



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](mailto: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](mailto:joshua.chapman@health.wa.gov.au).

Yours sincerely



Joshua Chapman  
**A/DIRECTOR**  
**SYSTEM-WIDE INDUSTRIAL RELATIONS**

7 October 2022