



Stat Report 2015/39

“No Pay? No Way!” 2015 Survey closes 23 December

Instead of investing in people, we see more unpaid work is being done since we last did our “No Pay? No Way!” survey in 2014. In this year’s survey that:

- 80% of respondents to date are doing unpaid work on either a daily or weekly basis.
- More than 85% of respondents to-date have indicated that their workloads have increased over the last 12 to 24 months.
- More than 85% of respondents to-date have indicated that there aren’t sufficient staff to cover workloads when staff take annual leave or sick leave.
- To-date 95% of respondents indicated that when staff take unplanned absences, like sick leave, there is no replacement and the remaining staff are required to pick up the extra work.
- Injuries (physical and mental health) are increasing as a result of the increasing high workloads.

It looks like workloads and workplace stress are only getting worse. But we need to know more to help – [please take our survey today before it closes on 23 December](#).

Help us better understand the impacts of unpaid work on you – your experiences are vital so we can continue standing up for proper workforce planning. [Take our survey today](#).

By working together we can stand up for our rights at work.

Public Sector Pay Increase

Last week we mentioned in STAT Report that if you’re working in the public sector you might have noticed an increase in your pay packet during November.

If you haven’t noticed a fatter pay packet after the 2.5% increase (payable to public sector members) which was due in the first full pay period on or after 1 November 2015 then you need to contact the Union as soon as possible on 9623 9623 or at enquiry@msav.org.au

The 2.5% increase is the final increase under the 2011-2016 enterprise bargaining agreement, which is up for renegotiation in 2016.

Psychologists: If you need help at work you need the VPA Inc.

Many psychologists are reluctant to pursue work place issues when they should. And yet psychologists are particularly vulnerable in their employment. Not only can they suffer the usual range of injustices which affect all members: unfair dismissal. underpayment. wrongful

classification, excessive workloads and bullying for example, they can also suffer career-limiting, reputational damage as a result of becoming the target of vexatious complaints to the Australian Health Practitioner Regulation Agency (AHPRA). Further, psychologists usually work in small numbers, often part-time and can become very isolated if they are not in the VPA. This makes them even more in need of industrial protection than other health professionals.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. Download an application form and join today.

Here's a 'real-life' case where the VPA has acted on behalf of VPA members.

Psychologist 'A' had left her employment as a clinical psychologist with a private hospital to pursue her private practice work. Shortly afterwards a former manager made a vexatious allegation of professional misconduct against her to AHPRA. She was very concerned about the risk of damage to her professional credibility if this allegation was not challenged.

The VPA organised legal representation by an experienced solicitor who represented her before the AHPRA Board. Five weeks later the Board issued a finding that the complaint lacked any substance. Having been professionally represented, the psychologist was fully exonerated and of course relieved. Her Professional Indemnity Insurance - that comes with her VPA membership- covered all of the legal costs.

Labor betrays disability workers and people with a disability: Health and Community Services Union

The following article is from HACSU, our sister Union. The fight against contracting of public health services is one we all share. Despite the late notice, it would be great if members attend the rally to show our support for this important cause.

Last week the Victorian Labor Government and the Victorian Premier, Daniel Andrews, betrayed 6,000 Victorian disability workers and 3,000 people with disabilities, announcing the Government was commencing the process of contracting-out of public disability services to the non-government and for-profit sector.

Prior to the election in 2014, Daniel Andrews pledged that, if elected, Labor would retain the current balance of public and non-government service provision, and would not contract-out or privatise public disability services.

This was a commitment made personally by Daniel Andrews to the Health and Community Services Union (HACSU) members. The policy was also written into Labor policy. The policy commitment was in direct response to the disability privatisation agenda of the Naphthine Liberals, so they clearly knew what they were committing to.

HACSU members campaigned extremely hard for Labor because of this very commitment.

Significantly, the decision to tear up the policy platform was taken with no proper consultation with the ALP Caucus, and no consultation at all with the union. HACSU representatives were called to a meeting 12 hours prior to the announcement, and were not even told then of the actual details of the announcement. This is exactly how the former Liberal Government did its business.

No Victorian Labor Government in history has ever contracted out complete human services before, particularly on such a scale as this.

The contracting out of the public disability services will mean workers will be forced into a sector which is currently up to 30% lower in wages and conditions. Potentially, disability workers could be subject to large pay cuts, or locked into a pay ghetto for a decade because of this decision.

The decision will also undermine choices and the quality of support and care for people with disabilities, as the government is attempting to get rid of the largest service provider and the one which has the reputation for quality and capacity to support vulnerable people with the most

complex needs. DHHS disability services has the highest proportion of qualified and highly skilled staff. It is likely many of the highly experienced and skilled disability workers, facing pay cuts and pay freezes, will walk away and look for other jobs, further undermining the quality of services.

HACSU strongly supports the core principles of the NDIS. But we want a quality NDIS that has a skilled and decently paid workforce within a properly funded system. We want a quality NDIS, not a low-paid, unskilled and undervalued workforce, which ultimately results in low quality service delivery.

This decision attacks Labor's heartland - people who are not on high wages, doing an extraordinarily difficult job for some of Victoria's most vulnerable citizens. It is unforgivable that a Labor Government would do this.

HACSU members have stood with other unions in their time of need. They are now asking their comrades across the state to stand with them and tell the Andrews' Government to honour his commitment.

RALLY DETAILS

When: 14 December at 11am

Where: 1 Treasury Place.

Know Your Rights: The Christmas close down period and you

The festive season is almost upon us and our attention has turned to the Christmas close down period.

And as day follows night some employers haven't learned that they cannot coerce you into taking annual leave to cover their close down periods. It is very clear from our public sector Enterprise Bargaining Agreement and most of our private sector agreements that there is no capacity for your employer to force you to take annual leave or long service leave for this purpose.

It is not acceptable for your employer to make arrangements about close down periods under the assumption that staff will be required to use annual leave or long service leave to cover it.

Remember: there is no requirement for anyone to agree to take annual leave or long service leave to cover regular working days over the Christmas and New Year period.

Contact the Union for assistance on 9623 9623 if you need further advice.

Know Your Rights: Payment for Public Holidays over Christmas

It is important to know their rights about payment for working and not working on Public Holidays, particularly for part timers.

The three Public Holidays during the festive season are:

- Christmas Day – Friday 25th December 2015
- Boxing Day – Saturday 26th December 2015 & Monday 28th December 2015 is an additional day
- New Year's Day - Friday 1st January 2016

Public Sector*

Where a full time employee is rostered for duty on a public holiday are entitled to be paid for the time worked with a minimum of four hours wages at the rate of time and a half in addition

to their normal weekly wage i.e. in addition to payment for the day. (Time off in lieu at the penalty rate with a minimum of six hours time off may be taken by agreement, as well as payment for the day). If an employee is entitled to a full working day off, this may be added to annual leave by mutual consent.

Where a full time shift employee is rostered off on a public holiday (i.e. those who are normally rostered over a seven day cycle where a public holiday falls on a Rostered Day Off – i.e. a day when they are not rostered for duty) are entitled to the normal weekly wage plus one and a half days pay (or one and a half days' time in lieu) for the public holiday.

For a full time employee, where a public holiday falls on a day on which they normally work but they are not required to work, they are entitled to one day's pay i.e. are paid for the public holiday.

For a part time employee, where a public holiday falls on a day on which they normally work but they are not required to work they are entitled to one day's pay at the number of hours that they normally are rostered on that day.

For a part-time employee, where a public holiday falls on a day when they are never rostered to work, they are entitled to a pro rata payment for the day, where a day means 8 hours, based on the average weekly hours worked over the last 6 months divided by 38

** NB It is important to note that the entitlements for the Private Sector may vary slightly. In this case it is best to read the "Public Holidays" clause within the Enterprise Agreement which applies to your employer.*

Remember that the MSAV Office is closed until 5 January 2014 so if an issue does arise with your employer about payment for the above days, retain your payslip or any emails from your manager and contact the office for assistance when we open again next year.

Union Office closure over the Festive season

The Union's offices will be **closed from Wednesday 23 December and reopens on Tuesday 5 January**. Over this time there will be no-one available to deal with standard industrial matters or respond to queries.

For urgent matters only call 0418 543 682 during office hours only.

Worth Reading: Code-breakers

"In May 1941, Australian Consolidated Press threw a party in Sydney to celebrate the safe return of reporter Tilly Shelton-Smith and photographer Bill Brindle from assignment in Malaya. Though Shelton-Smith didn't travel as an accredited war reporter – the government wouldn't give women that privilege until late 1942 – she was the first Australian woman journalist to report from an overseas military theatre with official sanction.

The high spirits at the party belied tensions below the surface. Shelton-Smith's trip had been conceived by the government, Jeannine Baker tells us, as a public relations exercise "to promote the good health, happiness and popularity of the Australian troops in Malaya." Officials hoped that reports in the Australian Women's Weekly of the sterling job the men of the 8th Division were doing would ease anxious minds and boost morale on the home front. As a woman, Shelton-Smith was banned from reporting on military operations. Instead, she would show her readers "the women's angle" – a phrase that appears often in Baker's extensively researched, clearly written and fascinating new book, Australian Women War Reporters."

Read the entire article by Carolyn Holbrook in Inside Story at: <http://insidestory.org.au/code-breakers>

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[Medical Scientists Association of Victoria](#) | [Victorian Psychologists Association Inc](#) | [Association of Hospital Pharmacists](#)

Get the most out of the Union's website

The Union's website has a number of special features for members. These features, like the Members section and the Forums, require you to have a log-in and password.

But to ensure that your privacy is protected we have created the website in such a way that you will need a separate log-in and password for the Members section and the Forums section. It might seem to be inconvenient but it does better protect you and your private information. It also means that we can be more certain about the source of a hack if such an event is ever to arise.

Benefits for Union Members

As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

Australian Unions Member Benefits makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

There is more information about a range of other benefits union members can access at <http://www.memberconnect.com.au/> or you can call Australian Unions Member Benefits on 1300 362 223.

New Australian Unions Member Benefits app

Over the last month Australian Unions launched some new and exclusive Member Benefits - did you see our recent email telling you about this? If not, check your inbox! Search for "Lifestyle Rewards" for your login code.

Our program has expanded to include:

- Discounted movie tickets for Village, Hoyts, Palace and Event cinemas.
- Discounted electronic gift cards - for JB Hi-Fi, Rebel Sport, Dick Smith, iTunes and My Fun (which includes major theme parks, zoos and aquariums).
- A discounted accommodation booking site.
- A new secure member only website and smart phone app.

All this is free to all members of affiliated unions. If you have not got a login and would like join in [register for Member Benefits now](#).



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