

It's time to

**PRIORITISE
YOUR FUTURE**

ALLIED HEALTH PROFESSIONALS VOTER PACK



HSUWA

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MESSAGE

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From the HSUWA Secretary



HSUWA Member advocacy for improved career pathways for Allied Health Professionals (AHPs) has extended over four years and the past two Union Agreement negotiations. We now find ourselves at a critical juncture.

Members have achieved some important gains, however, it's become clear that these improvements are being seen by the Department as the job done, not the beginning of genuine reform.

The current career pathways structure relies on your dedication, your passion and your expertise. It's up to you to decide if the limited changes on the table from the Department to your career pathways adequately recognise your worth, and those of your colleagues, now and in the future.

This voter pack asks all AHPs working in public health to have their say. It provides information and context on HSUWA Member advocacy and the Department's response.

HSUWA will open a ballot for all AHPs to vote on the lane you want to take to guide future advocacy and campaigning. If you're not a Member yet, you're welcome to tell us your preference, but you'll need to join by Sunday, 7 June 2026, to have your vote in the ballot count.

I encourage you to read the enclosed information carefully to make an informed decision. This is a time for all AHPs to unite as HSUWA Members and set a mandate for what you seek to achieve.

In unity,

Naomi McCrae
Secretary, HSUWA

A MESSAGE FOR NON-MEMBERS

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From the HSUWA President

As a Senior Clinical Psychologist who has been advocating for better careers for Allied Health Professionals within the HSUWA for over 25 years, we have never faced a more critical decision.



For years, HSUWA Members have advocated for something we all deserve – career pathways that allow for better career progression and the continued development of clinical practice and speciality. Pathways that recognise expertise, that support and reward development, and stop talented people from burning out or walking away from the professions they love.

But here's the truth: This is a once-in-a-generation opportunity, but we can't campaign and win the improvements our professions need unless you join.

Your decision about joining adds resources and weight to every conversation, every negotiation, every demand for your future. **If you're a HSUWA Member, you can add the weight for change. If you don't join, your decision is to maintain the status quo.**

If you want stronger career pathways, clearer progression and a system that finally reflects the value you bring – then the most powerful step you can take is to stand with the people already pushing for it.

Your future career depends on you joining your colleagues, because the future of allied health won't be handed to us. We need to build it together.

Join the HSUWA today.

Craig Russell
President, HSUWA

MODERNISING CAREER PATHWAYS

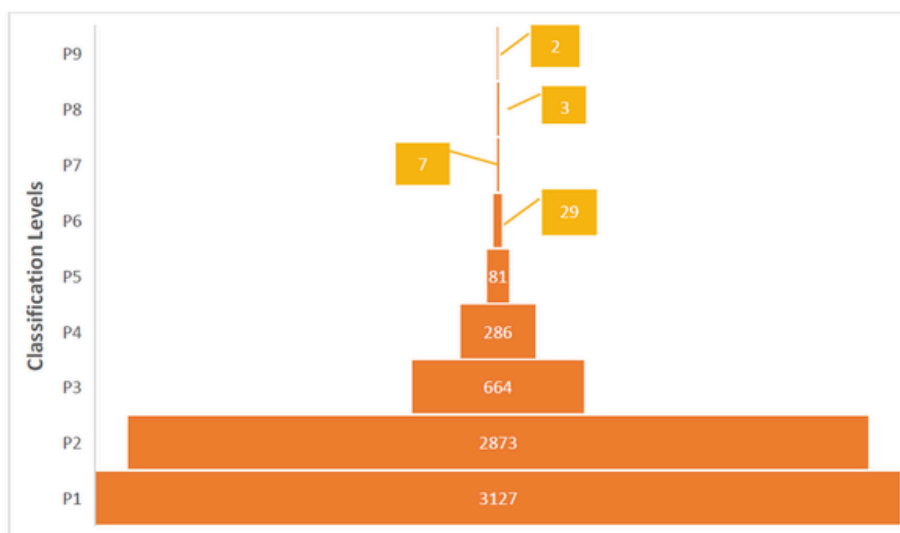
Why are we here?

For many years, Members have said the existing career pathways were out of date, too narrow and flat and did not support the retention of skilled health professionals. In 2022, Member campaigning led the Department to commission an Independent Review to assess the situation.

A condition of settlement to the Union Agreement 2022 negotiations required the Department to engage an independent consultant to independently review the career pathways of health professionals in WA public health. The review was to take 12 to 18 months and it commenced in June 2023, after the Terms of Reference were finalised and the Reviewer was appointed.

The Independent Review of Career Pathways for Health Professionals found clear evidence of what Members were saying. In early 2024, the Independent Reviewer produced the graph below in the Interim Report. It showed that **more than 85% of AHPs are on the bottom two levels of a nine-level structure**. The Reviewer found it was difficult for AHPs to progress further than a level two (P-2), even when developing or providing specialised skills.

Now, in 2026, **only one AHP is at the top level, P-9**. In comparison, there are **54** people at the equivalent level (G-14) under the Union Agreement who are not AHPs, (noting there are twice the number of people under the general division (or "G Scale"). There is no real career pathway for most AHPs in WA public health.



Headcount of employed Allied Health Professionals

Graph prepared by the Independent Reviewer, Interim Report p13.

MODERNISING CAREER PATHWAYS

The problem

- **Flat, rigid structure:** The current structure is flat and limits career opportunity and progression, leading to career stagnation, problematic reporting lines and the attrition of skilled AHPs. Of over 8,000 AHPs, only a handful ever reach the top three of the nine career levels.
- **Hard barriers to progression:** There is limited recognition and pay for specialised or advanced expertise and leadership roles are hindered by disincentives. Progression currently means leaving clinical practice roles and there are few opportunities in research or education. Despite their expertise, only a small minority of AHPs ever progress past the second career level, with most AHPs hitting their pay and career ceiling within 10 years.
- **Attraction and retention issues:** A lack of flexibility around career progression means it is difficult to attract and retain experienced or specialised staff. Turnover rates and the associated costs are hidden, but are clearly too high.
- **A system at breaking point:** AHPs are key to shoring up the health system. AHPs keep patients out of the hospital, improve and hasten patient flow and reduce hospital stays and re-admissions. Investing in the allied health workforce saves lives and money.
- **Obstruction by the Department:** Throughout the past four years, the Department has acted, at various times, to stop, delay and minimise change to AHPs career pathways. Positive messaging and the adoption of the union's language of "modernising career pathways" by the Department serve to disguise incrementalism as reform.



WHAT IS MY CURRENT CAREER PATHWAY?

The facts

Pay Table and Classification Descriptors

AHPs' career pathways are currently founded on two basic elements:

1. a **Pay Table** of nine classification levels (also referred to as the "P Scale"). The first six levels have time-based increases or increments, so there are 20 "pay points" over the nine levels of the Pay Table; and
2. a document detailing **Classification Descriptors**. The Classification Descriptors set out in words under several standards (such as "decision making" or "professional knowledge"), the minimum requirements for a position to be classified at a particular level (i.e. a "P-1" or "P-2" etc). The position is allocated to a classification level by your employer or the Department and then you are paid at the rate set on the Pay Table from the Union Agreement.

Classification	Time Year Equiv. rates (3.75% increase)	Fortnightly Rate	Hourly Rate
P-1.1	\$ 91,726	\$ 3,389.56	\$ 46.27
P-1.2	\$ 95,487	\$ 3,550.65	\$ 48.08
P-1.3	\$ 101,865	\$ 3,764.20	\$ 51.39
P-1.4	\$ 106,989	\$ 3,952.56	\$ 53.97
P-1.5	\$ 114,816	\$ 4,242.79	\$ 57.92
P-1.6	\$ 124,147	\$ 4,587.60	\$ 62.63
P-2.1	\$ 127,194	\$ 4,700.20	\$ 64.16
P-2.2	\$ 131,501	\$ 4,844.55	\$ 66.13
P-2.3	\$ 135,150	\$ 4,994.19	\$ 68.19
P-3.1	\$ 141,071	\$ 5,212.98	\$ 71.16
P-3.2	\$ 145,918	\$ 5,392.10	\$ 73.61
P-4.1	\$ 153,774	\$ 5,682.40	\$ 77.57
P-4.2	\$ 158,894	\$ 5,871.60	\$ 80.16
P-5.1	\$ 164,510	\$ 6,079.13	\$ 82.99
P-5.2	\$ 173,830	\$ 6,423.53	\$ 87.69
P-6.1	\$ 181,045	\$ 6,696.13	\$ 91.38
P-6.2	\$ 188,888	\$ 7,000.00	\$ 95.00
P-7			
P-8			
P-9			

Health Professionals Work Value Review

Descriptors for Revised Classification Structure

led by the Health Service Union of WA and the Department of Health pursuant to the 19 December 2005 order of the WAIRC in Application P18 of 2005

These documents can be found in the Document Index of this pack.

Background

The current structure exists because in the early 2000s, AHP HSUWA Members demanded better recognition and won a hard-fought change with the Department. The outcomes included the professional Pay Table (P Scale) with nine classification levels and wording for the Classification Descriptors. The Classification Descriptors wording can be changed at any time by agreement between the union and the Department under a clause of the Union Agreement.



WHAT IS MY CURRENT CAREER PATHWAY?

For Clinical Psychologists

HSUWA Members who are Clinical Psychologists and Clinical Neuropsychologists are AHPs who move through the current career pathways structure differently because they have a unique Grade Structure. The career structure is in accordance with decision of the Western Australian Industrial Relations Commission (application P39 of 1997), achieved from a long running campaign by Members in the late 1990s.

There are four Grades with Grade 1 consisting of two years as a Registrar (from P-1.5 to P-1.6), then Grade 2 progresses on a time basis for five years (from P-2.4 to P-4.2). Grade 3 is either a senior role of clinical practice or a coordinator role (P-5.1 to P-5.2). Grade 4 is a consultant/ leadership role (P-6.1 to P-6.2).

Clinical Psychologists and Clinical Neuropsychologists face the same rigid barriers between their grades and lack pathways and progression opportunities, including to the higher levels. In addition, the Senior Coordinator position, the only early leadership position within the disciplines (i.e. no team leader, deputy roles) sits at the same level (Grade 3) as senior clinicians, carrying significant additional clinical, leadership, and coordination responsibilities without any opportunity for career progression or additional incentive.

It wasn't until a meeting in April this year that these Members were told the Department's Implementation Plan wasn't meant to apply to them. The implications of this are still being worked through; however, all Clinical Psychologists and Clinical Neuropsychologists should vote as part of this process. Once the vote is completed, these Members will meet to decide how the work of reforming the Grade Structure is informed by the decision of the broader membership about which lane they choose.



WHAT HAVE HSUWA MEMBERS BEEN

advocating for?

By 2021, it was clear the Classification Descriptors were outdated. Their application to AHP positions served to suppress the career progression of AHPs, and there was growing inconsistency and unfairness between the Health Service Providers regarding AHP classifications. The Department rejected the HSUWA's requests to discuss updating the wording – to allow for better and fairer progression for AHPs and career opportunities. This led to the start of the campaign for change and included claims in the 2022 and 2024 Union Agreement negotiations.

Every few years, Members negotiate with the Department (on behalf of the State Government), the terms of a legal document (known as an industrial instrument) that sets your pay, including pay increases, and conditions at work. This is called the "Union Agreement". HSUWA Members claimed the following items in the 2022 and 2024 negotiations:

HSUWA MEMBER CLAIM 2022

Modernise Allied Health, Pharmacy and Health Sciences/Professionals structure

Establish a process with timeframes to review the relativities, structure, equity and classifications of leadership and manager positions in Allied Health, Pharmacy and Health Sciences/Professionals.

HSUWA MEMBER CLAIM 2024

Modern career pathways and pay structure for Allied Health and Health Science Professionals

Within 24 months from 1 July 2024, the Union Agreement be amended to reflect fully modernised career pathways and pay structure for health professionals in WA, building on the outcomes of the independent review of career pathways – in recognition that the current structures are antiquated, are too narrow and flat and do not support the retention of skilled health professionals, contemporary clinical practice or new models of care in WA public health.



TIMELINE

A basic timeline of key steps

Oct 2022

Members won an Independent Review of Career Pathways as a condition to settle the Union Agreement 2022

June 2023

The Independent Review of Career Pathways for Health Professionals commences (to take 12 to 18 months)

Mar 2024

The Independent Reviewer's Interim Report

Jan 2025

The Department's Implementation Plan for career pathways is offered as a condition to settle the Union Agreement 2024 (in the Fifth Offer)

Oct 2025

The Department releases the Independent Reviewer's Final Report and their Formal Response

Mar 2026

The Department's Draft AHPs Career Pathways Blueprint nears completion - this is not yet finalised

Mar 2026

The Department's Proposed Draft Classification Descriptors for AHPs are provided to HSUWA

KEY OUTCOMES SO FAR

Independent Review Interim Report March 2024

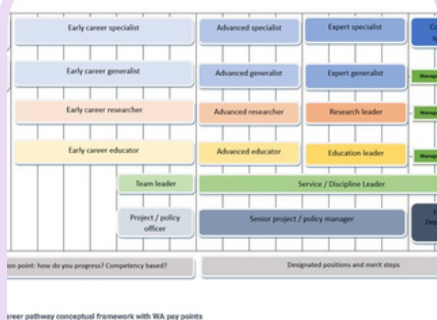
In June 2023, an Independent Review of Career Pathways for Health Professionals with clear Terms of Reference commenced. The review was achieved by Members in the Union Agreement 2022 negotiations. The Independent Reviewer, Dr Susan Nancarrow, undertook extensive workforce consultation in the second half of 2023. In addition to workforce consultation, she and her team at AHP Workforce examined the career pathways for AHPs in other States and overseas, and collected and collated workforce and payroll data from the Department.

The Interim Report was produced in March 2024. The findings were comprehensive and recommended genuine reform to modernise the career pathways of AHPs in WA. It set out **16 significant recommendations for change**. In summary, it recommended:

- clinical practice, research and service improvement, education and facilitation of learning, leadership and management and strategy/policy making pathways;
- transformation of the way AHPs move through the current structure; and
- modernised Classification Descriptors to address the many artificial ceilings and barriers and allow career progression through to the top-level P-9. (see p22-23)

Importantly, the Independent Reviewer also set out a **Career Pathway Conceptual Framework** mapped against the existing nine levels and 20 pay points. (p25)

The Interim Report of the Independent Review outlines solutions including a proposed career pathway framework. This is located in the 'Document Index' section of this pack.



Learning arrangement had been put in place to support the development of neurophysiology scientists... All these pockets of innovation need to be better explored and understood, and where applicable, generalised to the broader health system.

5. Preliminary / Draft Recommendations

Recommendations

1. **Expand Career Pathway Options:** Enhance the diversity of career pathways to allow health professionals to pursue specific practice interests, enhancing skill development and job satisfaction. This would also enable health services to structure jobs that align better with their workforce needs. A detailed framework is presented in the following chapter.
2. **Create More Higher-Level Jobs:** Rethink or redefine the 'statewide' job attribute to foster innovative roles at higher levels, possibly incorporating statewide influence or cross-health service responsibilities.
3. **Soften Boundaries Between Pay Points:** Transition from rigid to more flexible boundaries between pay points, allowing for later career ceiling hits. Consider a competency-based progression system, especially at lower levels, with the introduction of soft boundaries to balance time-based and competency-based advancements.
4. **Develop Decision-Making Tools for Career Progression:** Provide resources to help health professionals understand required skills and competencies for career advancement, drawing on existing tools from other jurisdictions for customisation to WA.
5. **Structured Performance Reviews Aligned with Career Pathways:** Implement performance reviews that align with career pathways, assisting staff in identifying upskilling areas and understanding necessary job attributes for advancement.
6. **Incorporate All Career Pathways Within the Same HSJWA Scale:** Unify all career pathways, from entry-level to management, within the same award system, facilitating career progression across various fields without needing to switch classifications.
7. **Increase the Number of Pay Points:** Benchmark with other states to increase pay points, providing more career progression opportunities. This could include introducing additional increments within existing salary ranges or at the start of career structures.
8. **Establish Clear Career Pathways in Specialised Clinical Areas:** Develop distinct career pathways in specialty clinical areas like Women's Health and Paediatrics, to provide progression opportunities and appropriate remuneration.
9. **Increase Training Opportunities Aligned with Career Development:** Enhance support for training, including budget allocation, incorporating training in workload models, incentivizing training through career progression, and increasing clinical educator roles.

KEY OUTCOMES SO FAR

Independent Review Final Report Oct 2025

The Independent Review was meant to be finalised between June and December 2024. It appears the Department intervened in the Independent Review process, so the Final Report was not released until October 2025, well after the Union Agreement 2024 negotiations had finalised.

HSUWA believes the Department deliberately and significantly interfered with and delayed the Independent Reviewer's Final Report because of information obtained under Freedom of Information (FOI). A summary of the information obtained under FOI can be found in the Document Index of this pack. This contains important information about the Department's conduct leading up to the release of the Final Report.

The Final Report made only five recommendations, including a "next steps" recommendation. The Final Report, while still important, is significantly diluted in its recommendations compared to the Interim Report.

Genuine reform in WA was strongly urged by the Independent Review of Career Pathways for Health Professionals. The Independent Reviewer said:

"...investment in an Allied Health Career Framework that supports AHP retention is crucial..."

"...Without a robust career framework, there is a real danger of losing skilled allied health professionals to other states and, within Western Australia, to other sectors where more competitive opportunities exist. This exodus could lead to gaps in service provision, decreased quality of care, and increased strain on the remaining workforce."

(Final Report, p7-8)

Both the Interim and Final Reports, and the Department's Formal Response to the Final Report can be found linked in the 'Document Index' section of this pack.



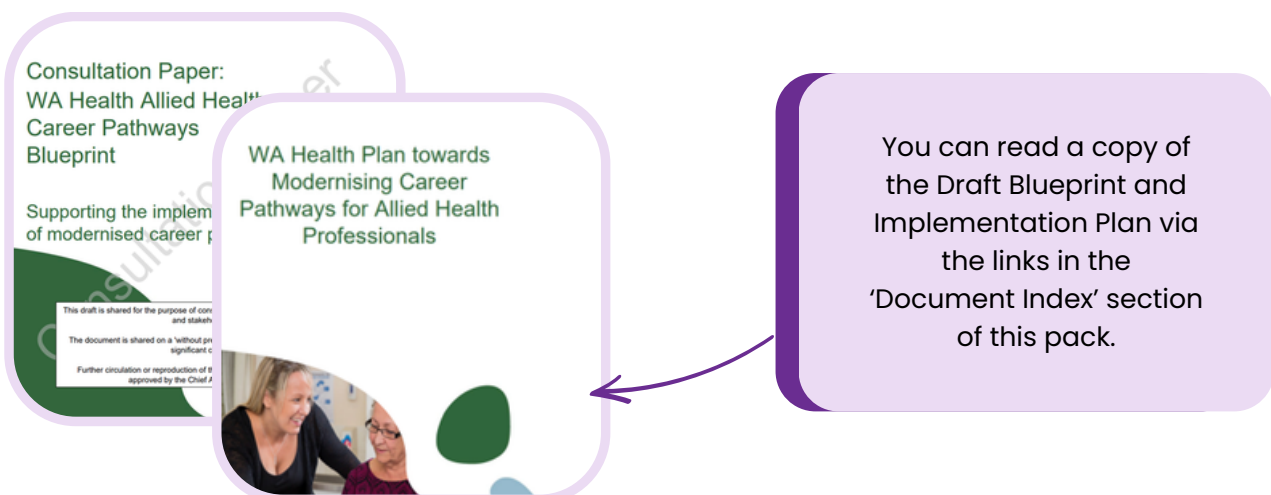
KEY OUTCOMES SO FAR

The Department's Implementation Plan

As the Independent Reviewer's Final Report had not been released by the Department, they offered an Implementation Plan as a condition to settle the 2024 Union Agreement negotiations in the Fifth Offer on 30 January 2025. The union had a claim in those negotiations for genuine reform to modernise career pathways building from the Independent Review.

The Department's Implementation Plan is a series of initiatives that remedy some problems in isolation, over four stages across 30 months. Importantly, it also:

- Requires an "Allied Health Career Pathways Blueprint" to be established to "support the implementation of the modernised career pathway" and "introduce the concept of key pillars of clinical practice, education, research and leadership and strategy". (p14)
- Requires reviewing and modernising the wording of the current Classification Descriptors for levels P-3, P-4, P-5, P-6 as well as the removal of the term "statewide" from wording applying to levels P-7, P-8 and P-9. (p9)
- Following the above, it allows for up to 80% of current staff at level P-3 to P-6 to be in scope for a one-off reclassification ("realignment") up a level, plus 300 current staff at P-2 to be reclassified to P-3. This is to be completed by 19 September 2027. (p9-10)



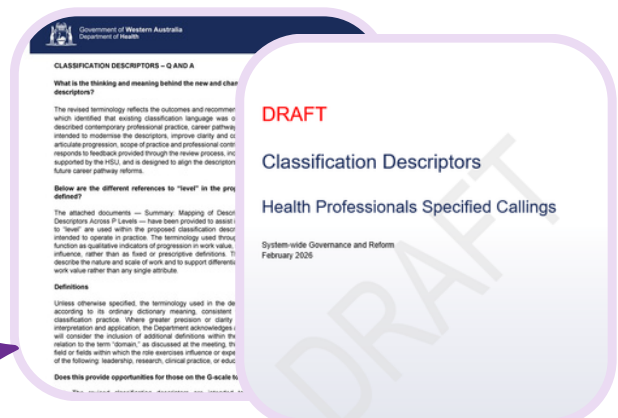
Key Outcomes So Far

14 months on

Update – 14 months after the Department's Implementation Plan commenced:

- It appears the Department intends for any changes to career pathways for AHPs to largely be contained to the one-off reclassifications set out in the Department's Implementation Plan.
- Members have been told that implementation of any career pathway changes utilising the Blueprint (which has not been finalised) will be up to individual professions and Health Service Providers operating within existing parameters.
- The union received a copy of the Department's Proposed Draft Classification Descriptors in March 2026. Their proposal is for new wording for every level P-1 to P-9, with additional/changed wording and elements to each level when compared to the current Classification Descriptors.
- After meetings with the Department seeking clarification on their intention behind the Classification Descriptors (including with HSUWA Members), the Department provided a written response and made some tracked changes to their Proposed Draft Classification Descriptors.
- In HSUWA's assessment, if the Proposed Draft Classification Descriptors are applied, it would lock in the problems and hard barriers of the current structure while carefully accommodating the Implementation Plan's requirement of an important one-off pay bump to about 10% of AHPs. The proposal reflects only some elements of the extensive change recommended by the Independent Reviewer, with no opening up of the structure in the long-term or opportunity for genuine reform.

Proposed Draft Classification Descriptors and a response to the HSUWA's questions regarding these descriptors is included in the 'Document Index' section of this pack



WHY ALL ALLIED HEALTH PROFESSIONALS NEED TO

have a say

- This is an important decision relating to the future careers of AHPs in WA public health.
- The decision affects every single AHP. It's about whether you accept the Department's terms – important but limited change under the Department's Implementation Plan, or fight for the genuine reform recommended by the Independent Review.
- WA is significantly behind other Australian States in reforming and modernising career opportunities and pathways for AHPs.
- It has taken significant work and commitments (plus action) from Members to get to this point.
- If there is a desire for a better outcome, the number of AHPs who decide to stand together with your colleagues and join the HSUWA will determine how much power AHPs have.
- By participating, your voice adds weight and resources to the campaign for modernised career pathways.

Achieving real change takes time and perseverance – all AHPs united as HSUWA Members will mean you have the union strength to win the change you and your colleagues deserve.



THE VOTE

process

Your union needs your input at this critical juncture. It is up to you to decide. The vote process will take place as follows:



Important things to note:

- All AHPs working in public health are welcome to submit a vote.
- You must have joined the HSUWA as a Member before Sunday, 7 June 2026, to have your vote counted in the ballot.
- Only AHPs can vote.
- HSUWA is not making a recommendation to Members on how to vote. Please consider all the information, and we encourage you to cast your vote carefully.
- Talk to your colleagues and encourage them to be involved. No matter how you choose to vote, this is a critical decision for all AHPs.

Allied Health Professionals are invited to tell us which way you want to go. Either:

LANE 1

01

Work with what's on the table

Work to advance the initiatives under the Department's Implementation Plan through to its end in September 2027. This means committing to something close to the Department's Proposed Draft Classification Descriptors.

02

Accept that there will be limited changes to career pathways

Most AHPs stay as P-1 and P-2 with the same hard barriers and very limited access to the mid-career levels. Extremely limited access to the highest levels continues after a one-off reclassification (called a "realignment" by the Department) up a level for the majority of current P-3 to P-6 and 300 P-2s moving to P-3, likely to occur in mid to late 2027.

03

Keep informed

Stay up to date with progress via email and your union Delegates. Only HSUWA Members will receive regular updates.

04

Focus on Union Agreement 2027

Prioritise wage increases and condition improvements for all covered by the Union Agreement.

LANE 2

01

▶ **Risk what is on the table and push for the genuine reform to career pathways recommended by the Independent Reviewer.**

Work towards the more open structure proposed by the Independent Reviewer (focusing on the Interim Report) for long-term genuine reform to career pathways. This means pushing for Classification Descriptors that allow for that, which are not currently on the table.

02

▶ **Union members commit to growing union strength and campaign**

Union strength in numbers grows and a committed campaign commences. Members aim for genuine access to P-8 at least and opening up opportunities for P-5, P-6 and P-7 with broadbanding for P-1 to P-2 and P-3 to P-4.

03

▶ **Join your Union**

Non-members commit to campaign and join the HSUWA.

04

▶ **Willing to take action**

Prepare to do what it takes, for as long as it takes, to win.

WHAT DOES YOUR *vote mean?*

Casting your vote and choosing either Lane 1 or Lane 2 does not guarantee an outcome, it determines the strategy. Achieving the best outcome from either lane will require advocacy and action from strongly united Members, especially Lane 2.

LANE 1

AHPs focus on getting the most out of the initiatives under the Department's Implementation Plan. Fundamentally, the current structure (pictured above) stays rigid and won't change.

Despite a one-off pay outcome (reclassification up one level for eligible AHPs between P-3 and P-6 and 300 P-2s to P-3), hard barriers to progression remain for each level.

This means trying to improve what we can of the Department's Proposed Draft Classification Descriptors. Future progression beyond P-2 and access to the top levels will remain very limited.

HealthWork
AHP Workforce



LANE 2

AHPs focus on achieving genuine reform, opening up the current structure to allow for modern career pathways as recommended by the Independent Reviewer.

This means seeking the inclusion of P-1 and P-2 reform, softer barriers/broad-banding between the lower to mid-levels, the opportunity for more AHPs to reach the top three levels (P-7, P-8 and P-9) and more flexible career progression outside of managerial roles.

NEXT STEPS

1

Talk to your colleagues

It's important that all AHPs are across this information, so please speak with them and share this voter pack.

Remember, all AHPs are invited to have a vote, but only union Members' votes will be counted in the ballot.

2

Vote opens on 22 May 2026

Scan the QR code below or visit [this link](#) to cast your vote from 9:00am on 22 May 2026.

The vote will close at 5:00pm on Friday, 5 June 2026.



3

Vote outcome week of 8 June 2026

Regardless of the lane chosen, it is clear that all AHPs must stand together to campaign and advocate for the best outcome.

Join at [HSUWA.COM.AU](https://www.hsuwa.com.au)

DOCUMENT INDEX

Independent Review of Career Pathways for Health Professionals

Here is a list of documents referred to in this voter pack as well as additional documents to provide important contextual information. It is in two sections, firstly documents relating to the Independent Review of Career Pathways for Health Professionals (in date order), and secondly, general documents.

[!\[\]\(004d352ca3e5c974252147a5c78e6fbb_img.jpg\) **Requirement to Commission Independent Review – 2022**](#)
Commitment from State Government and Department to commission an Independent Review of Career Pathways in October 2022.

[!\[\]\(7e158529ea7f91aa508dd203dce07ad5_img.jpg\) **Terms of Reference for Independent Review – 2023**](#)

[!\[\]\(5a0dc21eab05840747a6a93fd3061feb_img.jpg\) **Interim Report – March 2024**](#)
Read the 16 recommendations made by the Independent Reviewer, strongly supporting reform to modernise AHP career pathways.

[!\[\]\(66568c3ce22862f5aa9927d764d3a113_img.jpg\) **Final Report – October 2025**](#)
Promised by end of 2024. Read the five recommendations (including “next steps”), of the Final Report (reduced from 16 recommendations in the Interim Report).

[!\[\]\(375cabd837b97cf016d36e6dfd1b1d2f_img.jpg\) **Department’s Response to the Final Report – October 2025**](#)
The Department Director General Dr. Shirley Bowen’s letter to HSUWA about the Final Report, expressing partial support for these recommendations.

[!\[\]\(ee621e621b5c0e879ac45d7c8501b154_img.jpg\) **Freedom of Information Requests Summary**](#)
HSUWA summary of FOI requests of Department correspondence and materials in relation to the Independent Review.

FOI Requests by HSUWA

FOI requests to the Department and the documents released from these requests.

[!\[\]\(05ebac037cc6375f048d1fb0bccffd53_img.jpg\) **FOI Request \(1\)**](#)

[!\[\]\(554da769cf97555ca3a7efb07f40c960_img.jpg\) **FOI Request \(2\)**](#)

DOCUMENT INDEX

General

 **Definitions**


Glossary of terms referred to in this voter pack.

 **HSUWA Advocacy Timeline 2022 - 2026**

 **Classifications Descriptors (Current) - 2005**

 **Classification Descriptors (Department's Proposed Draft) - March 2026**

Read the Department's Proposed Draft Classification Descriptors, with minor tracked changes after HSUWA's requests for clarification.

 **Department's Response to HSUWA Questions About Proposed Draft Descriptors**

 **Pay Table (Current) - 2026**

 **Department's Implementation Plan - January 2025**

The Department offered this Implementation Plan as a condition to settle the Union Agreement 2024. It is in effect from 19 March 2025 to 19 September 2027.



A page with resources relating to the modernisation of career pathways for health professionals is on the HSUWA [website here](#).

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**Scan the QR code to access
this Voter Pack and
Document Index online**



**Or visit
hsuwa.com.au/careerpathways**

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May 2026