

What happens after the EBA ballot closes

The process from here:

1. The offer has been accepted in principle by the union's Committee of Management, subject to a ballot of members.
2. The acceptance in principle of the offer means that the first pay increase will apply from 1 July 2016. All other changes will apply from the date of registration of the Agreement.
3. Payment of any increase and the back pay will not take place until after the new agreement is registered.
4. The Agreement cannot be signed and lodged until the member ballot is concluded.
5. Any employee who resigns from Health prior to the agreement being registered do not receive back pay. (Transition to the new Health Service employers has no impact on this)
6. Casuals who have been employed continuously up to and including the date of registration will have to make a claim for back pay on a case by case basis.
7. Once we know the date the Agreement is to be registered by the WA Industrial Relations Commission, Health Industrial Relations will work with HSS to establish the dates for payment and back pay.
8. Given the time required for meetings of members, the ballot and the lodgement process it may be September before the Agreement is registered. We will be doing all within our power to finalise registration as quickly as possible if the Agreement is approved by members
9. If the ballot rejects the offer it is back to the negotiating table and the effective date of 1 July will be lost. The effective date will then become the date that subsequent in principle agreement is reached.

