

Our Ref:

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Hon Meredith Hammat MLA
Minister for Health; Mental Health
5th Floor
Dumas House
2 Havelock Street
WEST PERTH 6005

Dear Minister

PATHWEST BOARD STATEMENT OF INTENT 2025

The PathWest Board welcomes and acknowledges the strategic priorities outlined in your Statement of Expectations dated 9 September 2025 and confirms its commitment to meeting these expectations.

This includes ensuring continued delivery of outstanding, safe and equitable pathology services for the benefit of the Western Australian community, maintaining community confidence in PathWest's services, and meeting all responsibilities and authorities in line with the *Health Services Act 2016*.

The Board will submit quarterly reports detailing performance against the stated expectations.

System Management

PathWest will continue to work collaboratively with the System Manager, and actively contribute to policy frameworks and strategic initiatives such as the State Health Operations Centre and Winter Strategy Planning.

The delivery of PathWest pathology services to Western Australian Health Service Providers (HSPs) is well-embedded via Service Level Agreements and PathWest will further advance opportunities to support the System Manager and HSPs. Expansion of PathWest's cannulation services in hospital emergency departments, and the standing up of a Forensic Odontology disaster victim identification service are activities Pathwest is proud to have committed to, and delivered.

The safety and quality of services provided by PathWest continues to be a priority for the Board, Executive and the broader organisation. The PathWest Clinical Governance Framework and supervision structure aligns with the National Pathology Accreditation Advisory Council Guidelines, and PathWest maintains its National Association of Testing Authorities (NATA) accreditation status across all areas.

Sustainable Health Review

The Board recognises the importance of the Sustainable Health Review (SHR) and PathWest is well-represented on current programs led by the System Manager. The Board acknowledges the focus on the six SHR recommendations and commits to PathWest actively engaging and participating, where relevant, in supporting WA Health in achieving the expected outcomes.

Financial Performance

The Board acknowledges the considerable focus on the cost of service delivery within WA Health and expectations for robust financial management, and will ensure that effective and sustainable financial performance is a top priority. The Board values strong financial governance demonstrated by PathWest's previous years' performance and will make every effort to operate within allocated budgets and maintain sufficient cash balances.

The PathWest Board will work with the System Manager where expenditure pressures are unable to be managed effectively by the Board, within the current budget allocation. Key operating challenges within 2025/26 budget parameters have been foreshadowed with the Director General, Department of Health.

PathWest will ensure that requests for additional expenditure are supported by clear and comprehensive data, and contain evidence of the drivers for the request, taking into account the financial impacts, mitigating options, actions and evaluation metrics for impact measurement.

Workforce

PathWest will continue to actively participate in reform activities related to the WA Health Workforce Strategy 2034 and support and deliver on other workforce related strategies in the areas of policy reform, standardisation and improvement in practices, career pathways and job permanency.

The significant reduction in the number of staff subject to insecure employment arrangements and the successful conversion of senior pathology consultants to permanent contracts has been a highlight of the last 12 months, with job security to remain a significant priority going forward. The PathWest Board and Executive are committed to ensuring opportunity, recognition, security and safety is delivered to all of our workforce.

Procurement

The PathWest Board recognises the important role procurement plays in supporting social, economic, and environmental outcomes for Western Australians.

The Board is committed to continuing to align procurement activity with relevant Western Australian legislation and frameworks, including the *Western Australian Jobs Act 2017* and the Western Australian Industry Participation Strategy, reflecting the letter and the spirit of these frameworks.

The Board recognises the value-add to local business and the Western Australian economy of ensuring fair and equitable access to supply opportunities when they arise and continues to work with the System Manager and HSPs to meet this government commitment. Where PathWest identifies local market capacity and capability for effective supply and where deemed appropriate, it will prioritise these businesses to develop and manufacture medical goods, equipment, and technologies in Western Australia to build system resilience and foster local capability.

Advice to Government

The PathWest Board will ensure that Government and Ministers are kept informed of current concerns, issues and potential issues which may impact service delivery. PathWest will keep the System Manager apprised of all critical issues as they arise, regularly updating information as situations develop.

Media and Communications

The PathWest Board acknowledges that media communications identified in the Statement of Expectations, including paid media and campaign advertising will be shared with the Minister's office for review and approval prior to publication. Any media statements and comments to be made by PathWest representatives will first be approved by the Director General or an officer delegated for this purpose.

PathWest will continue to support and promote the excellent work of its employees, researchers, and leaders to showcase the important work we do in supporting our valuable partnerships across WA health, other government agencies and the broader WA community.

PathWest welcomes a clear communications protocol with the Minister's office and the Department to ensure we meet our responsibilities when undertaking communications activities. The PathWest Board is committed to working with the System Manager and Minister's Office to ensure its obligations and responsibilities are met.

Election Commitments and Key Projects

PathWest will support and prioritise the delivery of the Government's election commitments and key projects where applicable. PathWest will continue to support the delivery of the Human Resource Management Information System program, the Electronic Medical Record program, the WA Health Digital Strategy, the New Women and Babies Hospital project and the renewed focus on Research and Innovation.

Statement of Intent

Thank you for the opportunity to outline the Board's commitment to your Statement of Expectations. The Board will work closely with the PathWest Executive to continue to deliver world class pathology services to positively impact the WA Community and support the strategic priorities of the Western Australian Government.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Angie', with a stylized flourish at the end.

Angie Paskevicius
BOARD CHAIR

6 November 2025