RMO TERMS & CONDITIONS

What happens when an RMO commences employment with Te Whatu Ora?

RMO commences employment with Te Whatu Ora



RMO offered an IEA "based on" the SECA covering the majority of their colleagues who are union members



RMO is bound by the SECA negotiated by the Union they belong to



(After 30 days)

Have you joined a union?

V NO

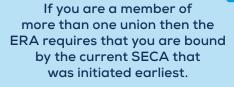


Is it 60 days (or less) till the expiry of the SECA the **RMO left?**

YES

YES

RMO remains on the IEA "based on" the SECA covering the majority of their union member colleagues as determined at the start of their employment



ERA – Employment Relations Act 2000 **SECA** - Single Employer Collective Agreement IEA – Individual Employment Agreement **Terms & Conditions** – These are the conditions that govern your working conditions (e.g. pay, hours of work, entitlements etc.)



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When you can change your terms and conditions is outlined in the Employment Relations Act 2000



RMO subsequently resigns from the Union but does not resign Te **Whatu Ora** employment



RMO automatically moves onto an IEA based on the SECA they were bound by before resigning from the Union



Has the **RMO** joined another Union?



RMO remains on a IEA based on the terms and conditions they were bound by before resigning from the Union [until the 60-day point if they've joined another union]