

HSUWA

**DON'T DELAY
FAIR PAY
FOR ALLIED HEALTH
PROFESSIONALS**



About the Award Review

What is the review?

The Health Professionals and Support Services Award (HPSS Award) Gender Undervaluation Review kicked off in June 2024. This occurred after the Albanese Government (following sustained union advocacy) changed the law to require the Fair Work Commission (FWC) to take action and consider whether there has been gender-based undervaluation of work. The FWC identified priority occupations and Awards in need of examination, including Allied Health Professionals. These are areas where women make up a significant majority of the workforce.

The initial decision – May 2025

Following hearings where union Members gave evidence, the FWC issued its initial decision. They found the pay rates under the HPSS Award (the 'safety net') which sets the minimum pay and working entitlements for Allied Health Professionals were historically undervalued.

How this may impact you

If you are a Health Professional who is paid according to the HPSS Award, your pay should increase significantly. The specific amount will depend on the level at which you are currently classified and when the changes will come into effect, noting there is likely to be a staged implementation.

If you are a Health Professional who is working under an Enterprise or Union Agreement, the amount your pay might increase will be dependent on how far above the HPSS Award you are currently paid.



Proposed improvements for Health Professionals under the HPSS Award Review

The FWC made the following provisional recommendations in May 2025:

- for occupations requiring a Diploma-level qualification (e.g. Biomedical Technologists), pay rates should be increased by an average of 5.5%.
- for occupations requiring a Bachelor Degree-level qualification (e.g. Physiotherapists), pay rates should be increased by between 16.53% – 29.91% (or an average of 24%).
- for occupations requiring a Masters Degree-level qualification (e.g. Psychologists), pay rates should be increased by between 18.77% – 31.16% (or an average of 25%).

The FWC has also indicated a provisional view that a new classification structure for Health Professionals should be introduced into the HPSS Award, which retains some yearly progression and introduces higher classifications for Health Professionals in specialist, supervisory and managerial roles.

How this would flow on to affect pay rates under Members' Enterprise Agreements will depend on a range of factors, but in principle, there should be a flow-on effect.

What's next?

The FWC concluded a further stage of hearings in November 2025. These proceedings will determine:

1. The final increases to the HPSS Award rates of pay.
2. The final form of the new classification structure for Health Professionals under the HPSS Award.
3. When the rates of pay in the HPSS Award will increase from, noting a staged implementation is likely.



Why standing together is necessary

Private companies that employ Allied Health Professionals have already made submissions to the Fair Work Commission to prevent improvements to your pay and conditions.

Employers will actively campaign to prevent or delay the rollout of these changes, keeping improvements as small as possible and delaying them for as long as possible to save money.

Allied Health Professionals like you need to work together as a union to ensure your voice is heard and to advocate for the best possible improvements to be rolled out, as soon as possible.



What can you do to help?

1

Join your union

Union advocacy will continue to be vital to push for the maximum benefit for Members from this initial decision.

2

Talk to your colleagues

Invite your colleagues to join today. Tell them that a historic process is underway to change the way their work is valued because union Members won a process and are now prosecuting it – to make a difference for all.

3

Tell your story

Your story and your voice matters. Visit our website to submit your personal experience to advocate for improvements through our campaign.



Scan the QR Code to visit for more campaign information and resources.

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