

# HSUWA COMMITTEE OF MANAGEMENT STATEMENT

Response of the HSUWA Committee of Management to the Third Offer to replace the *HSUWA Union Agreement* made on 7 October 2024 by the Department of Health.

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In response to receiving a Third Offer for a replacement Union Agreement, HSUWA has met with Members across the health system and conducted a vote.

This vote resulted in a 93% No vote.

Amid a cost-of-living crisis, Members have resoundingly rejected the pay and conditions on offer and voted to continue the campaign for an improved Offer.

We hope the results of this vote gives decision makers pause for thought.

HSUWA Members started this process with 20 well considered claims. After nearly one year of bargaining, some of these claims have been met with improvement, however many claims have been met with either incremental change or complete rejection, despite the compelling reasons why they were endorsed by HSUWA Members.

We urge the Department and the State Government to ensure the next Offer addresses the key concerns and improvements in working conditions requested by HSUWA Members. This generation of Health Workers gave everything through the pandemic and have shown real restraint in

past agreements, assisting the State Government to repair the budget. Members do not accept the delay or deferral of the changes needed to make meaningful improvements to attract and retain the right staff – to ensure quality health care for Western Australians. They need more from their leaders.

That is why, at the meetings about the Third Offer, Members also voted to fully support Anaesthetic Technicians in their claim for an improved career pathway. All Members understand the barriers put up to avoid substantive change and are resolute in their support for Anaesthetic Technicians to achieve recognition and fairness.

The unity of Members, and your support and actions to keep pushing for improvement, in the context of this long and determined campaign, is inspiring.

We remain optimistic that continued discussions will lead to an Offer that HSUWA Members can support.

In unity



**Committee of Management**  
5 November 2024