

OUR TIME IS NOW - ALLIED HEALTH AWARD REFORM

Background

HSU Allied Health members are campaigning to improve wages and conditions. In NSW Health, this can only be achieved through reforming the out-of-date industrial awards which allied health work under. Awards are the legal documents which determine the wages and conditions of employment.

Allied health workers perform the essential and undervalued work yet remain unsupported, under funded and overworked in NSW Health.

The NSW Health Awards have been stagnant for 15 years due to an artificial government law called “the wages cap”. This has now been removed, providing a window of opportunity for members to achieve real improvements to wages and conditions.

HSU members have one foundational principle: no member will be worse off, and members should be better off from this process.

Process

Over the past two years HSU Allied Health member representatives (**Delegates**) have worked together in democratic, occupation based, committees (**Industrial Advisory Committees**) to develop new classification structures with wages that properly value the work of each occupation and additional occupation specific conditions.

These Industrial Advisory Committees have endorsed the draft claims as ready to present to members.

What now?

Members have until 27 January 2025 to provide feedback on the draft claims.

This feedback will then be considered by the member led Industrial Advisory Committees who will decide democratically upon any proposed amendments to the claims.

Once they have done this, a final draft will be circulated to HSU members who will have the opportunity to endorse or reject the final draft through a formal vote.

How to get involved

These claims are just that – claims that we will take to the NSW Government and negotiate to win. For the campaign to be successful members need to band together to tell the government, NSW Health, and the community that Allied Health workers deserve fair wages and conditions. If you want to see these changes, now is the time to be a part of the campaign. The first step is to join your union – the HSU – and then actively participate in your Local Organising Network. For more information, contact alliedhealth@hsu.asn.au.