

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.

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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.