



# 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.