



## Stat Report 2016/03

### Changes at work? Here's some quick advice

Are there changes being implemented in your workplace? Are you being told that 'things will change' this year?

We're asking because members have been letting the Union know that some employers have been trying to implement changes that have a significant impact on them – before going through the necessary process of consultation with members and the Union.

And consultation means much more than someone in management or human resources forwarding a 'memo' or an email.

Consultation requires management, before implementing a change, to provide information and details of proposed changes in writing and then to consult with employees and their representatives (MSAV/AHP/VPA) regarding measures to mitigate or reduce the impact of any proposed changes on the employees who will be adversely affected by the change. Consultation must occur before any change is implemented.

Adverse impacts include restructuring of jobs; changes in skills required; alteration of hours of work; redeployment; redundancy; transfer; and workloads.

Consultation also means management being open to changing their position in the light of information being provided and discussions. Consultation does not mean lip service – such as having a meeting and then going ahead with what was planned anyway.

The consultation process is even more important in proposed changes where redundancies are planned.

So if you're being advised of changes at your work then let us know at [enquiry@msav.org.au](mailto:enquiry@msav.org.au), or by directly contacting your Industrial Officer, so you and your work colleagues can be properly represented.

Knowing your rights is important.

-- Paul Elliott

### Industry super funds continue to lead the way

According to a recent report from Chant West, the non-profit superannuation funds beat for-profit funds by an average of 1.5%, returning 6.7 percent compared to 5.2 percent for retail super funds. The Chant West survey compares the performance of all balanced growth funds. Balanced growth funds are those funds with between 61% to 80% of capital invested in growth assets like shares and property; it is also where the majority of workers have their super invested.

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These results come as the Turnbull Government is proposing a raft of legislation that would significantly re-shape how superannuation works.

According to the Turnbull Government, it's a matter of urgency that industry superannuation funds, like HESTA, have their equal representation model broken up. Industry superannuation funds typically have boards that are comprised of half employer and half union representatives. Now the Turnbull Government wants to change that and force industry superannuation funds to have one third of directors being 'independent' along with an 'independent' chair.

So far there has been no rational explanation given by the Government for wanting to make such massive changes to superannuation. But it is clear that the Government has completely ignored that industry superannuation funds have consistently out-performed retail superannuation funds. There has been no evidence provided that changing the governance arrangements for industry super funds will result in stronger performance or improve returns.

What it does look like is that the Turnbull Government is prepared to significantly change superannuation in Australia that will predominantly benefit retail superannuation funds and the Big 4 banks rather than ensuring the best possible growth in retirement savings.

**NOTE:** *This should not be taken as advice on your superannuation. The Union does not provide advice about superannuation and members should consult their superannuation fund manager about their superannuation and the arrangements that best suit their individual situation.*

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

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.](#)

### **Common beaches of employment entitlements and negotiation of enterprise agreements**

In addition to the above, VPA routinely assists members over issues such as harassment and bullying, under classification, organisational re-structuring, incorrect calculation of leave entitlements and health and safety. In addition, it negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

## No Pay? No Way! Survey 2015 Snapshot

The results from our "No Pay? No Way!" Survey 2015 show that workloads are continuing to increase, adding to the already excessive workloads reported in the 2014 survey results. And sadly the results from the Survey will not necessarily surprise or shock anyone working in the Sector.

Here is a snapshot of the outcomes from the latest "No Pay? No Way!" Survey:

### **Unpaid Work**

- More than 80% have done unpaid work in the last 12 months
- Nearly 80% are doing unpaid work on a daily and weekly basis

### **Workloads**

- 85% are doing unpaid work on their own initiative because of being unable to complete tasks in ordinary hours – 71% are doing unpaid work because the department is understaffed
  - 89% of unpaid work is performed after rostered hours and 77% is being performed through meal and rest breaks
  - 90% agree that workloads have increased over the last 12 to 24 months with 79% saying this was due to increase in demand for services
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## Non-replacement of staff

- 87% said there is not sufficient staff to cover the workload when staff take annual leave or sick leave
- 52% said they had been refused leave due to understaffing
- If unplanned absences occur 94% said staff are required to pick up the work of the absent staff member(s)

## Professional Development in 2016

Continuing professional development is something we all value and ensures as professionals in health we are up-to-date with the latest information. And it ensures that skills and knowledge are developed as new research, information or tools are made available.

With our new online platform we have more opportunities to deliver an extensive range of professional development but we want to make sure it's what you need.

So get your thinking caps on about the sort of professional development we can offer in 2016 and send us your feedback to [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## RALLY: Cuts Are Killing Us

Slashing hundreds of millions of dollars from healthcare is not about governing for everyone or improving the lives of all Australians. This is a calculated attack on Australia's universal healthcare system and will lead to reduced standards of health care.

Access to pathology and diagnostic testing is vital to ensuring people are able to get the care they need when they need it. Approximately 80 per cent of all diagnoses are done through a pathology test. Pathology and diagnostic testing are vital in ensuring treatments are working. Removing bulk-billing incentives for pathology tests and diagnostic imaging will make it more expensive for vulnerable people to get the tests they need done. Healthcare standards will decline leading inevitably to adverse health outcomes for many patients; and a greater burden on the healthcare system.

Australia's two largest private pathology companies – Sonic Healthcare and Primary Health Care – have already committed to passing on the costs to patients. The Turnbull Government is creating a situation where vulnerable people will no longer be able to afford the healthcare they need when they need it.

At the same time these companies will use the government's decision to cut bulk-billing incentives to extend wage freezes. Dorevitch Pathology – a wholly owned subsidiary of Primary Health Care – has refused to negotiate wage increases for the entire scientific workforce for the past 8.5 years.

**The Turnbull Government is sacrificing the long-term good health of Australians for short-term budget gain. Join us on 20 February to call on the Turnbull Government to reverse the cuts to bulk-billing for pathology tests.**

### Event Details

**When:** 12pm on 20 February

**Where:** State Library of Victoria

Get more information about the rally on Facebook at:  
<https://www.facebook.com/events/168635080164318/>

## International Women's Day Rally and March

This year's International Women's Day rally will take place on Tuesday, 8 March from 5:30pm at

the State Library of Victoria.

Stay up-to-date with the latest about the rally and march on Facebook at:  
<https://www.facebook.com/events/514015885426368/>

## Join the Union

**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Is your workload increasing?**

You're not alone.

Health services are relying on you to do unpaid work to keep many services afloat. In fact without you doing unpaid work many services would be unable to function properly. And the evidence is showing that the amount of unpaid work is increasing along with ever-growing workloads and fewer staff to fill the gaps. Increasing unpaid work and high workloads are having a seriously negative impact on our lives.

And in 2016 we commence negotiations for a new collective agreement with the public sector.

But to protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership.

And you can help right now by sharing one of the images below through Facebook.



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## Worth Reading: The great Australian superannuation swindle

“The competition to manage your superannuation is big business. So too is not paying superannuation to workers. Either way, an enormous number of employees are duped and duded by Australia’s existing superannuation policy.

An estimated 650,000 employees miss out on a staggering \$2.5 billion in superannuation payments each year, with Clive Palmer’s Queensland Nickel the latest company to be accused of defaulting on paying super.

Compare the recent wage scandal that enveloped 7 Eleven. It is estimated to involve \$50 million in underpayments of wages over 10 years.”

Read the entire article by Josh Bornstein in The Age at:  
<http://www.theage.com.au/comment/superannuation-policy-driven-by-antiunion-crusade-20160122-gmc17p.html>

**NOTE:** It is important to note that in this article the author says that people are not able to take

action to recover lost superannuation. This does not apply to our members because superannuation is a matter covered within our agreements giving the Union the power of taking action to recover lost superannuation.

## Your Union is on Facebook

Keep up to date with what's happening by liking us on Facebook

[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.

## 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 including 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](#).



## Share STAT Report

Is there a copy of STAT Report on your Union noticeboard or in your staff room?

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

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