

The Independent Review of Career Pathways for Health Professionals commenced in June 2023. It was required to take between 12 and 18 months. After the first round of workforce consultation in October 2023, the Independent Reviewer produced an Interim Report in March 2024 with evidence to support significant reform – set out in 16 Recommendations.

The second and final round of workforce consultation was completed by the end of March 2024. The Independent Reviewer told HSUWA they were working towards a June 2024 deadline, with the Final Report expected to be completed within 12 months of commencement of the Review.

However, as Union Agreement 2024 negotiations got underway, with a key claim being to modernise AHPs career pathways, building on the findings of the Independent Review, it became clear that the Final Report was being delayed. Here's what we know now – because of Freedom of Information (FOI) requests.

Date	Document Summary and Context
July 2024	Emails exchanged between the Independent Reviewer and the Chief Allied Health Officer (CAHO) entitled 'First 'Draft' Final Report': <ul style="list-style-type: none">- illustrates that a first draft of the Final Report was in the works soon after the Interim Report was released (March 2024) which was 18 months before the Final Report was released; and- references the HSUWA's rejection of the First Offer in bargaining for the Union Agreement 2024. Further email exchanges show the CAHO and another Department officer attempting to manage the talking points for the Independent Reviewer when speaking to union.
Aug 2024	Email exchange between the CAHO and the Independent Reviewer, indicating the CAHO provided: <ul style="list-style-type: none">-direct feedback about content of Final Report while referencing a 'CAHO Position Paper'; and-tracked changes to the Independent Reviewer's document. Around the same time, the Second Offer from the Department for the Union Agreement 2024 stated, "while the outcome of the Final Report is not yet known", the Department was "committed to taking action to address limitations in the career pathways available to Health Professionals, pending the release of the Final Report".

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Oct 2024	<p>Email from the Independent Reviewer to the CAHO providing a copy of Final Report and proposed implementation plan. CAHO emails System-wide Industrial Relations (SWIRs) advising it has the Final Report and asking for a "preferred timeline of the Independent Review".</p> <p>The Third Offer for the Union Agreement 2024 is made by the Department, which again states to HSUWA Members that the "outcome of the Final Report is not yet known".</p>
Dec 2024	<p>HSUWA writes to the Department Director General (DG) urging the release of Final Report. The DG responds saying she is "yet to receive a copy of the Report", but that she would "consider its release once it has been considered by myself and the Health Minister."</p>
Jan 2025	<p>7 Jan: Email from SWIRs to the CAHO seems to indicate that SWIRs prefers to release the Final Report after the ballot outcome of the Fourth Offer is known.</p> <p>30 Jan: Fifth Offer for the Union Agreement 2024 is made, with the Department advising the "Final Report ... is not finalised and due by end of 2024".</p>
Feb 2025	<p>Email from the CAHO to the Independent Reviewer (this appears to be the first contact since Oct 2024), indicating that the Final Report was delayed due to the bargaining process of the Union Agreement.</p>
Apr 2025	<p>Email from the CAHO to the Independent Reviewer suggesting further amendments to the Final Report were sought by the CAHO.</p>
Jun 2025	<p>Email from the Independent Reviewer to the CAHO apologising for the delay in getting the revised Final Report back to them, indicating a lot of "new content" was added.</p> <p>Email from CAHO to Independent Reviewer advising CAHO and SWIRs had reviewed the Final Report and further feedback would be given. Marked amendments were provided to the Independent Reviewer from the CAHO and SWIRs on 11 June 2025.</p>

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Aug 2025	HSUWA makes its first request under FOI laws to understand the extraordinary delay to the Final Report.
Sept 2025	Email from the CAHO to the Independent Reviewer advising the release of the Final Report has been approved. The Department makes repeated requests to HSUWA to withdraw the FOI and says otherwise the Final Report won't be released until the end of legal timeframe for responding to the FOI request.
Oct 2025	8 Oct: The first FOI was almost completely rejected by the Department, with nearly all pages/materials fully redacted. It did not include the Final Report with the reason provided being that the Final Report was "still being finalised and remains subject to ongoing deliberations, as it is currently under review." 9 Oct: The Final Report was emailed without warning to HSUWA, along with the DG's formal response to the Final Report's Recommendations. A few hours later the Final Report and the DG's formal response were provided to the entire public health workforce by global email. 14 Oct: HSUWA makes a second FOI request to understand the dilution of the Independent Reviewer's work and recommendations of the Final Report (Oct 2025), when compared to the Interim Report (March 2024).
Mar 2026	18 March: The second FOI was mostly rejected by the Department, but of the pages with wording not fully redacted, this timeline has been compiled. The primary reason provided for the redaction of most of the material was "government deliberations".