



CAREER PATHWAYS IMPLEMENTATION – OVERSIGHT COMMITTEE

MEETING DETAILS

Date: Monday, 18 August 2025

Time: 1pm – 2pm

Location: 189 Royal St, Department of Health and Ms Teams

Meeting no: 2

Attendees:

Naomi McCrae	State Secretary, Health Services Union of WA (HSU)
Michael Lee	Assistant State Secretary, HSU
Adrian Barrett	A/Lead Industrial Officer, HSU
Donne Oosthuizen	Industrial Officer, HSU
Polina	Industrial Officer, HSU
Mark Petrich	A/Chief Allied Health Officer, Chief Allied Health Office (CAHO)
Jessica Pallotta	Senior Project Officer, CAHO
Julia Kurowski	Principal Allied Health Officer, CAHO
Josh Chapman	A/Director, System-wide Industrial Relations (SWIR)
Jade Wagner	A/Manager, SWIR
Leigh Montgomery	Industrial Relations Consultant, SWIR

Apologies: David McCallum Principal Allied Health Advisor, CAHO

1. AGENDA

Item	Topic	Documents	Action Required
1.1.	WA Health Allied Health Advanced Practice Committee (APC)	-	Discussion
1.2.	Blueprint Project Governance Group (BPGG)	-	Discussion
1.3.	JDF Development	-	Discussion
1.4.	Progress Tracker (Workforce Communication)	-	Discussion

2. OTHER BUSINESS AND NEXT MEETING

Item	Topic	Documents	Action Required
2.1	Confirmation of CAHO's upcoming Career Pathways-related meetings	-	Discussion
2.2	Confirmation of next meeting date: 1-2pm, Monday 22 [8] September 2025	-	Discussion

MEETING DISCUSSION POINTS

Agenda item # Discussion point

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| 1.1 | <ul style="list-style-type: none">CAHO proposed changing name to advisory group as AHEF and APC members had suggested this more accurately reflected purpose/role. Agreed to keep as APC as requested by HSU.CAHO adding a social work member to APC due to active interest in the system for roles in this profession such as in bereavement and emergency settings.The APC will next meet on 25 September 2025.Table 1 Priority 1 – 4k of the WA Health Plan towards Modernising Career Pathways for Allied Health Professionals (CP Plan) is now complete. |
| 1.2 | <ul style="list-style-type: none">CAHO putting together an agenda for first BPGG meeting next week.Consistent with Table 1 Priority 1 - 2b of the CP Plan, a first draft Blueprint has been developed for consultation. Once the HSUWA has received a first draft, this action will be considered complete.CAHO clarified the first draft has sections providing some options and asking questions for specific/targeted feedback. |



MEETING DISCUSSION POINTS

	The first draft for the blueprint will be tabled in the inaugural BPGG meeting for quarantined consultation.
1.3	- CAHO consultation with allied health clinical educators identified 2 clinical educator roles (allied health/profession specific) and consultation with allied health research directors identified 3 clinician research roles (senior clinician with strengthened research component, clinician research, and research coordinator). - To progress Table 1 Priority 1 - 3f & 3g, CAHO has drafted JDF proformas for these 5 potential roles. - The HSUWA queried whether the Department had dedicated funding to establishing these new roles. The Department confirmed there is no funding, and this would be an operational decision for HSPs. - Trainee clinical neurophysiology scientist JDF drafted based on existing JDF, with input from professional leads in WA Health. This progresses Table 3 Priority 3 – 4j of the CP Plan. - Senior cardiac scientific officer and genetic counsellor JDFs still in consultation with respective professional leads. This progresses Table 3 Priority 3 – 2f and 3h of the CP Plan.
1.4	- CAHO confirmed the progress tracker will be uploaded to HealthPoint then updated monthly. - Each update will be emailed to HSU noting they are unable to access HealthPoint, as per HSU request.
2.2	DOH agreed to the HSU's request for the next Oversight Committee meeting to be held a week prior to the completion of Horizon 1 (19 September 2025).
N/A	Oversight Committee TOR (additional discussion point) HSU confirmed they are adjusting the consultation requirements in the TOR.

ACTIONS AND DECISIONS

Date	Action/Decision	Allocation	Status
03.07.2025	TOR created and shared with HSU	DOH	Complete – 18.07.2025
03.07.2025	Blueprint Project Scope to be shared with HSU	DOH	Complete – 18.07.2025
03.07.2025	Supporting Info – Criteria Based Progression to be shared with HSU	SWIR	Complete – 18.07.2025
18.08.2025	Inaugural BPGG meeting to be scheduled.	CAHO	Complete – 20.08.2025
18.08.2025	Next Oversight Meeting to be scheduled the week prior to the conclusion of Horizon 1.	SWIR	Complete – 20.08.2025
18.08.2025	Progress Tracker to be shared with HSU	DOH	Complete – 21.08.2025
18.08.2025	Available draft JDFs to be shared with HSU	DOH	Complete – 21.08.2025
18.08.2025	BPGG Membership list to be finalised and shared with HSU	DOH	Complete – 21.08.2025
18.08.2025	APC Membership list to be shared with HSU	DOH	Complete – 21.08.2025
18.08.2025	Terms of Reference to be finalised – HSU to provide feedback.	HSU	Outstanding
18.08.2025	HSU Steering Committee members to be shared with Department	HSU	Outstanding
18.08.2025	First draft of the Blueprint to be shared with HSU	CAHO	Outstanding