



What will happen when I VOTE NO?

to the proposed separate agreement for AHPs + AHAs

The PSA is urging all AHPs and AHAs to **VOTE NO** in the ballot on the government's offer for the AHP/AHA Agreement.

The ballot opened Monday 30 June 2025 and will close Sunday 6 July 2025 at 5pm.

What will happen when I vote no?

If the majority of AHPs and AHAs who vote: VOTE NO, negotiations will need to resume. You will continue to be covered by the Salaried agreement. Nothing is stopping the SA Government from making a better offer. Better offers almost always follow NO VOTES.

By **VOTING NO** you are choosing to not lock yourself out of getting a better wage outcome, retaining all your current conditions, as well as being able to improve upon these conditions.

VOTING NO also means giving yourself time to fully understand the proposed agreement.

What's at risk?

- Your chance to get a wage rise that makes up for the impact of inflation, which is at least 10%, and will stay ahead of inflation over the life of the agreement.
- **Loss of job security**, 'Triple R', has had 9 pages removed. This goes way beyond 'simplifying', going from 12 pages to 3 (see clause 58 of the proposed separate agreement, pages 50-52).
- You will be **banned from taking industrial action** during disputes (see clause 12.11.1).
- Ordinary hours will be changed from 37.5 hours to 38 hours by default. (see clause 34.1.1). This additional 30 minutes a week or 1.3% of additional work will not be compensated for. **Which is effectively a sneaky pay cut.**
- **With 3 months' notice, your employer will have the power to make you work across a 7 day roster**, with shifts at any time of the day (see clause 34.5.3).
- Your consultation rights will be reduced. For example with rosters **consultation will only be required AFTER a decision has been made** about rosters and introduced, not before (see clause 34.5.4).
- **Your boss will have the power to decide if a workplace change is 'significant' enough to require consultation** with employees (see clause 11.2). This is regressive as PSA members fought hard to remove the word 'significant' in the Salaried agreement.