

14 November 2016

Ref: 160464

Mr Stuart McCullough
Chief Executive Officer
VHIA
88 Maribyrnong Street
FOOTSCRAY VIC 3011

By email: liacobucci@vhia.com.au; smccullough@vhia.com.au

Dear Stuart,

We refer to your correspondence dated 11 November 2016, and our previous correspondence dated 25 October 2016.

As outlined in our previous correspondence, although an agreement in principle has been reached, an actual agreement has not; in our past experience outcomes on our members claims have suffered substantially in the drafting process of the replacement EBA's, despite the existence of a 'Heads of Agreement'. There also remains some unresolved matters, such as the ANMF Skill Mix claim and HACSU's CLN claim. Accordingly a final agreement is not settled.

Despite several attempts on HACSU's part to finalise an agreement by expediting the drafting process and circulating drafts during and after negotiations, the VHIA have not responded to any of the most recent drafts, nor has the VHIA been proactive in commencing drafting. I understand that the VHIA have only just now committed to responding to the draft agreement by Friday 18 November. It is apparent that there is not a sense of urgency with other parties to get this agreement done.

This situation, as it has in the past, leads to further unacceptable delays in our members receiving the benefits of the agreement. I am advised that the current proposed schedule of finalisation of our members' claims into a final approved agreement will result in our members not receiving the wage increases and other benefits until late January 2017 at the earliest. This is entirely unacceptable.

Nonetheless, HACSU would be open to discussions about lifting the bans, if the VHIA and the DHHS were to commit to implement the pay and outcomes agreed in advance of the agreement being formally approved. We would be prepared to secure this outcome with an appropriate Deed between the parties.

If this is an offer acceptable to the VHIA and the DHHS, HACSU would be open to having discussions as soon as possible.

Yours Sincerely



Lloyd Williams
State Secretary