

HSUWA



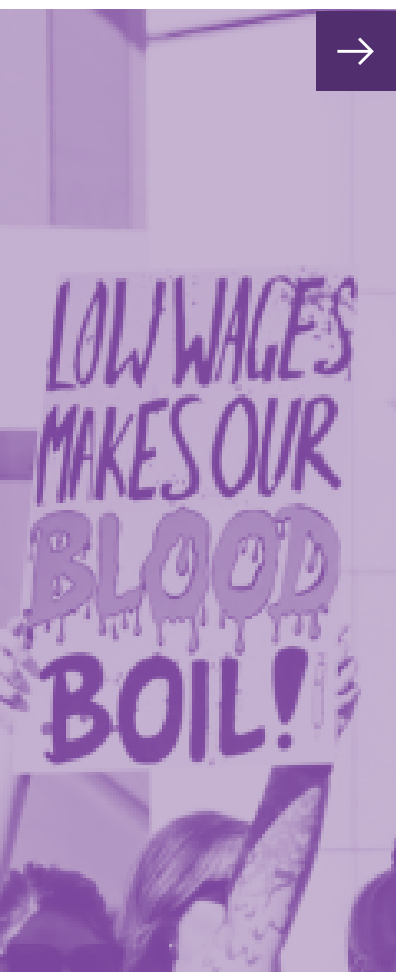
DON'T DELAY FAIR PAY FOR PATHOLOGY COLLECTORS



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 after the Albanese Government (following sustained union advocacy) changed the law to require the Fair Work Commission (FWC) to take action against gender-based undervaluation of work. The FWC identified priority occupations and Awards in need of examination, including Pathology Collectors. These are areas where women make up a significant majority of the workforce.



The initial decision – May 2025

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

How this may impact you

The FWC commenced a further stage of proceedings in November 2025. The proceedings are expected to determine:

- The final decision on increases for Pathology Collectors under the HPSS Award;
- The final decision on proposed reclassifications (see over);
- When the new rates of pay for Pathology Collectors will increase (including whether any increases will be phased in over time).

Proposed reclassifications under the HPSS Award Review

Health Support Services Award Classification	Criteria	\$ Per Week	\$ Per Hour
Level 5	<u>Entry level</u> Unqualified and first year of industry experience.	\$1104.70	\$29.07
Level 6	<u>Qualified</u> Certificate III or equivalent training and experience and one year or more of industry experience.	\$1164.20	\$30.64
Level 7	<u>Experienced</u> Certificate III or equivalent training and experience. Four years or more of industry experience or required to work in a 'single-staffed' collection centre.	\$1185.10	\$31.19

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 undertook a further stage of hearings in November 2025. These proceedings will determine:

1. The final increases and reclassifications for Pathology Collectors and Dental Assistants under the HPSS Award;
2. When will the new rates of pay for Pathology Collectors increase (including whether any increases will be phased in over time).



PHLEBOTOMIST
RESERVE MORE
THAN
BASIC WAGE

Why advocacy is necessary

Led by peak body, Australian Pathology, private pathology companies have already made submissions to the Fair Work Commission to prevent improvements to your pay and conditions. Union Members know private companies need to maximise returns to shareholders, and this is usually prioritised over workers' pay and conditions.

Australian Pathology will actively campaign to prevent or delay the rollout of these changes, supporting private pathology companies in limiting improvements and delaying the changes for as long as possible.

Pathology Collectors like you need to work together as a union to make sure your voice is heard over theirs to advocate for the best possible improvements to be rolled out urgently.



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.**

HSUWA

Contact

HSUWA Organiser
Abbie Weir

Phone

0483 305 993

Email :

aweir@hsuwa.com.au