

# HSUWA COMMITTEE OF MANAGEMENT STATEMENT

Response from the HSUWA Committee of Management to the offer for the replacement HSUWA Union Agreement made by the Department of Health on 19 June 2024

**The Department of Health's offer to HSUWA Members has been unanimously rejected by the HSUWA Committee of Management.**

While the offer of wage increases of 4.75% in the first year, and 3.5% in the second year, removes the divisive split wages offer and flawed cost of living payment that were features of the 2022 offer, more needs to be done to ensure that all workers receive a real wage increase. The WA Government must go further to undo the very real wage pressures members continue to experience due to years of below cost of living pay increases.

Some features of the offer are a move in the right direction, but overall, this offer completely misses the opportunity, provided by your claims, to better support the workforce.

Improvements in access to an additional week of annual leave for shift workers are welcome but the toll of shift work across afternoons, nights and Saturdays remains unrecognised and the proposed increase to the night shift penalty has been ignored. Additional professional development leave for health professionals is welcome but must go hand in hand with an allowance to support the costs involved as well as expanding access to professional development leave for all members across the workforce.

Key claims that go directly to attraction and retention, including improving long service leave access and supporting a higher qualification allowance must be supported. Deep and strong union rights protect public health care and the WA Government should demonstrate this commitment in your offer.

A range of non-cost or low-cost items under the claim themes of work hours, safer workplace and stronger workforce have been inexplicably ignored in this offer.

Key overdue workforce reform measures for Allied Health Professionals and clear and improved career paths for Anaesthetic Technicians need to be delivered in this agreement.

**As the Committee of Management, we:**

- 1.** Entreat the WA Government to intervene in negotiations to ensure key measures are delivered in a second offer.
- 2.** Ask for all members to get involved in union activity in the coming weeks to ensure our voices for change are heard loud and clear.
- 3.** Call on all workers covered by this agreement who aren't members yet, to join today. Get off the sidelines and stand with us for a better deal for all.

In unity

 **HSUWA**

Committee of Management