapists

NSW Health Service Health Professionals (State) Award 2023

Clause	Allowance Description	Rate from ffpoo 01/07/23 Per Annum \$
6	Sole Practitioner Allowance (Health Professional)	7,679

Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2023

Item No.	Clause No.	Allowance Description	Rate from ffpoo 01/07/2023 \$
1	4(i)	Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (per week)	4.26
2	4(ii)	Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc. (per week)	8.55
3	10(ii)(a)	Breakfast Allowance (each)	33.25
4	10(ii)(b)	Luncheon Allowance (each)	33.25
5	10(ii)(c)	Evening Meal Allowance (each)	33.25
6	19(i)(C)	Uniform Allowance (Prof. Assoc. Staff) (each)	1.65
7	19(i)(d)	Laundering Allowance (Prof. Assoc. Staff) (each)	3.26
8	8a(iv)	On call - Physiotherapists, Occupational Therapists (per period)	10.29
8	8a(iv)	On call - Physiotherapists, Occupational Therapists (per week)	50.86

3. Pharmacists

Health Employees' Pharmacists (State) Award 2023

Allowance Description	Rate from ffpoo 01/07/2023 Per week \$
Fellowship Allowance (Pharmacists)	47.54

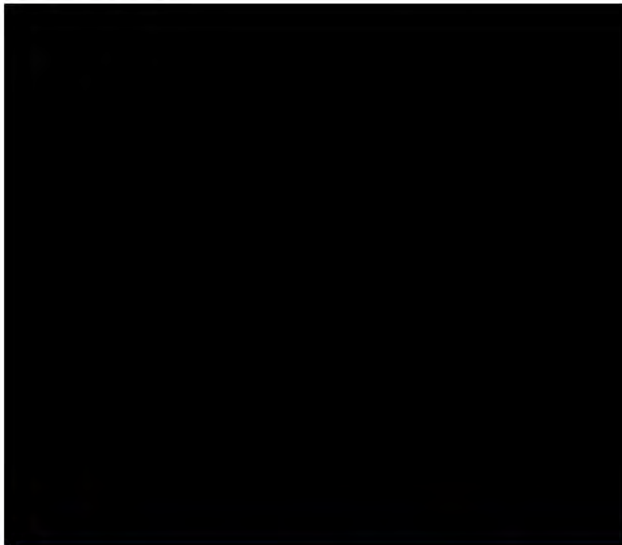
Health Employees' Conditions of Employment (State) Award 2023

Item	Clause	Description	Rate from ffppoa 01/07/2023 \$
1	5(iii)	Climatic and Isolation Climatic and Isolation Allowance - Time and Half Zone	5.41
2	5(iii)	Climatic and Isolation Allowance - Double Zone	10.80
3	7(ii)(a)	Board & Lodging	
		Breakfast	4.60
		Other Meals	8.70
		Maximum one week	141.10
	7(ii)(b)	Separate Room	65.60
		Shared Room	41.10
5	10(iii)	On Call	
		On Call – Allowance (per 24 hours)	28.10
6	10(iv)	On Call - Allowance - rostered days off (per 24 hours)	55.38
7	11(v)	Broken Shift (per shift)	13.80
8	12(ii)(a)	Post-Mortem	
		Post-mortem (each)	13.40
		Post-mortem Assistants	
9	12(ii)(b)	Assist at each Internal exam	119.60
		Assist at each External exam	74.40
10	12(ii)(c)	Excluding Post-mortem Assistants	
		Assist at each Internal exam	44.20
		Assist at each External exam	27.70
11	12(ii)(d)	Post-mortem (partly decomposed/vermin infested) (each)	7.16
12	12(iii)	Maintenance	
		Handling linen-nauseous nature (per shift)	5.15
13	12(iv)	Sorting of Incinerators, etc. (per hour)	0.46
14	12(v)(a)	Maintenance and Supervision (per week)	13.87
15	12(v)(b)	Offensive work (per week)	3.71
16	12(v)(c)	Sewerage chokages, etc. (per day)	see note **
17	12(vi)	Wearing of lead apron (per hour)	2.27
18	12(vii)	Handling of money (per week)	22.50
19	12(viii)(a)	Cold Places (per hour)	see note **
20	12(viii)(b)	Confined spaces (per hour)	see note **
21	12(viii)(c)	Dirty Work (per hour)	see note **
22	12(viii)(d)	Height money (per hour)	see note **
23	12(viii)(e)	Hot Places 46 degrees - 54 degrees (per hour)	see note **
		Over 54 degrees (per hour)	see note **
24	12(viii)(f)(1)	Insulation Material (per hour)	see note **
25	12(viii)(f)(2)	Asbestos (per hour)	see note **
26	12(viii)(g)	Smoke Boxes (per hour)	see note **
		Oil Fired Smoke Boxes (per hour)	see note **
27	12(viii)(h)(1) & (2)	Wet Places - other than rain (per hour)	see note **
		Rain (per hour)	see note **

28	12(viii)(i)	Mud Allowance	(per day)	see note **
29	12(viii)(j)	Acid Furnaces, etc.	(per hour)	see note **
30	12(viii)(k)	Depth money	(per hour)	see note **
31	12(viii)(l)	Swinging Scaffold		
		- first four hours	(per hour)	see note **
		- thereafter	(per hour)	see note **
32	12(viii)(m)	Spray application	(per hour)	see note **
33	12(viii)(n)	Roof Work	(per hour)	see note **
		- minimum per day	(per hour)	see note **
34	12(viii)(o)	Explosive-powered tools	(per day)	see note **
35	12(viii)(p)	Morgues-other than P.M. Assist	(per hour)	see note **
36	12(viii)(q)(1)	Toxic, Obnoxious Substances-Epoxy - epoxy materials	(per hour)	see note ** see note **
37	12(viii)(q)(2)	Toxic, obnoxious substances - Air Conditioner.		see note ** see note **
		- not operating	(per hour)	see note **
38	12(viii)(q)(4)	Close proximity to above	(per hour)	see note **
39	12(viii)(r)	Areas with Psychiatric patients	(per hour)	see note **
40	12(viii)(s)	Geriatric Allowance		see note **
		- Allandale & Garrawarra	(per hour)	see note **
		- Lidcombe	(per hour)	see note **
41	12(viii)(t)	Mental Institutions Allowance	(per hour)	see note **
42	12(viii)(u)	Animal House	(per hour)	see note **
43	12(ix)	Tool Allowance	(per week)	10.18
44	14(iv)	Meals*	(each)	33.25
45	23(i)(c)	Uniform	(per week)	5.28
		Uniform-with cardigan & shoes	(addit. per week)	2.00
46	23(i)(d)	Uniform – laundering	(per week)	5.96
47	32	Infectious Cleaning	(per shift)	6.54
48	12(xii)	Sterilising Certificate	(per week)	10.29
			(per day)	2.03
49	13(iv)(b)	Excess Fares Cap	(per day)	5.90

Please let us know if you have any further questions.

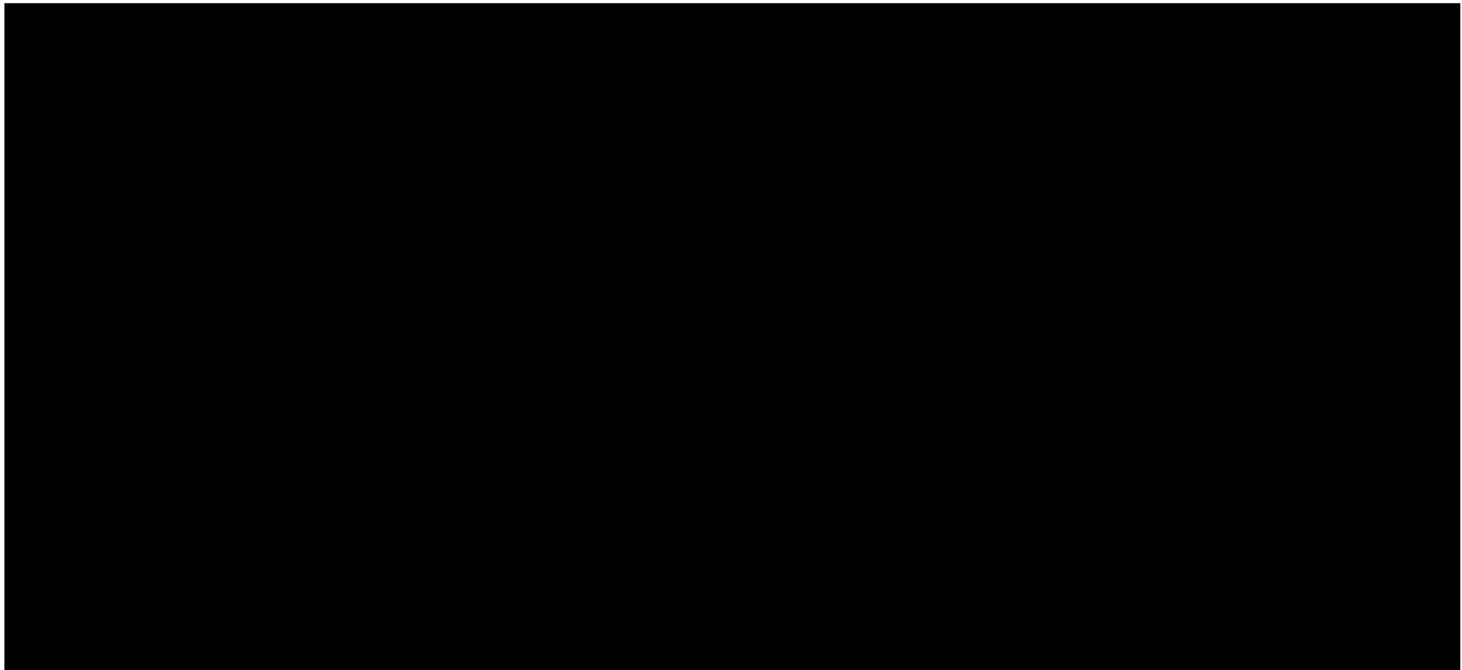
Kind regards,



Out of Scope



I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.



From: Montgomery, Leigh [redacted]
Sent: Friday, 15 March 2024 3:27 PM
To: [redacted]
Cc: Wagner, Jade [redacted]
Subject: Classification Structure Query - Health Professionals

cl.3

Out of Scope

cl. 3

You don't often get email from [redacted] [Learn why this is important](#) cl. 3

Good afternoon

At the WA Department of Health, we are currently trying to compare classifications for Medical Scientists, Physiotherapists and Pharmacists.

Based on the limited information provided on NSW Health Careers and the applicable industrial instruments, we have been able to note the following job titles and classifications for each occupational group:

Medical (Hospital) Scientists	
Classification/Title	
Hospital Scientist (SO)	
Snr Hospital Scientist / Chief Hospital Scientist	
Snr Hospital Scientist in charge of Section	
Snr or Chief Hospital Scientist in charge of Lab (
Snr or Chief Hospital Scientist in charge of Lab (>200 ADA)	
Principal Hospital Scientist	

Physiotherapists	
Classification	Title
L1	Physiotherapist
L2	Physiotherapist
L3	Physiotherapist / Snr Physiotherapist / Physiotherapist Leader
L4	Physiotherapist / Snr Physiotherapist / Physiotherapist Leader / HOD Physiotherapist
L5	
L6	

L7	
L8	

Pharmacists	
Classification	Title
G1	Pharmacist/ Clinical Pharmacist
G2	Pharmacist (specialised)
G3	Snr Pharmacist/Director of Pharmacy / Dep Director of Pharmacy
G4	Director of Pharmacy / Dep Director of Pharmacy
G5	Director of Pharmacy/ Dep Director of Pharmacy
G6	Director of Pharmacy
G7	Director of Pharmacy

Based on the above, are you able to please confirm whether the above details are accurate for these professional groups, as well as if there are any additional positions missing from these tables?

Furthermore, are you aware if any of these professions receive any special allowances?

Any assistance you are able to provide would be greatly appreciated.

Kind regards

Leigh Montgomery | Industrial Relations Consultant
 System-wide Industrial Relations
 Governance and System Support Directorate | Strategy and Governance Division
 Department of Health
 Level 2, C Block, 189 Royal Street, EAST PERTH WA 6004



cl. 3

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Views expressed in this message are those of the individual sender, and are not necessarily the views of NSW Health or any of its entities.

Casserly, Paula

From: Campbell, Jennifer
Sent: Tuesday, 7 January 2025 3:53 PM
To: [REDACTED] Out of Scope
Subject: FW: Independent Review Timeline
Attachments: 2024-12-20 Letter to HSU - Negs for a replacement WAHS - HSUWA - PACTS IA 2022.pdf

Additional info for your awareness. Jenny

From: Wagner, Jade
Sent: Tuesday, January 7, 2025 3:20 PM
To: Campbell, Jennifer
Cc: Chapman, Joshua
Subject: RE: Independent Review Timeline

OFFICIAL

Hi Jenny

Further to Josh's email, on 20 December 2024, the Director General replied to the HSU's request to see the report (amongst other things). The Director General has advised the HSU:

I acknowledge the HSU's request to release the final copy of the Index of Career Pathways for Allied Health (**Report**). I am yet to receive a copy however, confirm that I will consider its release once it has been confirmed by myself and the Minister for Health.

Thanks
 Jade

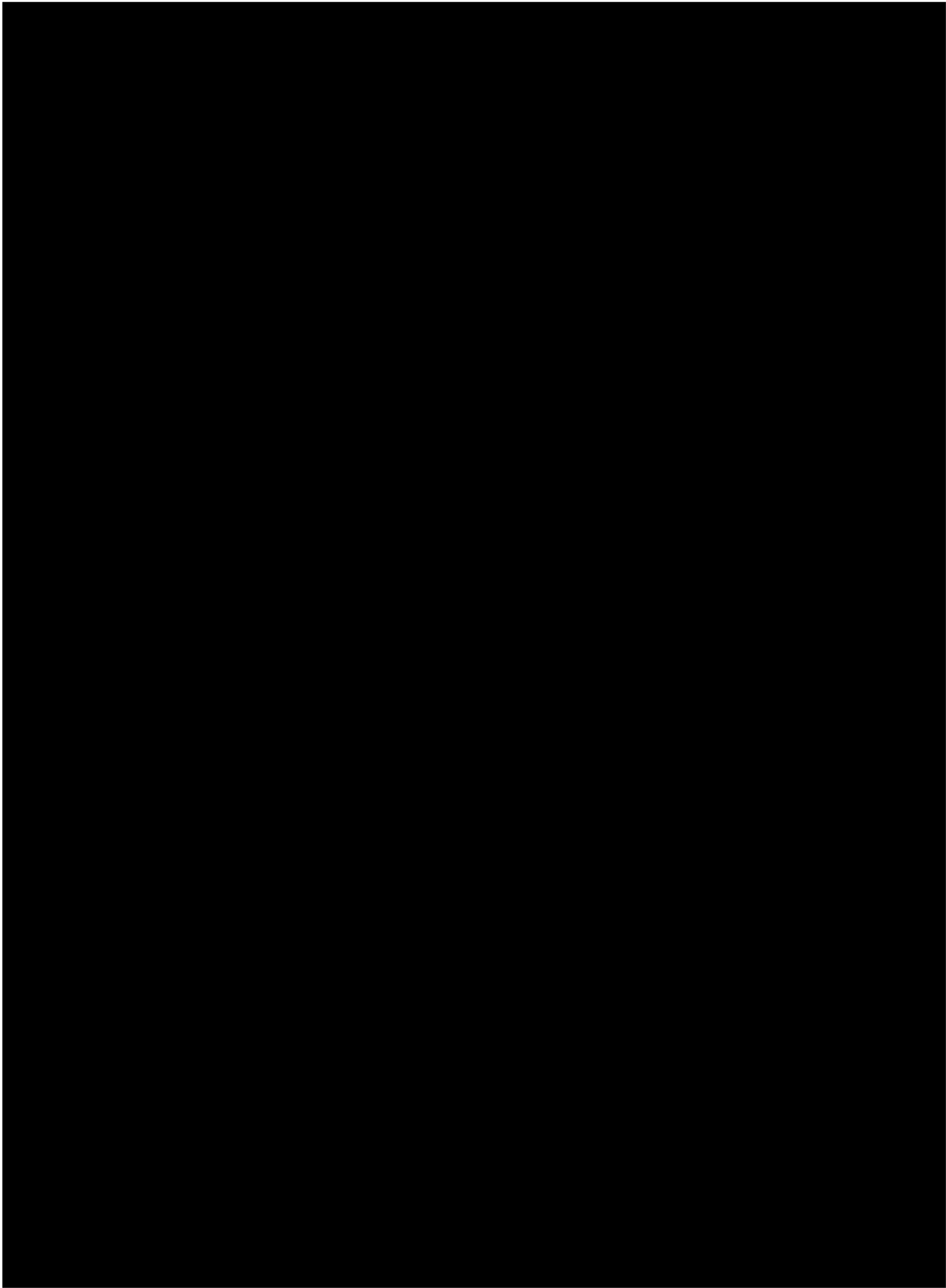
Jade Wagner | A/Manager
 System-wide Industrial Relations | Strategy and Governance Division
 Department of Health

Level 2, B Block, 189 Royal Street, EAST PERTH WA 6004

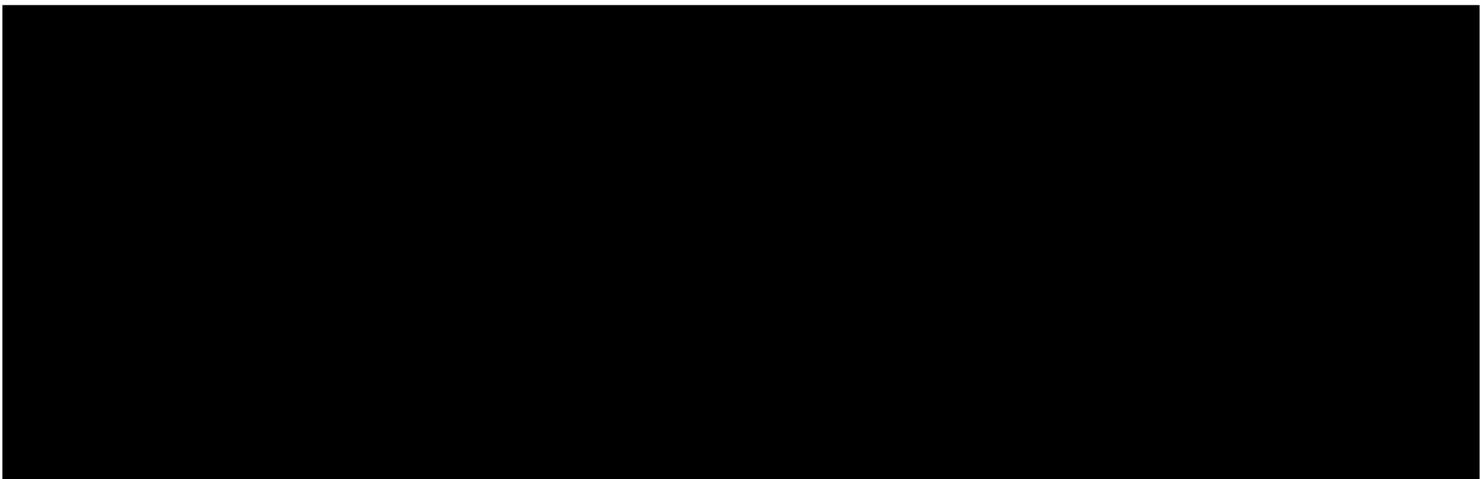
[REDACTED] d. 3
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From: Campbell, Jennifer [REDACTED]
Sent: Tuesday, January 7, 2025 3:03 PM
To: Wagner, Jade [REDACTED]
Cc: Chapman, Joshua [REDACTED] d. 3
Subject: FW: Independent Review Timeline
Importance: High

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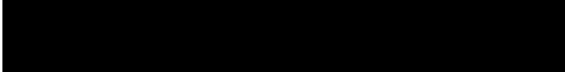
Out of Scope



Happy to meet to discuss where to next – probably best once the ballot outcome is known if you will still be around next Monday/Tuesday? cl. 6

Thanks

Josh Chapman | A/Director
System-wide Industrial Relations
Governance and System Support Directorate | Strategy and Governance Division
Department of Health
Level 2, B Block, 189 Royal Street, EAST PERTH WA 6004



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cl. 3

From: Campbell, Jennifer [redacted]
Sent: Wednesday, December 11, 2024 9:43 AM
To: Chapman, Joshua [redacted]
Cc: Petrich, Mark [redacted]; Larmont, Charmaine [redacted]; Wagner, Jade [redacted]
Subject: RE: Independent Review Timeline

cl. 3

OFFICIAL

Hi Joshua,
Members of The Independent Review Steer Co have reached out querying the report status. Can we action a briefing to the Minister to be sent after the vote. I would also like to schedule a final close out Steer Co meeting for January.



cl. 4

Does this timing seem ok.
Regards, Jenny

Jenny Campbell – Chief Allied Health Officer

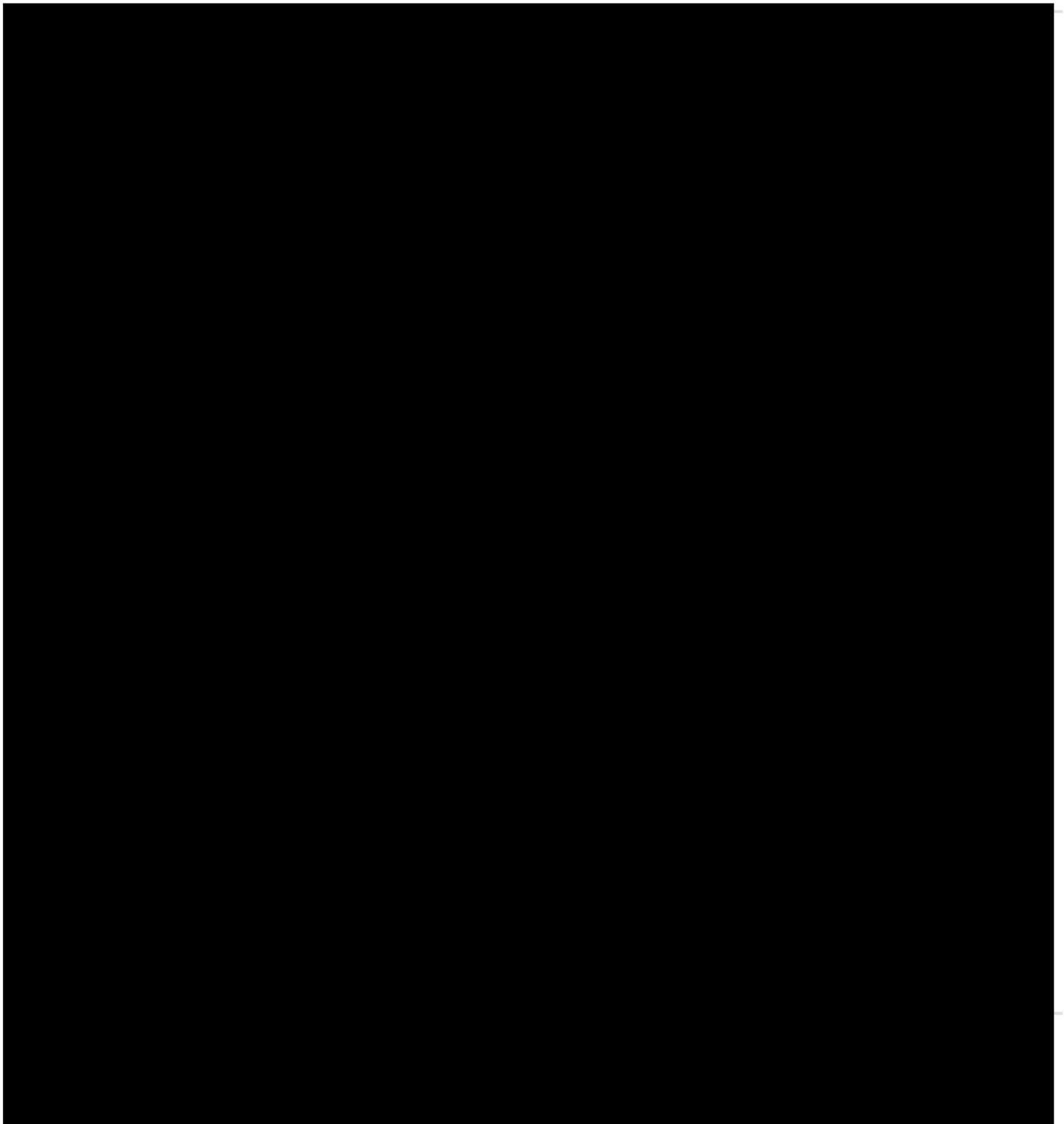
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Department of Health
189 Royal St, EAST PERTH WA 6004

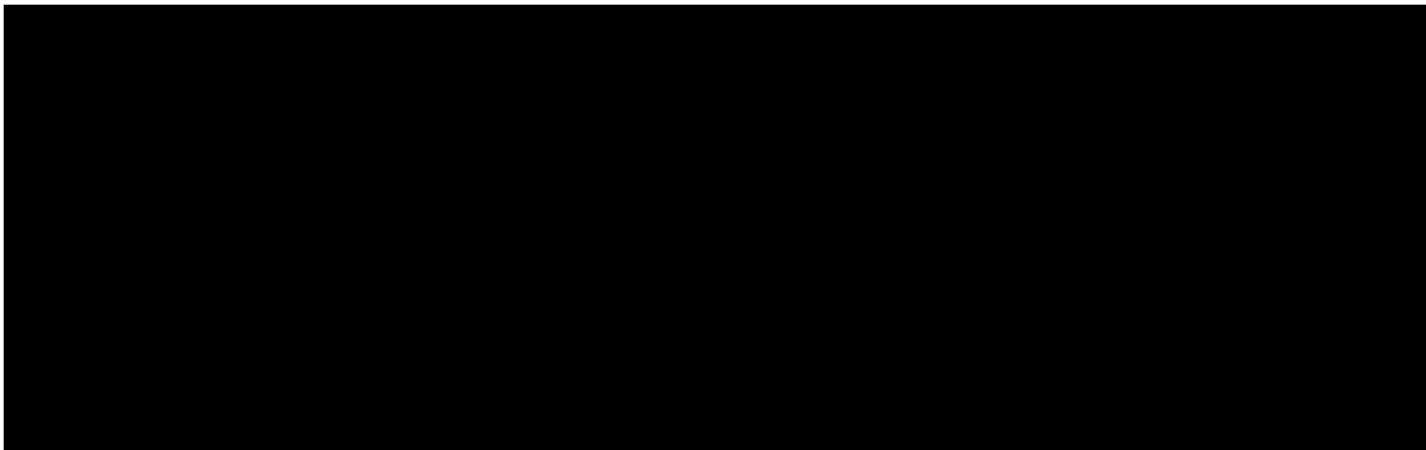


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Delivering a Healthy WA

cl. 3

We respectfully acknowledge the past and present traditional owners of this land that we are working on.





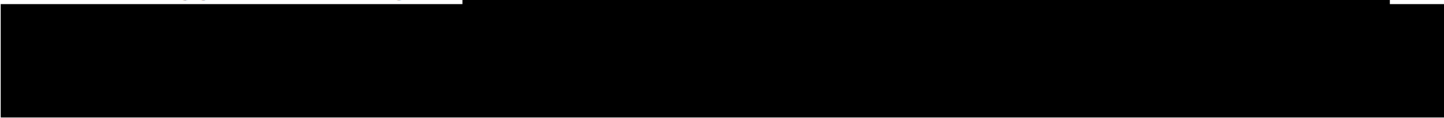
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From: Campbell, Jennifer
Sent: Thursday, October 31, 2024 1:33 PM
To: Chapman, Joshua [redacted]
Cc: Petrich, Mark [redacted]; Larment, Charmaine [redacted]
Wagner, Jade [redacted]
Subject: Independent Review Timeline

cl. 3

Hi Josh,

I would like to seek clarity in relation to your preferred timeline for the Independent Review. We have received a copy of the final report. [redacted]



Previous communication with HSU has been the dot points below:

cl. 6

- Project is due for completion by Dec 2024.
- Participation of the WA Health workforce in consultation activities and completion of the survey was good. Consultation [redacted] is complete.



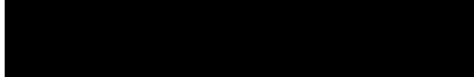
- Final activities will occur over the next 5 months.
- Approvals for release of reports will be via the minister's office.

cl.6

Regards, Jenny

Jenny Campbell – Chief Allied Health Officer

Chief Allied Health Office | Clinical Excellence Division
Department of Health
Couriers: GPO Building, Level 3, 3 Forrest Place, PERTH WA 6000
Mail to: PO Box 8172, Perth Business Centre WA 6849



cl. 3

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Delivering a Healthy WA



From: Withers, Justine [REDACTED]
Sent: Monday, July 22, 2024 12:19 PM
To: Campbell, Jennifer [REDACTED]
Cc: Larment, Charmaine [REDACTED] Chapman, Joshua
Subject: RE: AHP Workforce / HSU catch up

cl. 3

Hi Jenny

Please see my feedback below.

Thanks
Justine

From: Campbell, Jennifer [REDACTED]
Sent: Monday, July 22, 2024 11:00 AM
To: Withers, Justine [REDACTED]
Cc: Larment, Charmaine [REDACTED]
Subject: FW: AHP Workforce / HSU catch up

cl. 3

Hi Justine,
Can we please discuss response. Suggestions below.
Regards, Jenny



cl. 6

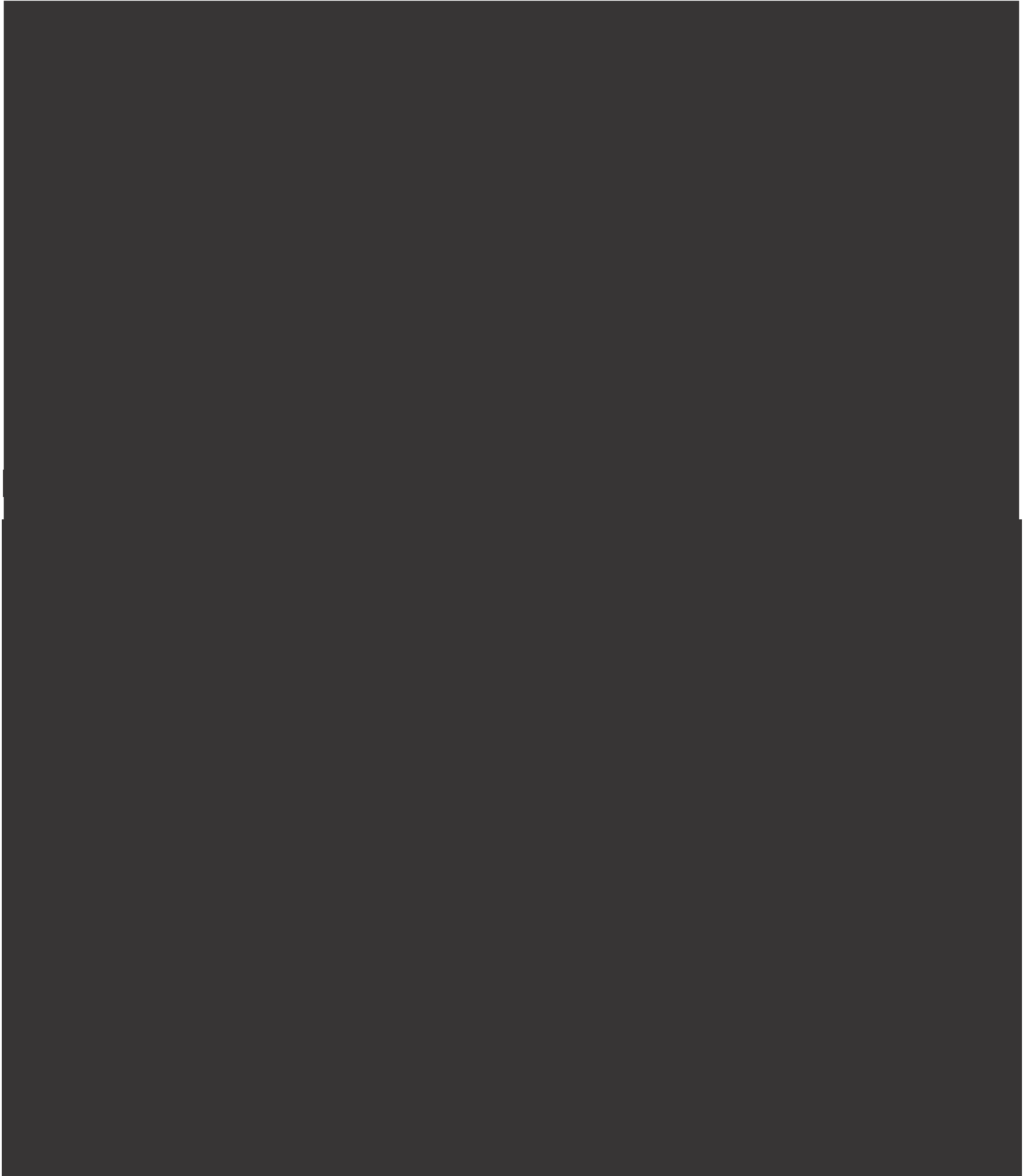
Jenny Campbell – Chief Allied Health Officer

Chief Allied Health Office | Clinical Excellence Division
Department of Health
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Mail to: PO Box 8172, Perth Business Centre WA 6849

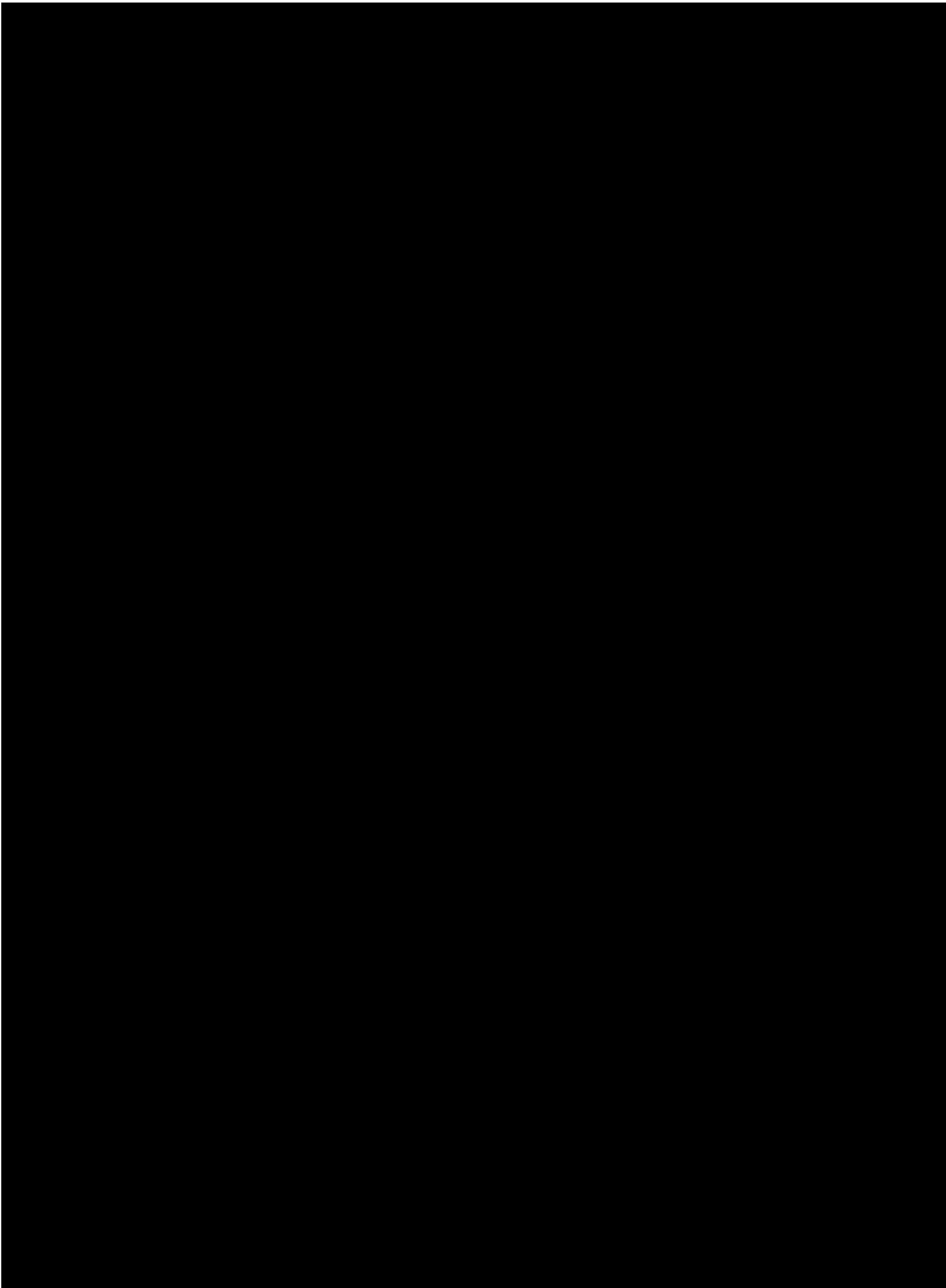


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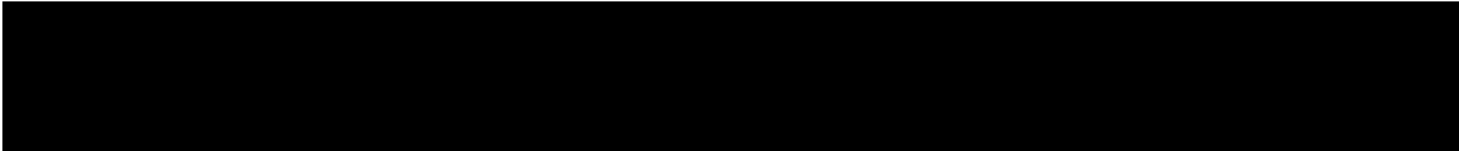
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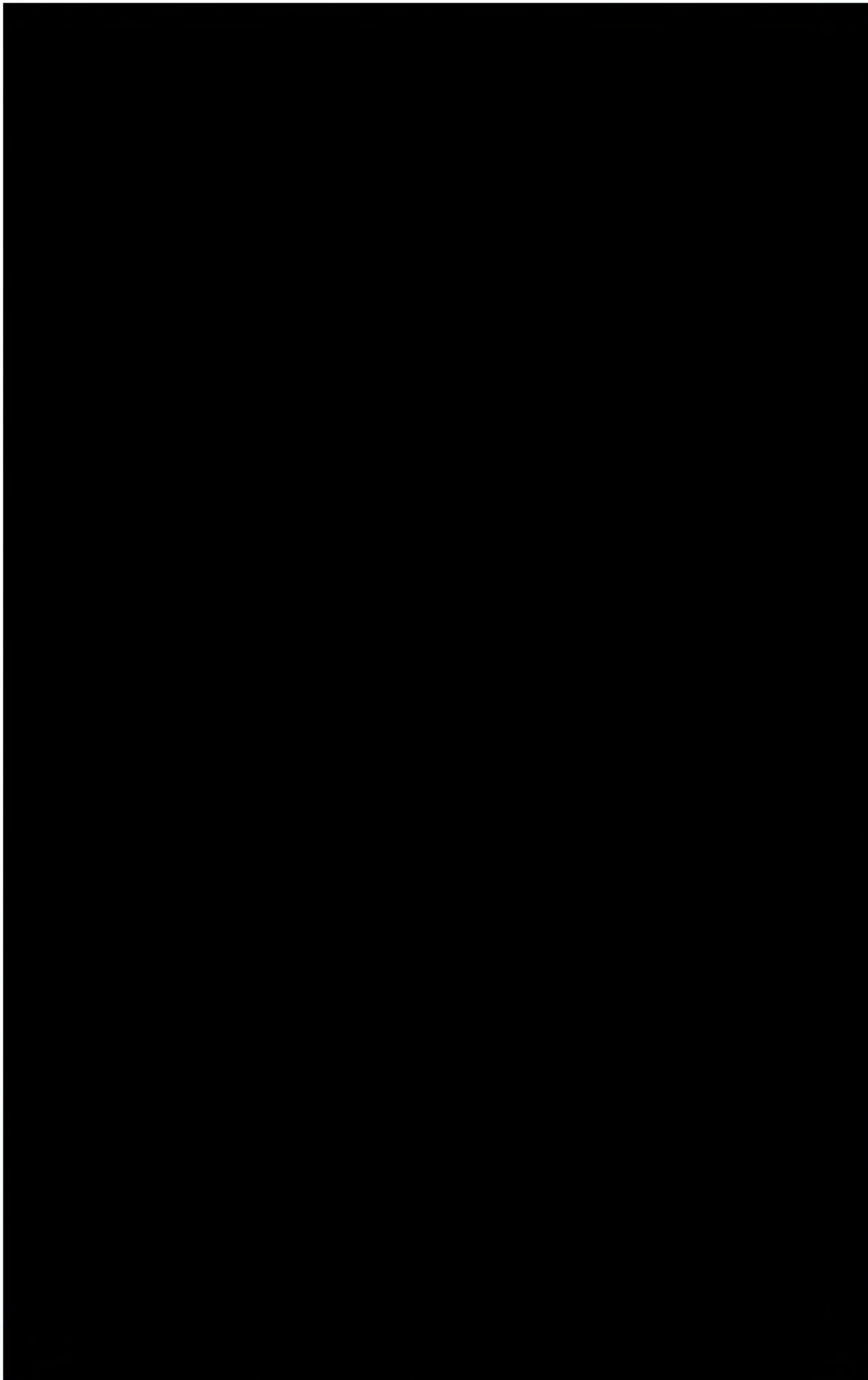
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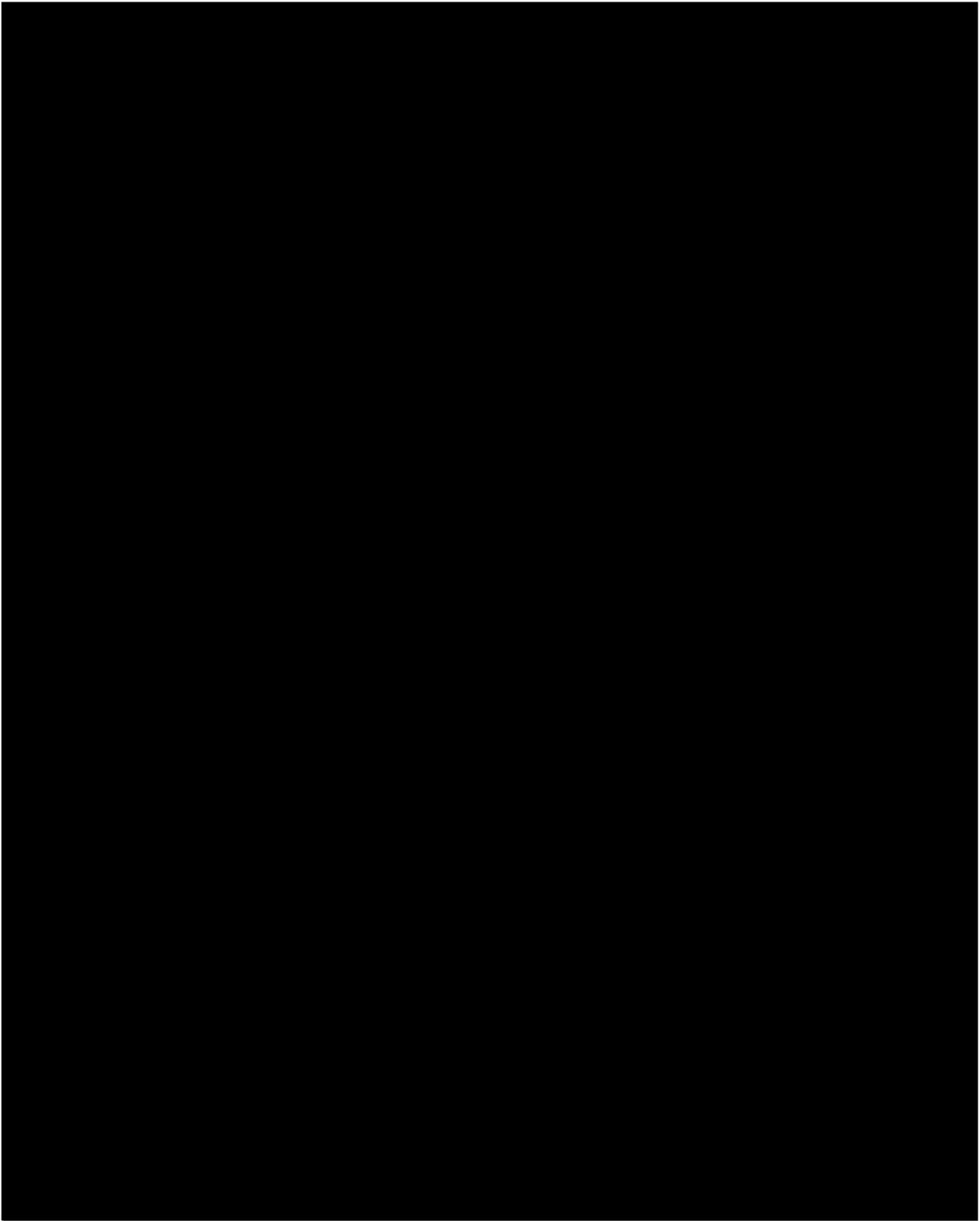


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Out of Scope

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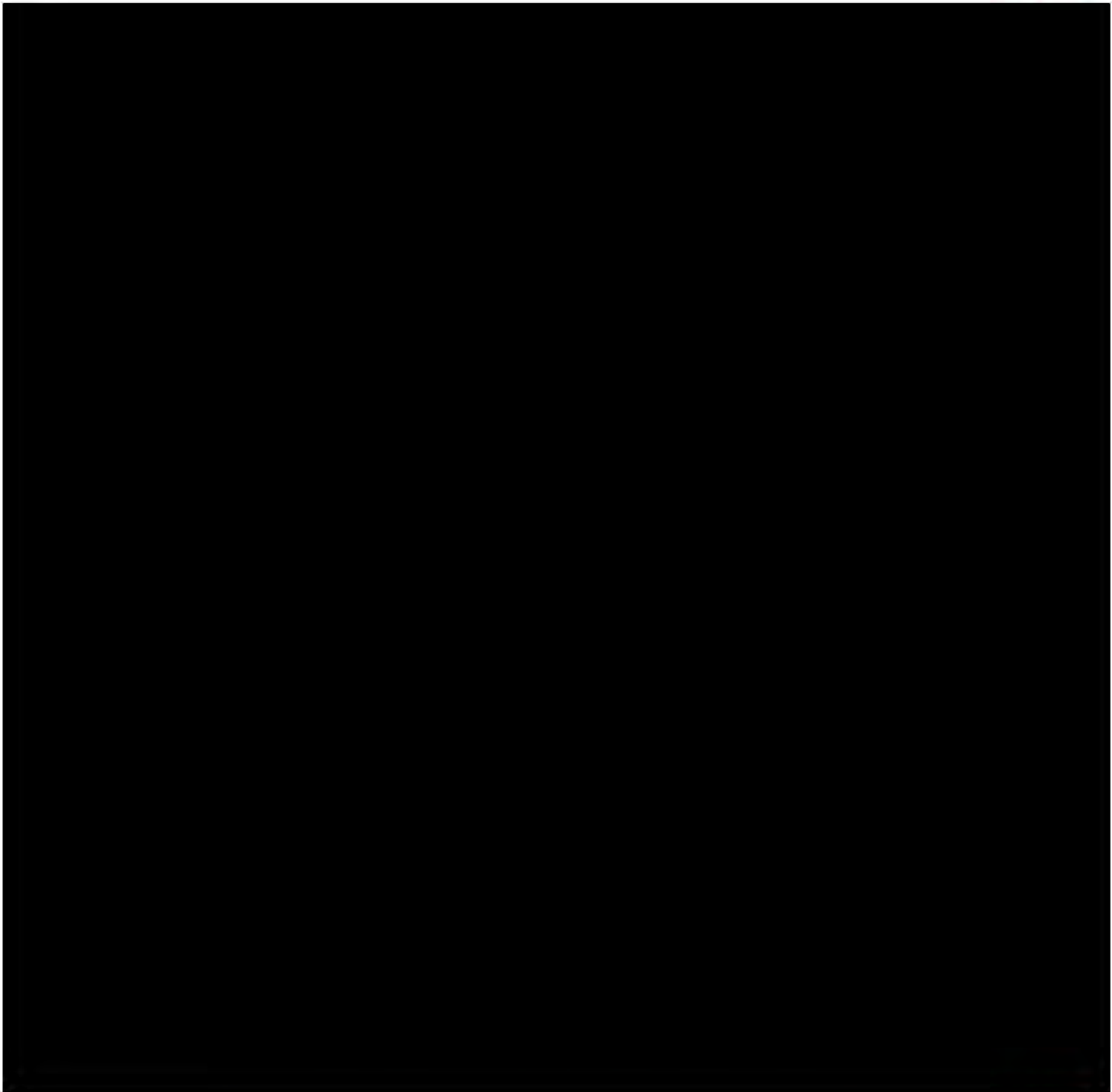


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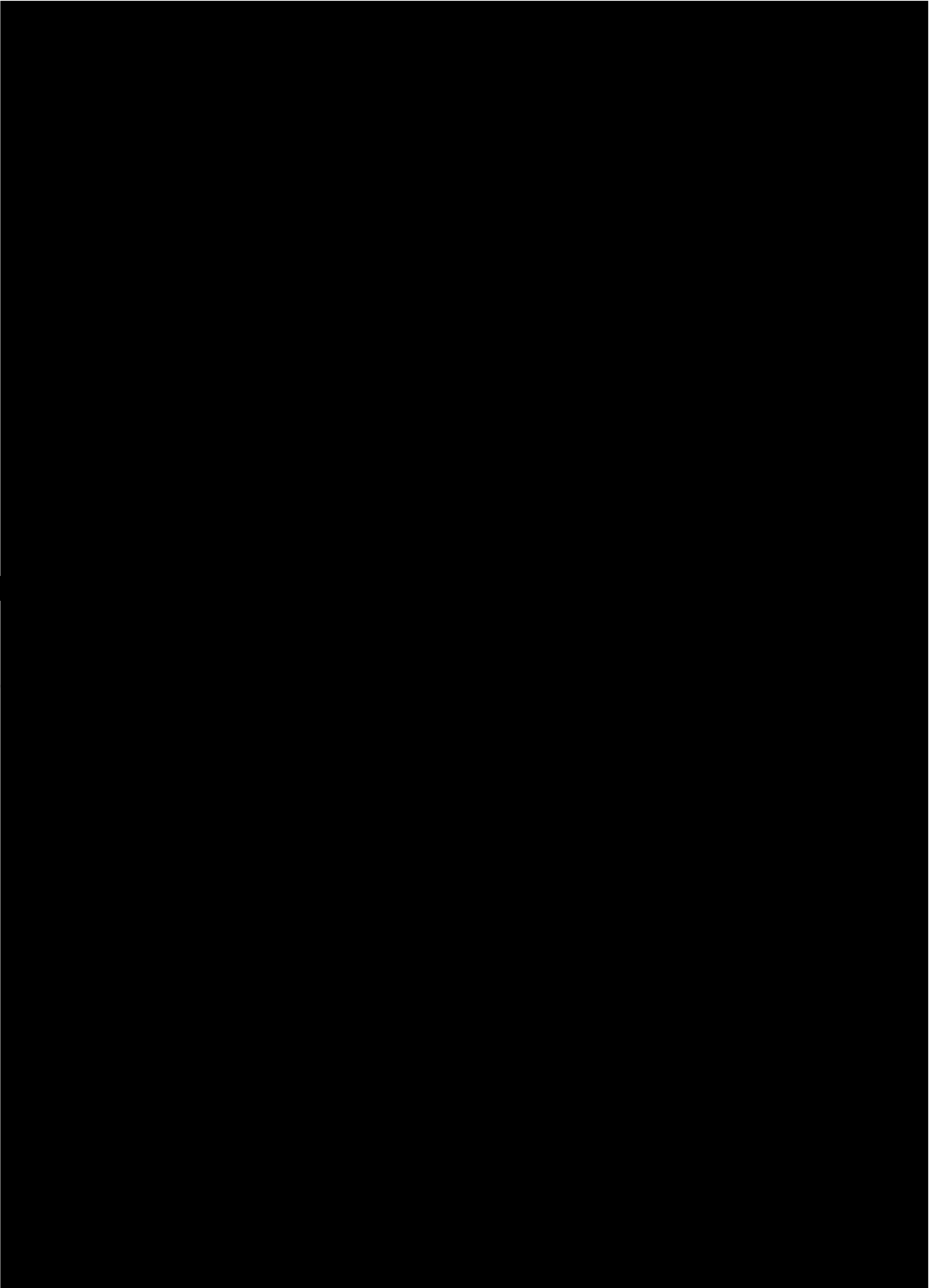
Casserly, Paula



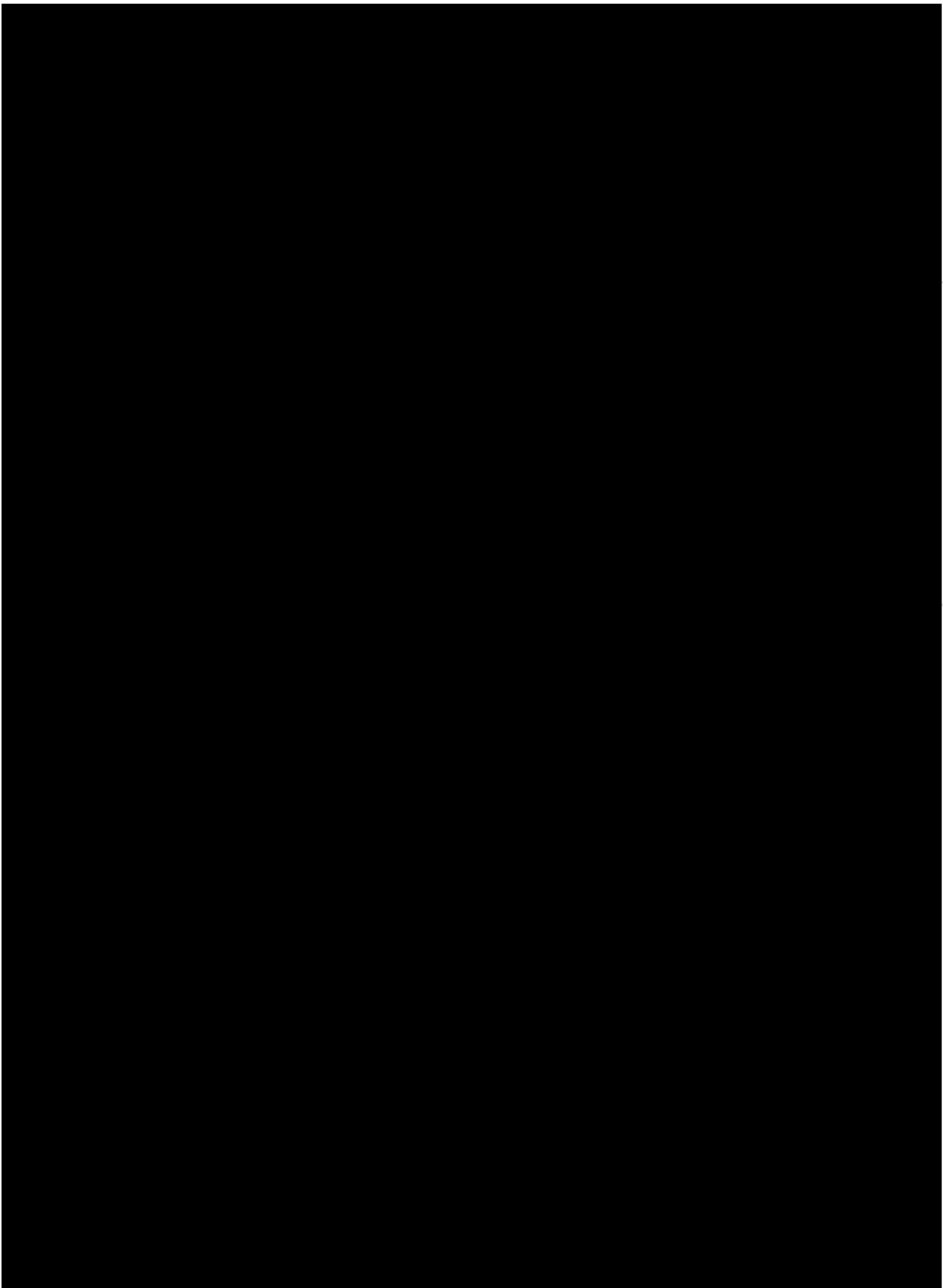
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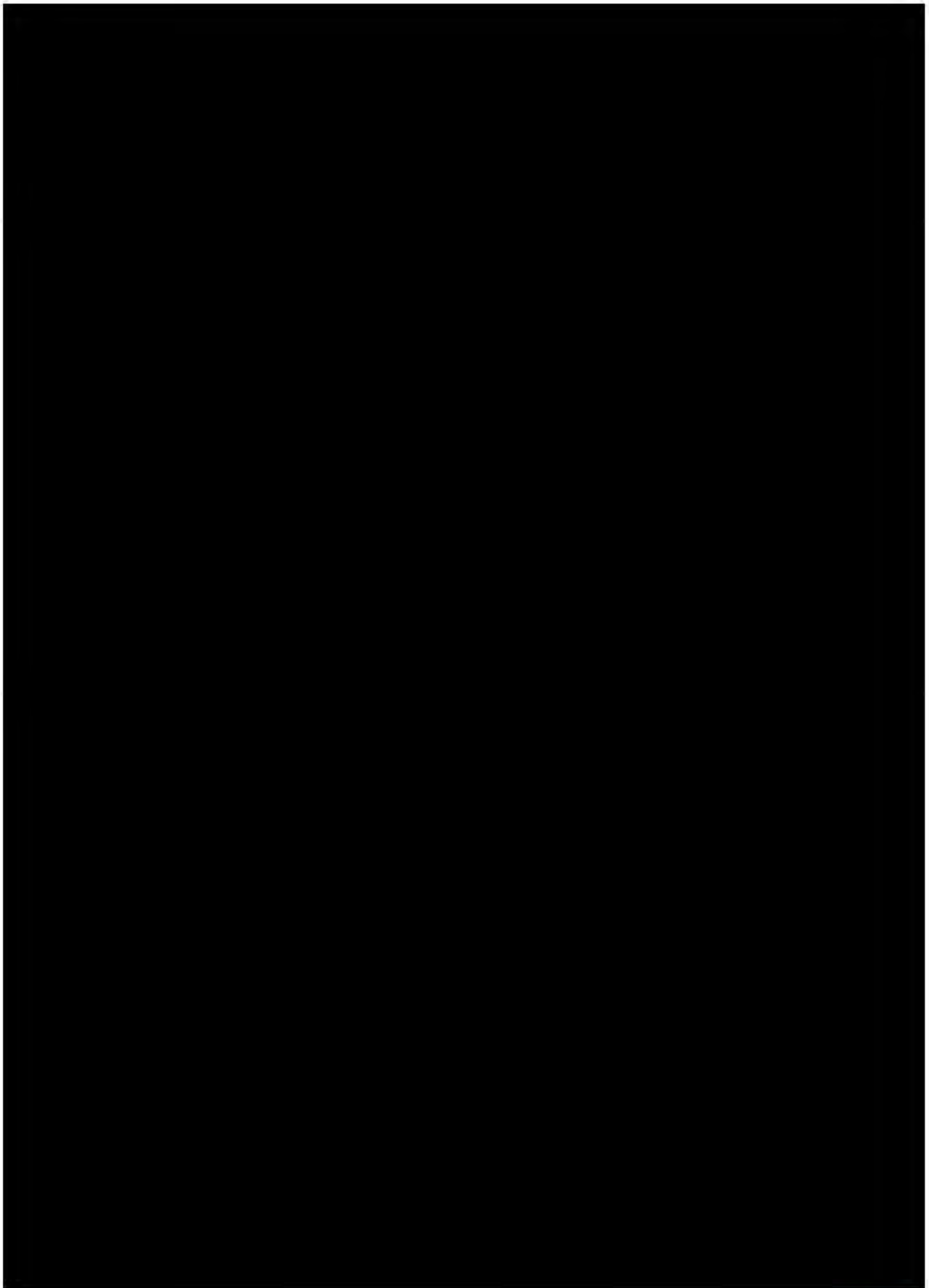
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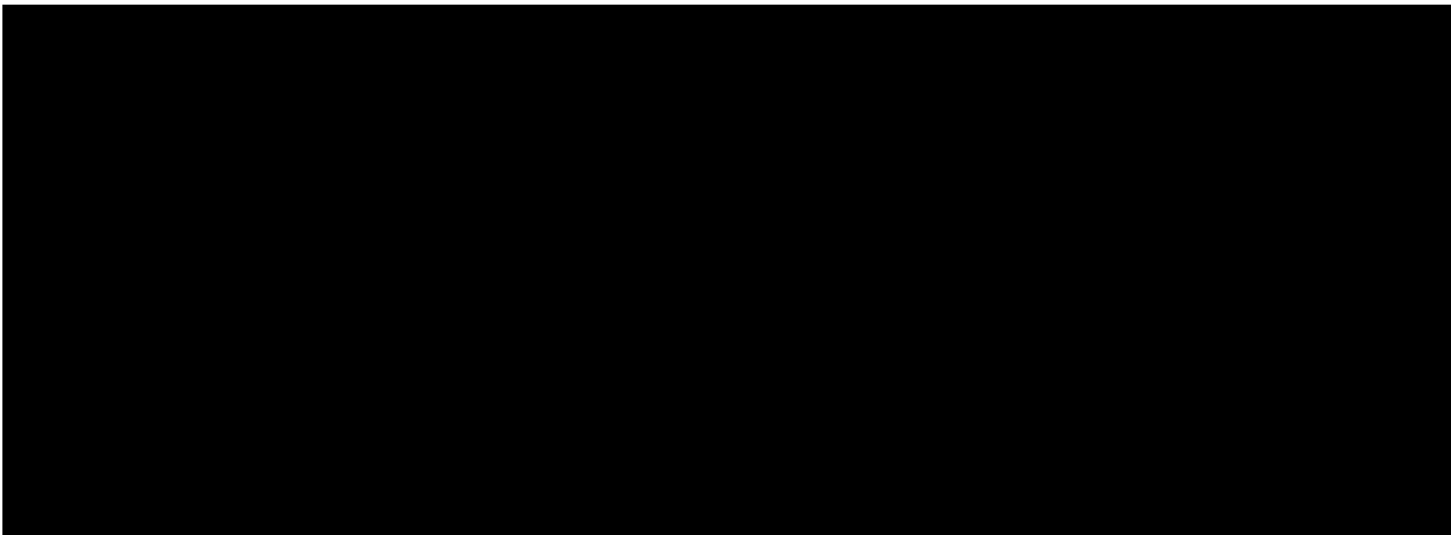




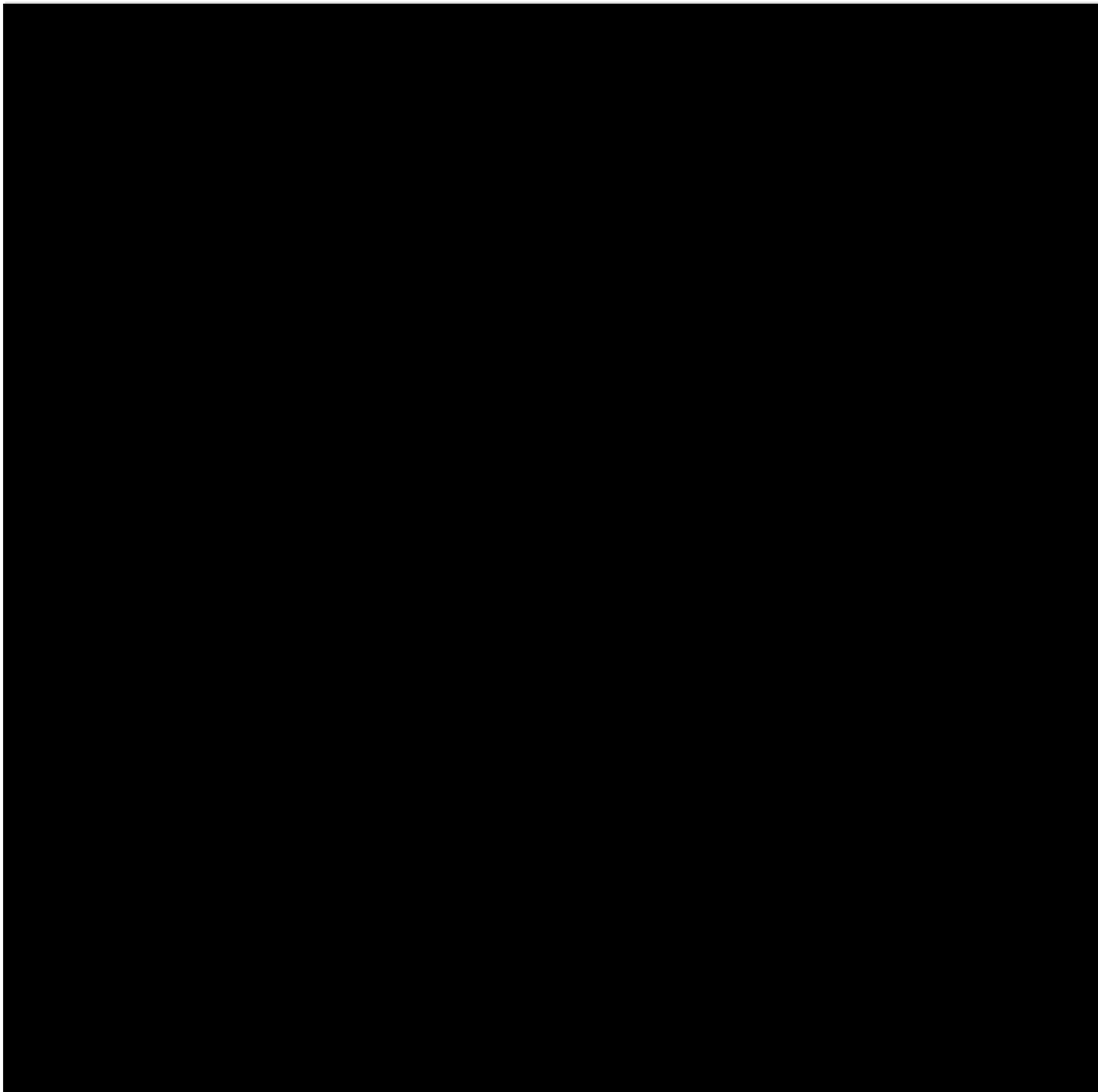
Out of scope



Out of Scope



Out of Scope



Out of Scope



Out of Scope

Casserly, Paula

From: Larment, Charmaine
Sent: Monday, 24 February 2025 12:52 PM
To: [REDACTED]
Subject: RE: Contract Variation - Independent Review

Hi [REDACTED]

Just working through the steps that I need to take. I'll keep you posted.

Charmaine

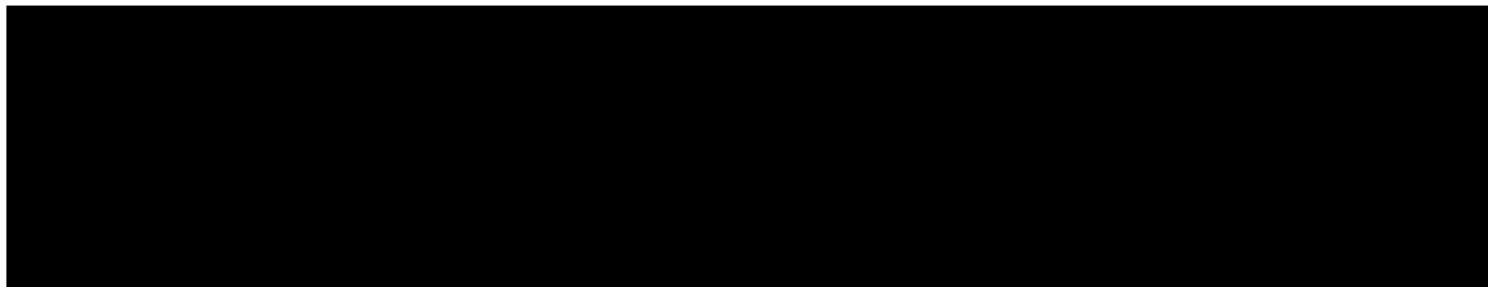
From: [REDACTED]
Sent: Wednesday, February 19, 2025 2:08 PM
To: Larment, Charmaine
Cc: [REDACTED]
Subject: RE: Contract Variation - Independent Review

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Out of Scope

From: Larment, Charmaine [REDACTED]
Sent: Wednesday, 19 February 2025 11:30 AM
To: [REDACTED]
Subject: Contract Variation - Independent Review

cl. 3

Out of Scope

OFFICIAL

Dear [REDACTED]

Out of Scope

As previously discussed, the Department of Health and the Health Services Union WA have been negotiating terms for the new industrial agreement and this has been ongoing for several months. Due to the sensitive nature of this, the delivery of the final deliverable was impacted. We are pleased to inform you that a fifth offer was accepted and has been made public by HSU [Fifth Offer Accepted - Public Sector - HSUWA](#)

[REDACTED]
ade.

Out of Scope

Kind regards

Charmaine

Chief Allied Health Office | Clinical Excellence Division

Department of Health

Level 3, C Block, 189 Royal Street, EAST PERTH WA 6004

Charmaine.Larment@health.wa.gov.au

[REDACTED]
d. 3

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Casserly, Paula

From: Petrich, Mark
Sent: Monday, 14 April 2025 11:22 AM
To: [REDACTED]
Cc: Larment, Charmaine; [REDACTED]; Campbell, Jennifer
Subject: FW: Revised final report including implementation
Attachments: 20241029 Independent review final report Submitted Gap filling.docx

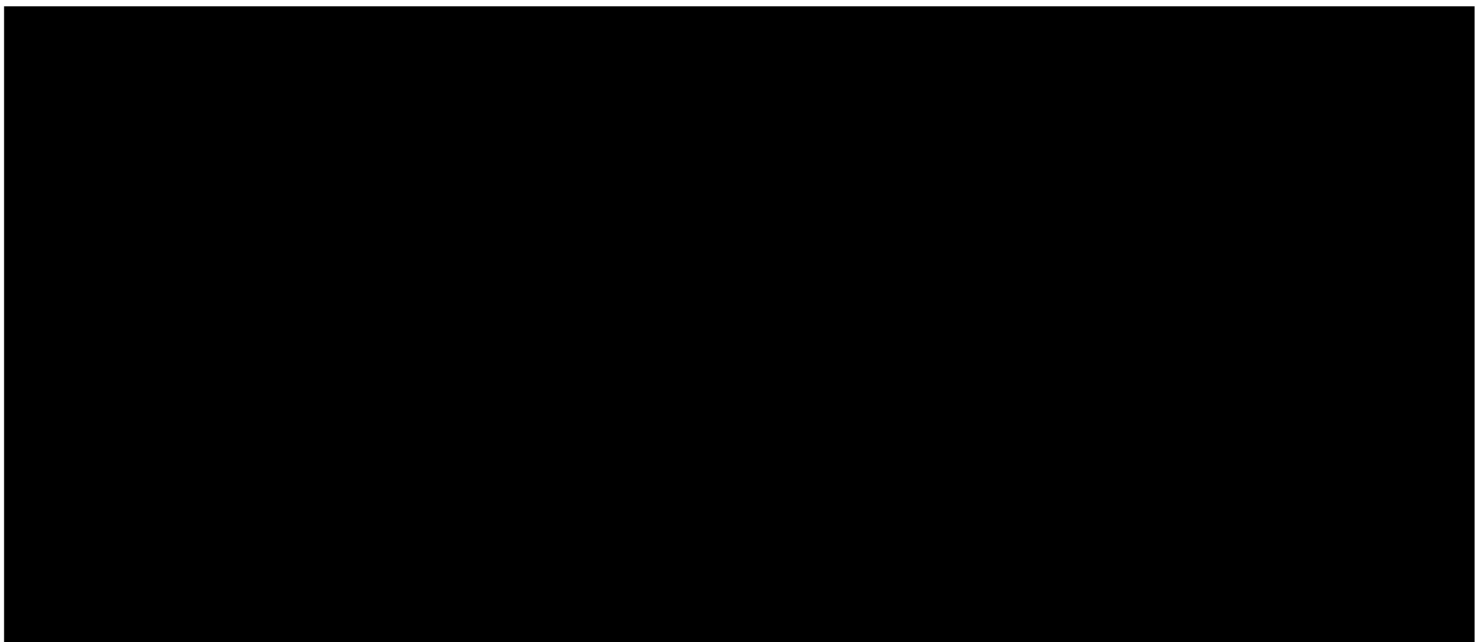
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Hi [REDACTED]

Out of Scope

Apologies for the lengthy delay in responding to you about the final report. The HSU bargaining held us up, and now we have the interesting timing where this review started before but is being finalised following bargaining, when the bargaining outcomes that were informed from the interim report are known!



cl. 6

I trust that this input will be taken in the spirit offered. It is content that I felt was pretty non-contentious for those of us (such as your and my team) who are in the allied health world, but unknown by those outside it. It may help bridge their understanding of the issues in allied health by giving some more WA/WA Health and International context. It is offered to try and make it easier [REDACTED] to write as we had the content on hand internally – please feel free to use, adapt, ignore as you see fit. I was mindful of the delay and the changes to your small team, and thought this may help.

Out of Scope

Really happy to discuss, [REDACTED]. I'm available [REDACTED] if want to chat, or can book a Teams meeting.

cl. 3

Again, apologies for the delay on the feedback across the bargaining period.

Regards Mark

From: [REDACTED]
Sent: Wednesday, October 30, 2024 3:58 AM
To: Larment, Charmaine [REDACTED]
Cc: [REDACTED]
Subject: Revised final report including implementation

Out of Scope

cl. 3

Out of Scope

Hi Charmaine,

Please find attached our revised final report including the proposed implementation approach.



Out of Scope

Casserly, Paula

From: Petrich, Mark
Sent: Tuesday, 29 April 2025 10:58 AM
To: [Redacted]
Cc: Larment, Charmaine; [Redacted]
Subject: RE: Revised final report including implementation
Attachments: Attachment D - WA Health plan towards modernising career pathways.pdf

Out of Scope

OFFICIAL

[Redacted]

Out of Scope

[Redacted]

Out of Scope

[Redacted]

Look forward to catching up in a couple of weeks and a new draft document towards end of May

cl. 6

Cheers Mark

From: [Redacted]
Sent: Thursday, April 17, 2025 1:43 PM
To: Petrich, Mark [Redacted]
Cc: Larment, Charmaine [Redacted]; Campbell, Jennifer <[Redacted]>
Subject: RE: Revised final report including implementation

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cl. 3

cl. 3 and
Out of Scope

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Hi Mark,
Thanks for getting back to me about this [Redacted]

Out of Scope

The literature review should be easy to address – we had quite a long literature review in our earlier draft which was edited out (you might recall) at the last minute. It would be good to catch up about the next steps. [Redacted]

Out of Scope

[Redacted]

Out of Scope

Kind regards

[Redacted]

Out of Scope

From: Petrich, Mark [REDACTED]
Sent: Monday, 14 April 2025 1:22 PM
To: [REDACTED]
Cc: Larment, Charmaine [REDACTED]
[REDACTED] Campbell, Jennifer <[REDACTED]>
Subject: FW: Revised final report including implementation

cl. 3

Out of Scope

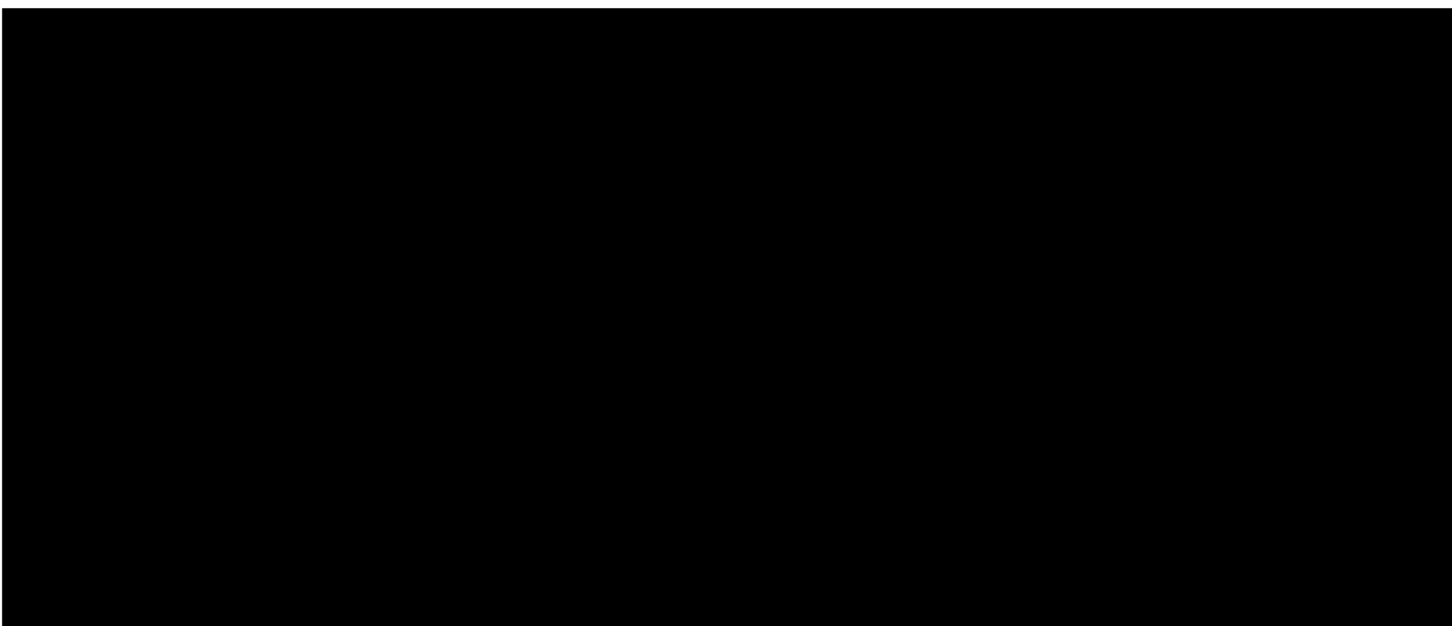
cl. 3 and
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Hi [REDACTED]

Out of Scope

Apologies for the lengthy delay in responding to you about the final report. The HSU bargaining held us up, and now we have the interesting timing where this review started before but is being finalised following bargaining, when the bargaining outcomes that were informed from the interim report are known!



cl. 6

I trust that this input will be taken in the spirit offered. It is content that I felt was pretty non-contentious for those of us (such as your and my team) who are in the allied health world, but unknown by those outside it. It may help bridge their understanding of the issues in allied health by giving some more WA/WA Health and International context. It is offered to try and make it easier [REDACTED] to write as we had the content on hand internally – please feel free to use, adapt, ignore as you see fit. I was mindful of the delay and the changes to your small team, and thought this may help.

Out of Scope

Really happy to discuss, [REDACTED]. I'm available [REDACTED] if want to chat, or can book a Teams meeting. cl. 3

Again, apologies for the delay on the feedback across the bargaining period.

Regards Mark

From: [REDACTED]
Sent: Wednesday, October 30, 2024 3:58 AM
To: Larment, Charmaine [REDACTED]
Cc: [REDACTED]
Subject: Revised final report including implementation

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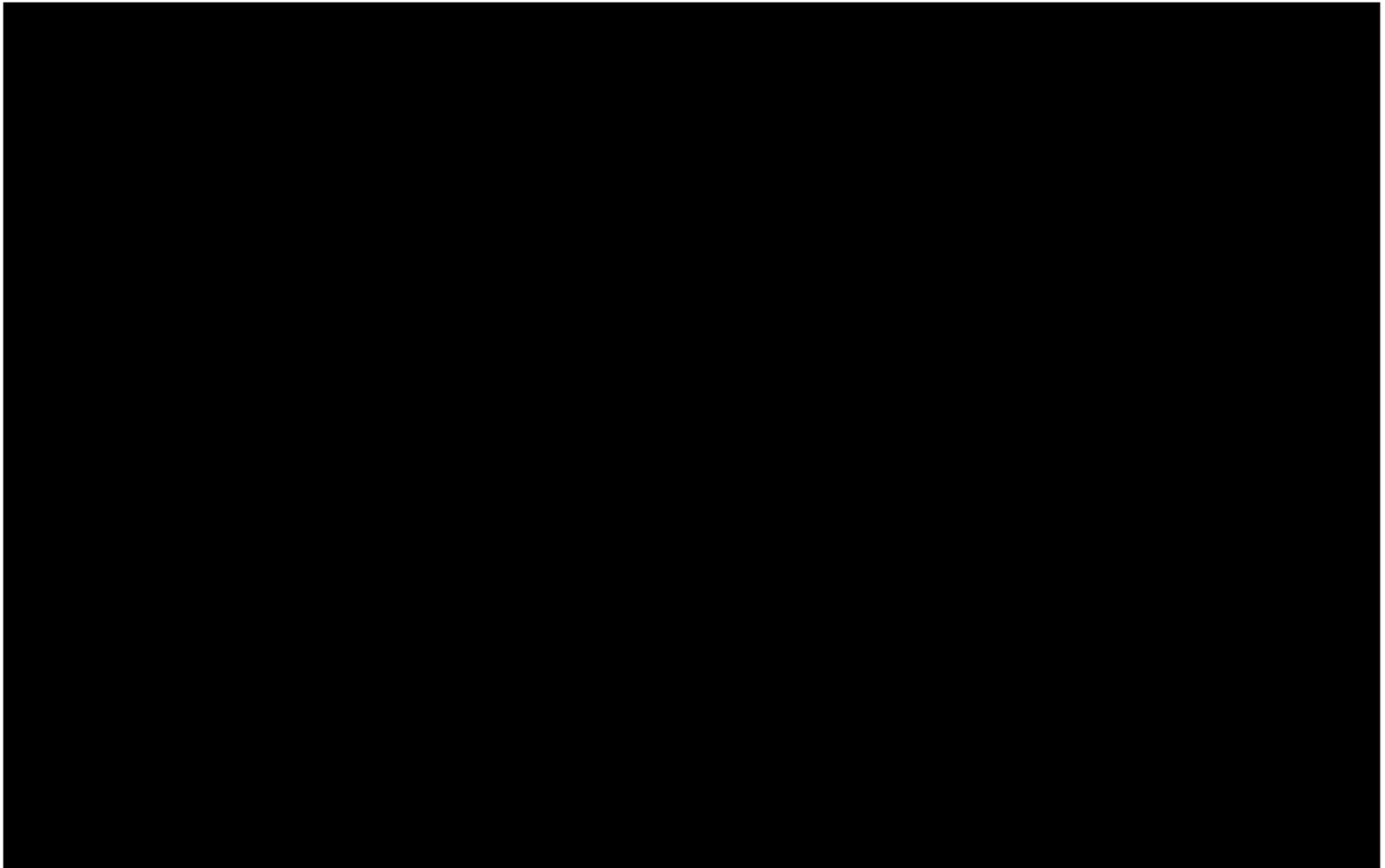
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Hi Charmaine,

Please find attached our revised final report including the proposed implementation approach.



Out of Scope

Casserly, Paula

From: Petrich, Mark
Sent: Friday, 30 May 2025 7:11 AM
To: [REDACTED]
Subject: RE: Independent Review of Career Pathways Final Report

Out of scope

Thanks for the update [REDACTED]
Not at all, I appreciate the timing has gotten all out of whack with HSU bargaining, staff movement...
Appreciate your efforts to keep to dates.

Out of scope

Cheers Mark

From: [REDACTED]
Sent: Thursday, 29 May 2025 4:59 PM
To: Petrich, Mark [REDACTED]
Subject: RE: Independent Review of Career Pathways Final Report

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Hi Mark,

Good timing [REDACTED]
[REDACTED]

Out of scope

From: Petrich, Mark [REDACTED]
Sent: Thursday, 29 May 2025 5:17 PM
To: [REDACTED]
Subject: Independent Review of Career Pathways Final Report

cl. 3

Out of scope

OFFICIAL

Hi [REDACTED]

Out of scope

Just checking in – how’s the final report tracking? Any update at this stage?

Cheers Mark

Mark Petrich | A/Chief Allied Health Officer
Chief Allied Health Office
Clinical Excellence Division
Department of Health
Level 3, C Block, 189 Royal St, EAST PERTH WA 6004
Mail: PO Box 8172 Perth Business Centre WA 6849

[Call me on Teams](#)

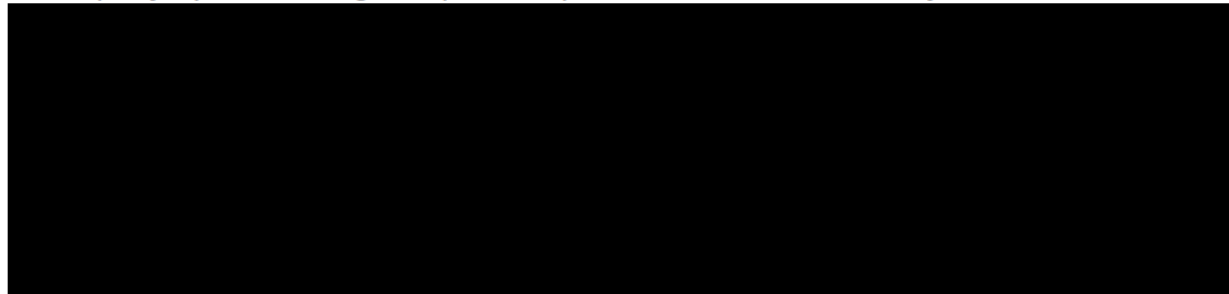


cl. 3

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Casserly, Paula

From: Petrich, Mark
Sent: Wednesday, 4 June 2025 1:38 PM
To: [REDACTED]
Cc: [REDACTED]; Larment, Charmaine; Chief Allied Health Office
Subject: FW: Final report
Attachments: 250604 Cleaned_Independent_Review_Final_Report.docx

Out of scope

OFFICIAL

Thanks [REDACTED]

Out of scope

Ah referencing – what a joy!
Leave it with us for now. We’ll have a look and get some views internally, including from SWIR.

Cheers Mark

From: [REDACTED]
Sent: Wednesday, 4 June 2025 12:51 PM
To: Petrich, Mark [REDACTED]
Cc: [REDACTED]
Subject: Final report

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Hi Mark,

Out of scope

[REDACTED] We’ve incorporated all of the proposed changes – part of the delay is that all of the new content has introduced some referencing nightmares. There are multiple new appendices and sources that include new references as well as footnotes etc. There is quite a solid piece of work to do to clean all of the references up properly.

Before investing that energy I thought it was worth understanding your intentions with the next phase of this document. Will it be professionally desk-top published? Is there anyone in your team who can help with that?

Happy to discuss – hopefully this is close to what is needed now!

Kind regards,

Out of scope



Out of scope

Casserly, Paula

From: Larment, Charmaine
Sent: Wednesday, 11 June 2025 8:36 AM
To: [Redacted]
Cc: [Redacted]; Petrich, Mark; McCallum, David
Subject: RE: DoH202311293 Independent Review – Varying contract
Attachments: 250604 Cleaned_Independent_Review_Final_Report - DOH Review.docx

Out of scope

Dear [Redacted]

Out of scope

I hope you had a nice weekend.

SWIR and CAHO have reviewed the final report and is attached. Please consider the comments and changes. SWIR had suggested that you may like to put in a clarifying footnote in the report stating that the career levels do not directly translate to the pay scale P-Levels – so readers of the report don't jump to this conclusion.

As mentioned, we can address the referencing (at a later date) once the content has been finalised.

We look forward to closing this out and receiving the invoice on Friday.

Kind regards
Charmaine

[Redacted]

cl. 3

From: Larment, Charmaine
Sent: Friday, 6 June 2025 1:47 PM
To: [Redacted] Petrich, Mark [Redacted]
Cc: [Redacted]
Subject: RE: DoH202311293 Independent Review – Varying contract

cl. 3 & Out of scope

Hi [Redacted]

Out of scope

[Redacted]

We had our meeting with SWIR and they too are keen to close out the contract.

The final report you sent yesterday is currently with them. They will review the document and provide us with feedback, then we'll take a look. We'll then send the feedback to you to consider. We are hoping to send this to you on Wednesday.

Would it be at all possible to send us the updated report and invoice next Friday 13th June? Leave the referencing for now, we'll see if we can fix that on our end.

As the end of financial year is approaching, our systems will need to process the invoices on Monday 16th at the very latest – hence the quick turnaround.

With the close out activity, I think we discuss with you before about doing a presentation. We thought you could do a high-level one describing the different pathways allied health professionals can move between the levels. And maybe a later date, potentially do a virtual presentation to the PRG. This isn't restricted to the 13th June date, as we will need to update the Minister first and seek approval in releasing the report.

Is that ok with you?

Kind regards

Charmaine

From: Larment, Charmaine
Sent: Thursday, 5 June 2025 10:06 AM
To: [REDACTED] Petrich, Mark [REDACTED]
Cc: [REDACTED]
Subject: RE: DoH202311293 Independent Review – Varying contract

cl. 3 & Out of scope

Thanks [REDACTED] for the final report.

Out of scope

We are meeting with SWIR tomorrow to discuss next steps as we would like to close out the contract. Following our meeting, I'll update you if that's ok.

Kind regards
Charmaine

From: [REDACTED]
Sent: Thursday, 5 June 2025 8:43 AM
To: Petrich, Mark [REDACTED] Larment, Charmaine [REDACTED]
Cc: [REDACTED]
Subject: FW: DoH202311293 Independent Review – Varying contract

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cl. 3 & Out of scope

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Casserly, Paula

From: Larment, Charmaine
Sent: Wednesday, 11 June 2025 10:43 PM
To: [Redacted]
Cc: McCallum, David
Subject: RE: DoH202311293 Independent Review – Varying contract

Out of scope

Hi Susan

[Redacted]

cl. 6

Thanks
Charmaine

[Redacted]

cl. 6

[1 2024-HSUWA-Union-Agreement-Summary.pdf at Public - HSUWA](#)

8 | Page

From: Larment, Charmaine
Sent: Wednesday, 11 June 2025 12:15 PM
To: [Redacted]
Cc: McCallum, David [Redacted]
Subject: RE: DoH202311293 Independent Review – Varying contract

Out of scope
cl. 3

Hi Susan,

Apologies – one comment we probably should have left in (see below). [Redacted]

cl. 6

Thanks
C



cl. 6

From: Larment, Charmaine
Sent: Wednesday, 11 June 2025 8:36 AM

To: [Redacted]

Out of scope

Cc: [Redacted] Petrich, Mark [Redacted] McCallum, David

cl. 3 & Out of scope

Subject: RE: DoH202311293 Independent Review – Varying contract

Dear [Redacted]

I hope you had a nice weekend.

SWIR and CAHO have reviewed the final report and is attached. Please consider the comments and changes.



cl. 6

As mentioned, we can address the referencing (at a later date) once the content has been finalised.

We look forward to closing this out [Redacted].

Out of Scope

Kind regards
Charmaine



cl. 3

From: Larment, Charmaine
Sent: Friday, 6 June 2025 1:47 PM

To: [Redacted] Petrich, Mark [Redacted]

cl. 3 & Out of scope

Cc: [Redacted]

Subject: RE: DoH202311293 Independent Review – Varying contract

Hi [Redacted]

Out of scope



We had our meeting with SWIR and they too are keen to close out the contract.

The final report you sent yesterday is currently with them. They will review the document and provide us with feedback, then we'll take a look. We'll then send the feedback to you to consider. We are hoping to send this to you on Wednesday.

Would it be at all possible to send us the updated report [Redacted] Leave the referencing for now, we'll see if we can fix that on our end.

Out of scope



Out of scope

With the close out activity, I think we discuss with you before about doing a presentation. We thought you could do a high-level one describing the different pathways allied health professionals can move between the levels. And maybe a later date, potentially do a virtual presentation to the PRG. This isn't restricted to the 13th June date, as we will need to update the Minister first and seek approval in releasing the report.

Is that ok with you?

Kind regards
Charmaine

From: Larment, Charmaine

Sent: Thursday, 5 June 2025 10:06 AM

To: [REDACTED] Petrich, Mark [REDACTED]

Cc: [REDACTED]

Subject: RE: DoH202311293 Independent Review – Varying contract

cl. 3 & Out of scope

Thanks [REDACTED] for the final report.

Out of scope

We are meeting with SWIR tomorrow to discuss next steps [REDACTED].
Our meeting, I'll update you if that's ok.

. Following

Out of scope

Kind regards
Charmaine

[REDACTED]

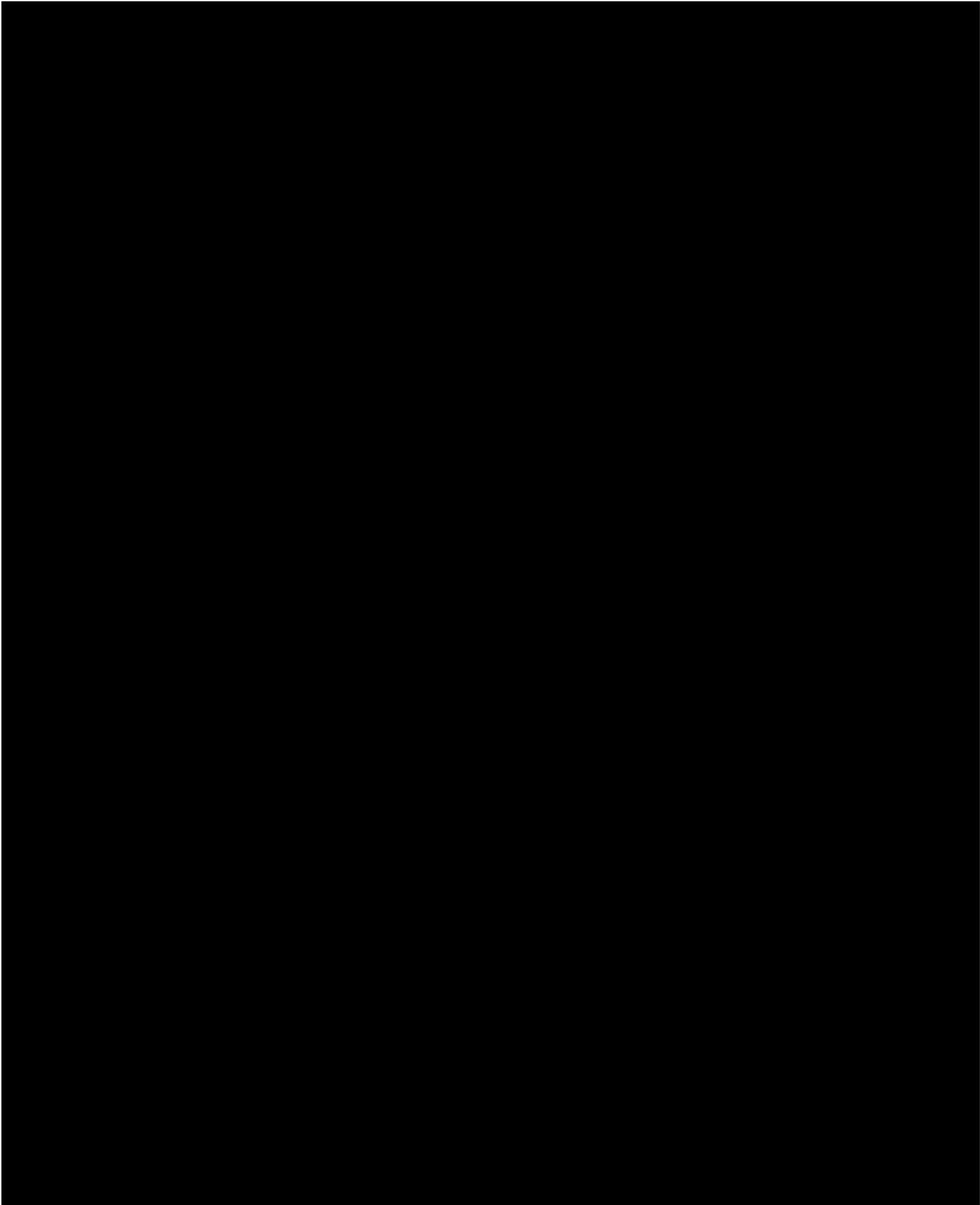
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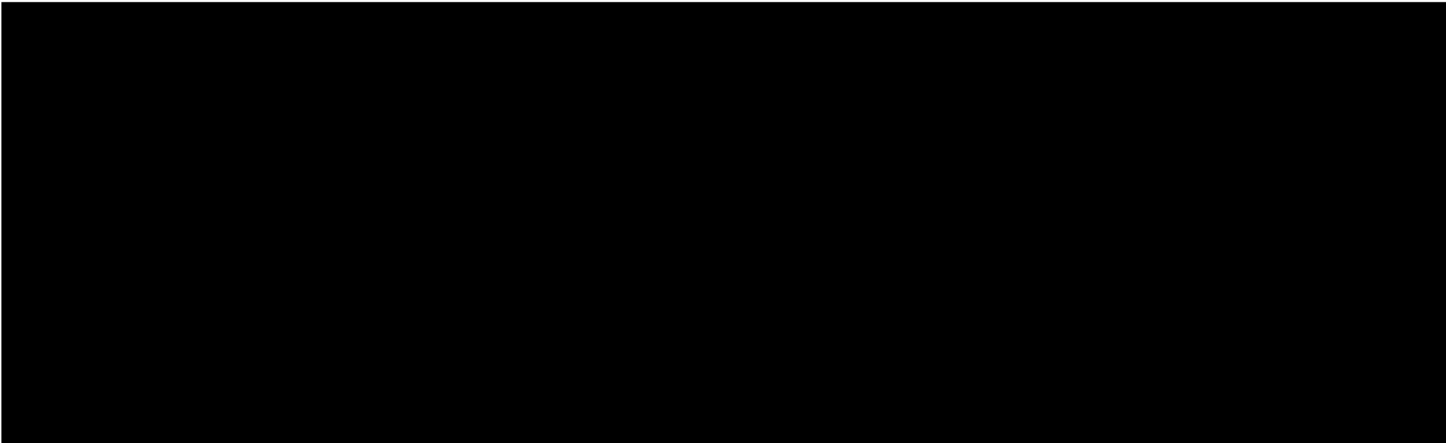
[REDACTED]

Out of scope



Out of scope





Out of scope

Casserly, Paula

From: Petrich, Mark
Sent: Friday, 19 September 2025 11:33 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Independent Review - presentation

Out of scope

H [REDACTED]

[REDACTED] We have just had the release of the Final report approved and I would like to chat with you early next week about timeline/format for presentation.

cl. 3 & Out of scope

Cheers Mark

Mark Petrich | A/Chief Allied Health Officer
Chief Allied Health Office | Clinical Excellence Division
Department of Health
Level 3, C Block, 189 Royal St, EAST PERTH WA 6004
Mail: PO Box 8172 Perth Business Centre WA 6849

[Call me on Teams](#)

[REDACTED]

cl. 3

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Casserly, Paula

From: Petrich, Mark
Sent: Friday, 26 September 2025 11:07 AM
To: [REDACTED]
Subject: RE: Slides for Final Review for feedback

Out of scope

Thanks Susan

[REDACTED]

Rest looked pretty good to me

c. 6

Cheers Mark



From: [REDACTED]
Sent: Friday, 26 September 2025 10:53 AM
To: Petrich, Mark [REDACTED]
Subject: Slides for Final Review for feedback

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c. 3

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Hi Mark,
I know when we spoke earlier this week, [REDACTED]. I realised there is some detail that I'll need your feedback/ input on – particularly around the implementation.

c. 3

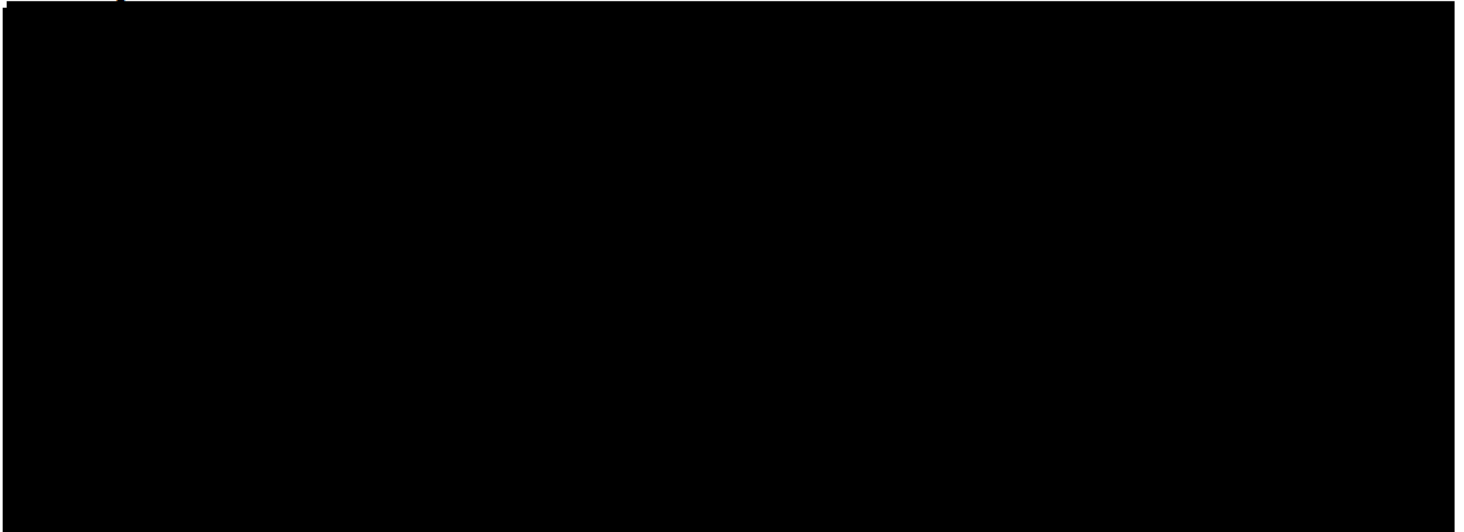
I will improve the formatting of this once I've had your feedback, but it would be good to get an idea of the level of detail you'd like; whether you think I've covered the right things; and the extent of the feedback you'd like on the implementation at this stage.

Any other thoughts/ feedback gratefully received too!

Thanks

[REDACTED]

Casserly, Paula



cl. 3

From: [Redacted]
Sent: Thursday, 2 October 2025 7:46 AM
To: Petrich, Mark [Redacted]
Cc: Larment, Charmaine [Redacted] McCallum, David
Subject: Re: query re final review presentation

cl. 3

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Thanks Mark,



cl. 3

I've changed this detail in the presentation to show >Level 5 but have taken the numbers greater than 5 out of the presentation.

The first recording was nearly 30 minutes, so I'm culling it substantially by focusing mostly on the pathways and reducing the amount of information in the background and implementation steps. I'll aim to get you a revised version today.



cl. 3



From: Petrich, Mark [Redacted]
Sent: Tuesday, September 30, 2025 11:16 PM
To: [Redacted]
Cc: Larment, Charmaine [Redacted] McCallum, David

cl. 3

Subject: RE: query re final review presentation

OFFICIAL

Copying in Charmaine and David so they are aware and can also review

Cheers Mark



From: Petrich, Mark
 Sent: Tuesday, 30 September 2025 9:16 PM
 To: [REDACTED]
 Subject: RE: query re final review presentation

cl. 3

Hi [REDACTED]

cl. 3



cl. 6

Happy to discuss during the day tomorrow or Thursday if helpful

Cheers Mark



From: [REDACTED]
 Sent: Monday, 29 September 2025 1:56 PM
 To: Petrich, Mark [REDACTED]
 Subject: query re final review presentation

cl. 3

cl. 3

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Hi Mark,

I'm in the process of recording the presentation, but realised there is some inconsistency in the final report. [REDACTED]

[REDACTED]

cl. 6

I've pasted two of the examples below.

[REDACTED]

cl. 6

[Redacted]

b1, b7C

Thanks,

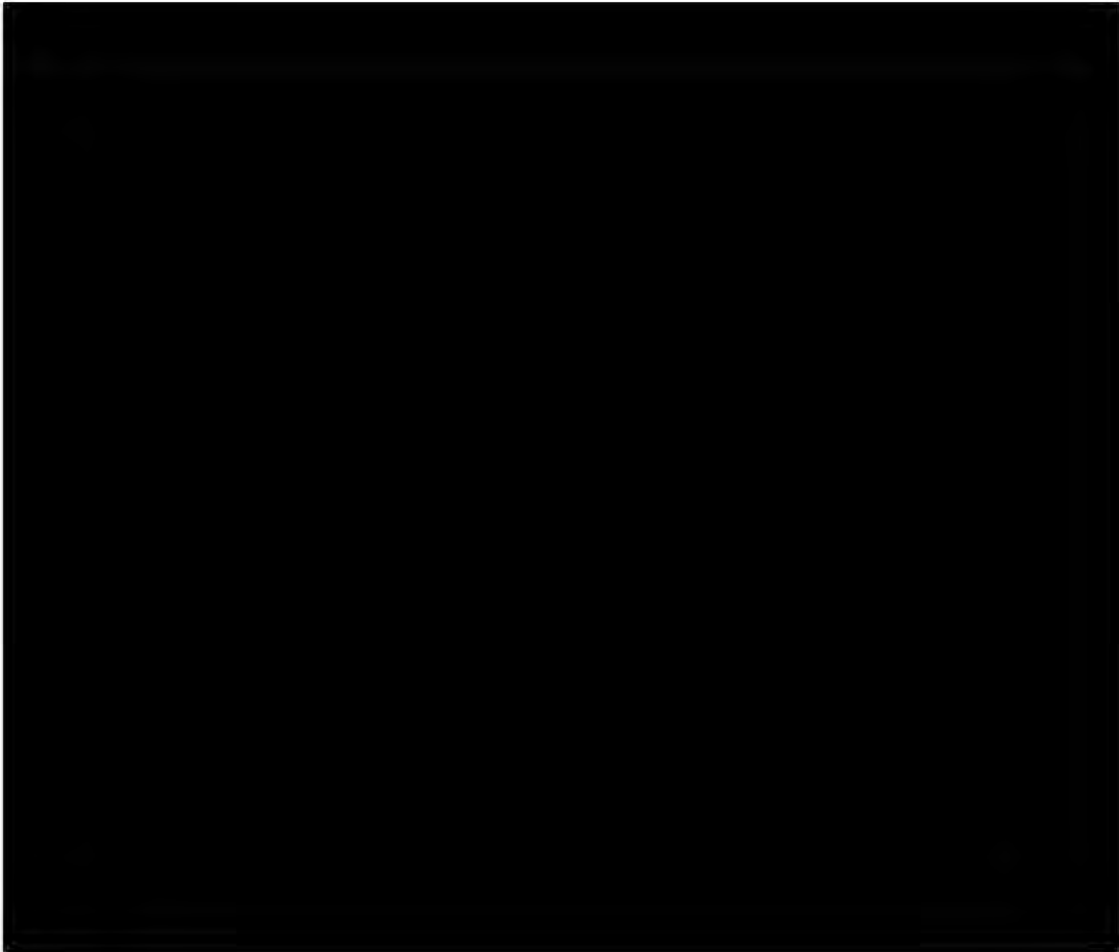
[Redacted]

b1, b7C

Old career pathway examples:

[Redacted]

b1, b7C



cl. 6

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Ms Naomi McCrae
Secretary
Health Services Union of Western Australia (Union of Workers)
8 Coolgardie Terrace
PERTH WA 6000

Via email: nmccrae@hsuwa.com.au

Without Prejudice

Dear Ms McCrae

INDEPENDENT REVIEW - CAREER PATHWAYS FOR HEALTH PROFESSIONALS

I refer to negotiations between the Health Services Union of Western Australian (Union of Workers) (**HSU**) and the Department of Health (**Department**) for a replacement WA Health System – HSUWA – PACTS Industrial Agreement 2020 (**Agreement**).

In consideration of the HSU's claim regarding modernising the allied health, pharmacy, and health sciences/professionals (**health professionals**) structure, the Department will engage a suitability qualified consultant 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 the WA health system to develop contemporary clinical practice and new models of care.

The review will seek delivery of a report within 12 to 18 months of its commencement which:

- considers career pathways for health professionals classified P2 and above;
- considers the skills, experience, qualifications and responsibility of health professionals, as well as changes in service delivery and pathways for equivalent groups in other jurisdictions; and
- makes recommendations aligned to WA Health workforce priorities arising from the Sustainable Health Review.

The review is contingent on confirmation of agreement in principle and subsequent registration of a replacement Agreement.

On receipt of this confirmation, the Department will work with the HSU to initiate and undertake the independent review as follows:

- The Department will consult with the HSU on the drafting of terms of reference and the appointment of the of the consultant to undertake the review.

- The terms of reference will detail stakeholder consultation required, including the capacity for the HSU to make written and/or oral submissions and will clarify the opportunity for members to engage in the review process.
- The HSU will be consulted on any preliminary recommendations made through an interim report, and have the opportunity to provide feedback prior to delivery of the final report.

The nature of an interim report and timing of its delivery will be determined in consultation with the HSU and the consultant, and confirmed in the terms of reference. The Department will also consult with the Executive Director Government Sector Labour Relations on the formulation of the terms of reference.

The Department will endeavour to commence the review within three months of registration of the replacement Agreement, noting this will be subject to factors such as the availability of a suitable consultant.

I can further confirm the final report will be provided to the HSU, as well as being provided by the Department to Government for consideration.

If you have any queries on this matter, please contact me on 9222 6442 or joshua.chapman@health.wa.gov.au.

Yours sincerely



Joshua Chapman
A/DIRECTOR
SYSTEM-WIDE INDUSTRIAL RELATIONS

7 October 2022

TERMS OF REFERENCE

Independent Review – Career Pathways for Health Professionals

Purpose

1. Pursuant to the commitment made by the System Manager to the Health Services Union of Western Australia (**Union**) on 7 October 2022, the Department of Health (**Department**) will engage an independent consultant 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.

Scope

2. The independent consultant will:
 - (a) review and evaluate the WA health system's career pathways for health professionals, focussing on classifications P2 and above, having regard to the qualifications, skills, experience and responsibility of those health professionals;
 - (b) compare the WA health system's health professional workforce career pathways to other jurisdictions in Australia, from both a metropolitan and country health perspective;
 - (c) consider the size, composition, and geographical distribution of the WA health system health professional workforce;
 - (d) make recommendations which:
 - (i) support the retention of a skilled health professional workforce for the WA health system; and
 - (ii) align with WA health system overarching workforce priorities arising from the Sustainable Health Review Final Report, notably Recommendations 23 to 27 and the priorities to enhance clinical practice and support new models of care.

Stakeholder Consultation

3. In conducting the review, the independent consultant will engage with WA Health system stakeholders including, but not limited to, the Department, including the Chief Allied Health Officer, Directors of Allied Health, and representatives from other key clinical services, health science and health professional in leadership positions including Chiefs/Heads of Departments within the health service providers.
4. In conducting the review, the independent consultant will undertake stakeholder consultation with the Union, which will include the capacity for the Union to make written and/or oral submissions on behalf of and in collaboration with its members.
5. The Department will further consult with the Union regarding any preliminary recommendations included in the interim report referenced at paragraph 7(a) below and provide the Union with the opportunity to provide feedback prior to delivery of the final report referenced at paragraph 7(b) below.

TERMS OF REFERENCE

Independent Review – Career Pathways for Health Professionals

6. The independent consultant will ensure WA Health's health professional workforce is provided with an opportunity to provide input.

Outcomes

7. The independent consultant will provide a report to the Department with recommendations addressing the findings made in relation to the matters listed at paragraph 2. This will consist of:
 - (a) an interim report within six to nine months of appointment to inform the progression; and
 - (b) a final report within twelve to eighteen months of appointment.
8. The Department will provide the final report to the Union within a reasonable timeframe of it being delivered to the Department.

Administrative Arrangements

9. The independent consultant will determine the method and prioritisation to undertake the consultation outlined at paragraphs 3 to 6 above
10. The independent consultant will be cognisant of national workforce and regulatory reform projects and programs across health, disability, and aged care sectors.
11. To facilitate the review, health professionals may be organised based on discipline, tasks or other common factors. For example, Sciences, Therapies, Pharmacy etc.
12. The Department will provide the independent consultant with data relevant to paragraph 2(c). This will include contextual information on the collaborative multi-disciplinary and inter-disciplinary practice relevant to career pathways.

16 April 2026

Freedom of Information
Department of Health
GPO 8172
Perth Business Centre WA 6849

By email only: FOI.DOH@health.wa.gov.au

To whom it may concern,

Request for Internal Review – Notice of Decision (Ref: 2025-60)

The Health Services Union of WA (**HSUWA**) requests an internal review of the Department of Health's (**Department**) Notice of Decision dated 18 March 2026 (Ref: 2025-60). We disagree with the decision (Ref: 2025-60).

1. *The Freedom of Information Application*

On 14 October 2025, the HSUWA lodged a Freedom of Information (**FOI**) request with the Department, seeking access to documents relating to the *correspondence exchanged between the Department of Health and AHP Workforce regarding feedback or comments to the Independent Review – Career Pathways for Health Professionals Interim and Final Reports (authored by the independent reviewer: AHP Workforce)*, in accordance with the *Freedom of Information Act 1992 (WA) (FOI Act)*.

The application sought records between 1 January 2024 to 10 May 2024 regarding the Interim Report and 1 March 2024 to 30 September 2025 regarding the Final Report (**FOI Application**).

Specifically, the FOI Application sought:

1. Emails and/or letters (written correspondence), including their attachments, sent by the Department of Health to Susan Nancarrow, Lee Ridoutt and/or Nicki Atkinson of AHP Workforce relating to the Department of Health's response(s), feedback or comment(s) to all versions of the Independent Review – Career Pathways for Health Professionals Interim Report, provided by AHP Workforce, for the period between 1 January 2024 and 10 May 2024.
2. Emails and/or letters (written correspondence), including their attachments, sent by the Department of Health to Susan Nancarrow, Lee Ridoutt and/or Nicki Atkinson of AHP Workforce relating to the Department of Health's response(s), feedback or comment(s) to or for all versions of the Independent Review – Career

Pathways for Health Professionals Final Report, provided by AHP Workforce, for the period between 1 March 2024 and 30 September 2025.

3. In following correspondence, it was agreed that the request included correspondence concerning feedback or comment(s) which should differ from 2025-38. Included in such correspondence concerning feedback or comment(s) would be, for example, document(s) including but not limited to a 'synthesis of findings' which culminated in the Final Report.

The response to the FOI Application was a very limited disclosure of documents all of the over 370 pages either fully or mostly redacted on the basis of government deliberations.

2. *Details and Particulars of Review Request*

Background

- A. Further to the *WA Health System – HSUWA – PACTS Industrial Agreement 2022*, in a letter dated 7 October 2022, the Department of Health committed to engaging an independent consultant to **undertake an Independent Review of Career Pathways for Health Professionals (Independent Review)** (emphasis added). This 12 to 18-month Independent Review was offered by the Department as a key condition in settling industrial agreement negotiations in 2022 (**Offer**).
- B. The promise of an Independent Review on the written terms as set out in and as part of the Offer (**Attachment 1**) was central to the deliberations of many Members when they voted, in support of the Offer, which led the HSUWA's acceptance of the Offer. The written terms stated that the Department would engage a suitably qualified consultant to undertake a review in accordance with the defined scope – who was independent.
- C. On 19 May 2023, the Terms of Reference for the Independent Review were agreed between the Department and HSUWA following acceptance of the Offer, and are annexed as **Attachment 2**. We note, paragraphs 7 and 8:

Outcomes

7. *The independent consultant will provide a report to the Department with recommendations addressing the findings made in relation to the matters listed at paragraph 2. This will consist of:*
 - (a) *an interim report within six to nine months of appointment to inform the progression;*
 - and*

(b) a final report within twelve to eighteen months of appointment.

8. *The Department will provide the final report to the Union within a reasonable timeframe of it being delivered to the Department.*

- D. The Terms of Reference were consistent with the terms set out in the offer at Attachment 1. It is not in dispute that the Independent Reviewer was to complete an Independent Final Report. It is in the public interest that there is disclosure of the Department's influence on, or co-opting of, the independence of the Independent Reviewer or the Independent Review. The work of the Independent Reviewer in undertaking their task under the Terms of Reference cannot be considered government deliberations.
- E. On 23 August 2023, the Department confirms that AHP Workforce are appointed as the Independent Reviewer for the Independent Review.
- F. On 30 August 2023, AHP Workforce commence the Independent Review.
- G. In March 2024, the Department provided the HSUWA with a copy of the Interim Report.
- H. In March 2025, the *WA Health System – HSUWA – PACTS Industrial Agreement 2024* is registered with the WA Industrial Relations Commission. Included in the offer tabled by the Department of Health on 30 January 2025 is **Attachment D – WA Health plan towards modernising career pathways** which is officially informed by the Interim Report but not the Final Report.
- I. On 18 August 2025, the HSUWA applies for FOI 2025-38.
- J. On 8 October 2025, the Decision on FOI 2025-38 is made, unadulterated access to the Final Report is refused.
- K. On 9 October 2025, the Final Report is released by the Department to the public in any case.
- L. "Independent" is inherently and plainly defined as 'free from outside control; not subject to another's authority.' The overwhelming redaction of the documents in response to the FOI Application between the Independent Reviewer and the Department indicates significant influence and control over the required independent review.
- M. The very limited disclosure in response to the FOI Application on grounds of government deliberations is completely inappropriate for a process required to be independent of government and promised to public sector employees under a legal process.

Requests for Internal Review

Document 1: No request for Internal Review.

Document 2: No request for Internal Review.

Document 3: No request for Internal Review.

- 2.1. While we do not request for a review of the redacted information on this document, we note that it is now public record that the Department requested that a change be made to the Final Report, in renaming it to 'Data Analysis and Synthesis Draft'.

Document 4:

- 2.2. We request a review of the application of *clause 6 – Deliberative processes of Government etc., matter revealing*, redacting parts of this document.
- 2.3. Given that the released material in this document appears to address a timeline of events or upcoming deadlines, we submit that the exemption has been too broadly applied.
- 2.4. In the alternative, we submit that disclosure would not, on balance, be contrary to the public interest. This document concerns discussion about an *independent* review and therefore does not involve, nor attract, any deliberative processes of government.
- 2.5. Even if deliberative elements were said to exist, the public interest would plainly favour disclosure, particularly where the document may evidence unnecessary or improper government interference, impropriety or censorship.

Document 5:

- 2.6. We request a review of the application of *clause 6 – Deliberative processes of Government etc., matter revealing*, redacting parts of this document, namely, what appears to be the document(s) attached.
- 2.7. The Document 5 email dated 26 August 2024 at 2:19PM refers to the Data Analysis and Synthesis Draft which is evidently a version of the Final Report provided to the Department. This document could not contain deliberative processes of government as it was not drafted by government.

- 2.8. The content by its very nature is an *independent* report. We submit that the clause 6 exemption has been incorrectly applied and, in the alternative, public interest would require its disclosure for transparency and allay concerns about possible impropriety by the government.

Document 6:

- 2.9. Document 6 includes an attachment named "*Independent Review Career Pathways data analysis and synthesis v2.5.docx*". It is clear that this document is a copy of the Final Report, despite its name change. We refer to Document 3.
- 2.10. While there is no exemption cited for its censorship, we request that this document should be released in full. In any case, it would be in the public interest to disclose to the world at large the contents of a supposed *independent* report (emphasis added).

Document 7: No request for Internal Review.

Document 8:

- 2.11. We request a review of the application of *clause 6 – Deliberative processes of Government etc., matter revealing*, redacting parts of this document.
- 2.12. In particular, the email dated 31 October 2024 at 1:33PM. The email indicates discussion about timeline, not deliberative processes. We submit that the exemption has again been applied in error.
- 2.13. There is also an exemption cited on the email dated 22 July 2024 at 11:00AM. We submit that the exemption has again been applied in error and in the alternative that on balance, public interest weights in favour of transparency over alleged deliberations on an independent report. We reiterate that to put *deliberation* and *independent* together is unjustifiably contradictory.

Document 9

- 2.14. Document 9 purports to have been granted edited access, however, pages 320 to 327 are entirely censored. We request that Document 9 is released in full.

Document 10: No request for Internal Review.

Document 11:

- 2.15. We request a review of the application of *clause 6 – Deliberative processes of Government etc., matter revealing*, redacting parts of this document, including its attachment entitled '20241029 Independent review final report Submitted Gap filling.docx.'
- 2.16. We submit that should the email dated 14 April 2025 at 11:22AM contain deliberative material, the balance of the disclosed document indicates that the Department have sought to change the Final Report. For example, the wording used in the email is "*I trust that this input will be taken in the spirit offered.*" Plainly, the Department have sought to impose its influence or opinion onto the Independent Reviewer.
- 2.17. While we firstly submit that this does not fit within the clause 6 exemption, it in the alternative, clearly demonstrates the overextension of the Department. Clause 6(1)(b) should clearly apply given it is in the public interest to ensure transparency.

Document 12:

- 2.18. We request a review of the application of *clause 6 – Deliberative processes of Government etc., matter revealing*, redacting parts of this document. We submit that as this document indicates that the Final Report was revised after input from the Department, public should weigh in favour of disclosure as the Department has demonstrated impropriety in seeking changes to an independent review.

Document 13: No request for Internal Review.

Document 14: No request for Internal Review.

Document 15: No request for Internal Review.

Document 16:

- 2.19. We refer to the same grounds as provided above for Document 12.

Document 17: No request for Internal Review.

Document 18

- 2.20. We refer to the same grounds as provided above for Document 12.

Document 19

2.21. We refer to the same grounds as provided above for Document 12.

3. *Requested Outcome*

We request that:

3.1. the grounds referred to in this letter be considered under an internal review; and

3.2. that greater weight be given to public interest in transparency and accountability in considering any clause 6 exemption.

4. *Address for which notices can be sent*

Further to the Notice of Decision letter dated and received 18 March 2026, below is the HSUWA's address and alternatively, the following email addresses are also appropriate.

HSUWA
8 Coolgardie Tce
Perth WA 6000

e: mlee@hsuwa.com.au
union@hsuwa.com.au

Yours sincerely,



Michael Lee
Industrial Officer
HSUWA