



MEDIA RELEASE

Doctors overwhelmingly reject NSW Government's pay offer

Media release: Friday, 12 September 2025

Doctors across NSW have delivered a resounding rejection of the NSW Government's pay offer, with 3 out of 4 union members voting against accepting the deal.

Almost 6,000 doctors across NSW public hospitals took part in the ballot, spanning the full workforce, from doctors in training to senior staff specialists. 75 per cent of doctors voted 'no' in the recent ballot, which was conducted over 2 weeks between 25 August and 4 September.

ASMOF NSW President Dr Nicholas Spooner said the result was a resounding mandate that could not be ignored.

"The NSW Government's pay offer was comprehensively rejected by the state's doctors because they understand that this offer goes nowhere near addressing the overwhelming crisis in the NSW Health system.

"The reality is, doctors are already underpaid compared to colleagues interstate, they are exhausted from chronic understaffing, and they are working in unsafe conditions.

"Today, our members have again sent a clear message. Enough is enough."

Dr Spooner said doctors rejected the Government's offer for several key reasons.

"NSW doctors are paid up to 30 per cent less than colleagues interstate, and the proposed 3 per cent annual increase will do absolutely nothing to close the gap.

"Hospitals will remain understaffed, doctors will continue to face unsustainable levels of fatigue and burnout, and patient safety will continue to be put at risk.

"While the NSW Government has delivered better pay and conditions to other workforces, doctors have been left behind.

“Further, this offer also attempted to remove doctors’ right to take industrial action indefinitely, stripping them of one of their most effective tools to secure fair and safe conditions.”

Dr Spooner said the ballot was about more than wages.

“Doctors will not accept a deal that undervalues their work and puts patients at risk. This was about protecting safe working conditions, preventing burnout, and safeguarding the future of public healthcare in NSW.

“Unless the Government returns to the table with a serious offer that addresses pay, fatigue, understaffing, and patient safety, this dispute will continue and escalate.”

ASMOF said it will now meet with members and delegates to determine the next phase of action, while also continuing its arbitration case to expose the Government’s failure to value doctors and address systemic workforce shortages properly.

“Doctors have lost confidence in this Government’s ability to put public health and the safety of the people of NSW ahead of politics.

“We are ready to turn frustration into meaningful action, exposing unpaid overtime, enforcing entitlements, mobilising public pressure, and holding MPs accountable when they refuse to listen.

“We call on the NSW Government to put patients first by addressing the serious issues with NSW public hospital doctors’ pay and working conditions.”

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