



Stat Report 2016/09

Public Sector Bargaining: Survey closes 15 April

The Union is preparing for public sector enterprise bargaining to commence around July this year. [Take our EBA Survey today](#) so we know what's important to you and your colleagues.

As we face a more hostile industrial landscape with the Turnbull Government threatening to attack our rights at work; and a government that has little regard for public healthcare, we look forward to working with you to protect our professions and to getting a great deal in 2016.

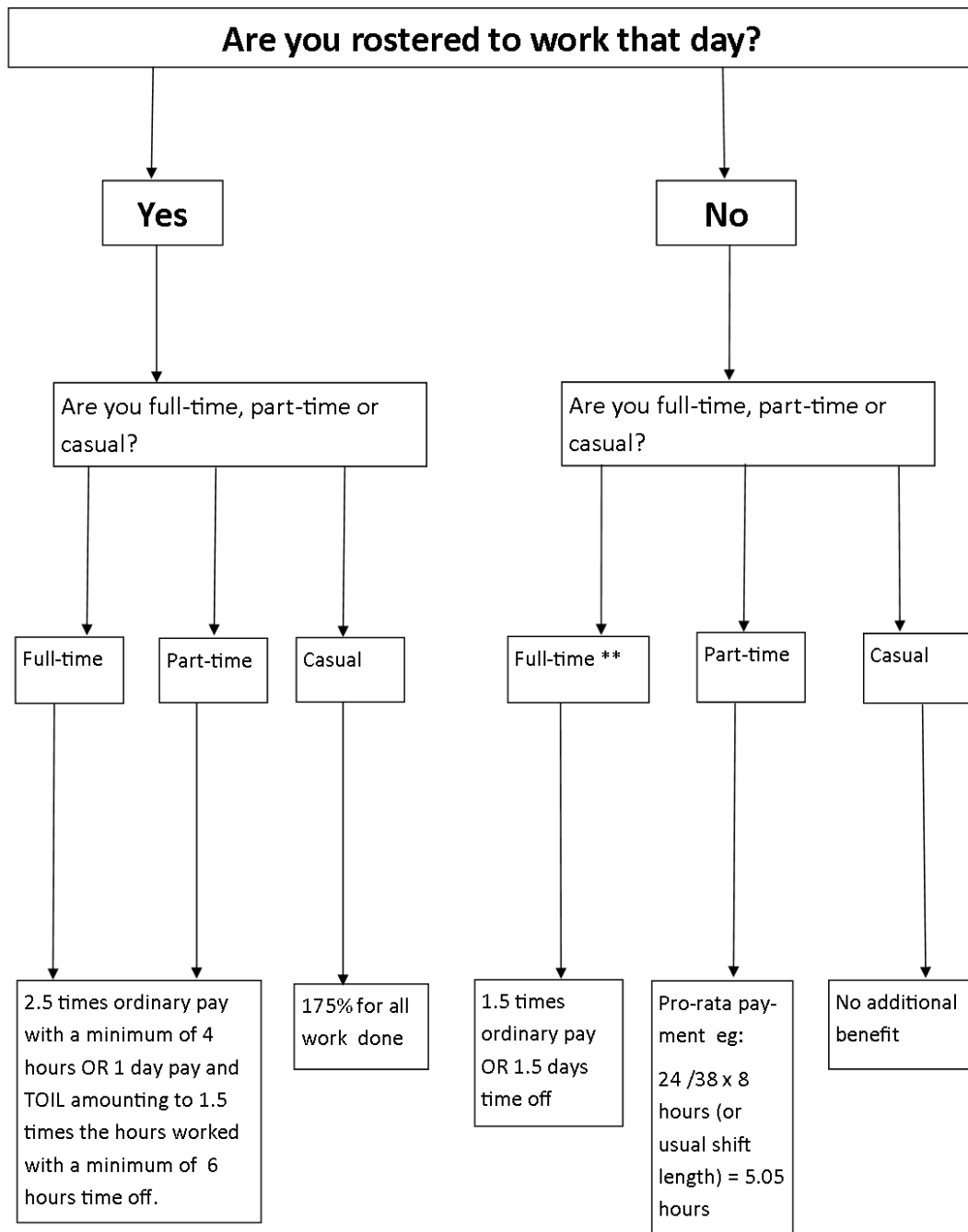
[Take our EBA Survey today and let us know what's important to you.](#)

Easter Holiday Payments

Easter can be a tricky thing for health services when it comes to making sure their giving you the correct entitlement. Under our agreement Easter is treated differently to other public holidays so it is understandable that there can be some confusion about entitlements at Easter. We won't know for sure whether your health service has properly paid your entitlements until the first full pay period following Easter. So be sure to keep an eye out for your pay slip to see if you've been properly paid your entitlement.

In the meantime use our handy flow chart to help you work out your entitlements for members working in the public health sector.

PUBLIC HOLIDAY PAYMENTS

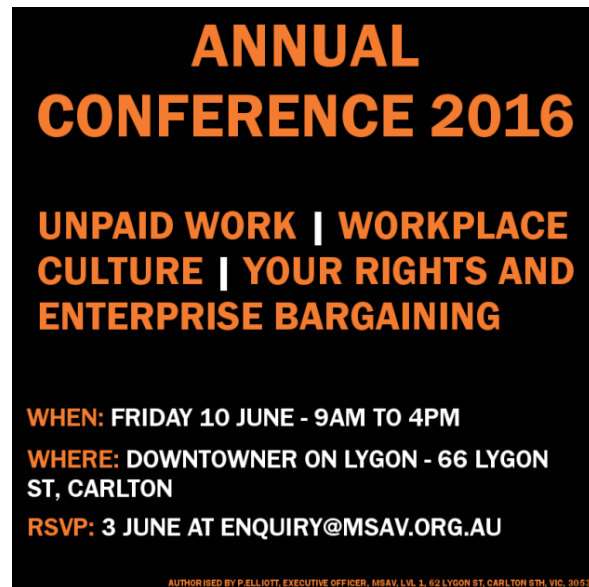


** For Easter Saturday: 1 days ordinary pay or where mutual consent, within 4 weeks following the date on which the Public Holiday occurred the employee may take a day in lieu or 1 day added to their annual leave.

Unfortunately, members are reporting that a number of health services are misinforming people about their entitlement; or refusing to acknowledge the correct entitlement. The Union will be making contact with these health services on behalf of all members at the health service. If you're uncertain about your entitlement, or work in the private sector, please contact the Union at enquiry@msav.org.au

Annual Conference 2016

The MSAV, VPA Inc. and AHP joint Annual Conference will be held on 10 June at the Downtowner on Lygon.



**ANNUAL
CONFERENCE 2016**

**UNPAID WORK | WORKPLACE
CULTURE | YOUR RIGHTS AND
ENTERPRISE BARGAINING**

WHEN: FRIDAY 10 JUNE - 9AM TO 4PM
**WHERE: DOWNTOWNER ON LYGON - 66 LYGON
ST, CARLTON**
RSVP: 3 JUNE AT [ENQUIRY@MSAV.ORG.AU](mailto:enquiry@msav.org.au)

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The Union will explore some key themes in our sector affecting our workplaces given we'll commence negotiations for a new agreement. In particular the conference will consider in more depth how to tackle the issue of unpaid work and explore what lies behind the culture of our workplaces that indirectly encourages people to do unpaid work.

The secretaries for the Victorian Allied Health Professionals Association and the Health and Community Services Union will join Paul Elliott on a panel discussing the state of the health sector and the work they are doing as part of their public sector bargaining. We can learn a lot from their work and can help us avoid pitfalls during our bargaining.

And the national secretary for the Health Services Union, Chris Brown, will take us through the work and changes being made to tackle corruption in the union movement and to put the Union back on track at a national level.

The Conference will also cover what rights members have during enterprise bargaining. Whether you're a Job Rep or not, this will be a great session to better know your rights during bargaining.

Want to attend? RSVP by 3 June to: enquiry@msav.org.au

Victoria's Auditor General on Bullying and Harassment in the Health Sector

Late in March the Victorian Auditor General released a new report into the healthcare sector investigating bullying and harassment. And as you can imagine the findings are not great. In fact the findings from the investigation paint a very ugly picture of how prevalent bullying and harassment is in healthcare.

The report focuses on doctors and clinicians with the report highlighting that many junior doctors and clinicians experience bullying and harassment, a lack of support from senior staff and management, and a culture of fear around confronting and challenging bullying and harassment. But as we all know these sorts of concerns are not just limited to doctors and clinicians, they're shared by all staff across the entire public healthcare system – whether you're a medical scientist, a dietitian, a pharmacist or a psychologist.

Despite the fact that healthcare services in Victoria are required to have policies and processes around bullying and harassment, the Auditor General was quite scathing in their assessment of how healthcare services prioritise and manage allegations of bullying and harassment. The report highlighted failings in leadership from Boards and executive teams, insufficient priority given to complaints of bullying and harassment, poor accountability and under-reporting of inappropriate behaviour including bullying and harassment.

The report also highlighted that the policies and procedures at the audited services were not effective in reducing inappropriate behaviours including bullying and harassment. It also found that training and education was limited, not mandatory and delivered on an ad hoc basis. There was ineffective early intervention, inadequate management of formal complaints and insufficient guidance and assistance at a sector-wide level from the Department of Health and Human

Services, WorkSafe and the Victorian Public Sector Commission.

There is little doubt that bullying and harassment is occurring in our workplaces. You only need to look at the recent reports in the media about the extent of bullying and harassment in healthcare. But the report is crucially important in continuing to shine a light on bullying and harassment in healthcare. And it's another important part to addressing the failure of management to properly deal with complaints and to subsequently create a healthier and safer work environments.

Bullying and harassment in the workplace are very serious issues and not taken lightly by the Union. If you think you are being harassed or bullied at work, it is vital that you start documenting it. And if you've ever found yourself in a situation that involves threats to harm someone, acts of violence, assault, property damage and stalking these should be referred to the police because they are criminal matters.

The Auditor General has made 16 recommendations to address bullying and harassment and the Union expects the Andrews Government to implement all 16 recommendations. The Union is waiting for a response by the Government to the recommendations from the Auditor General and will report the Government's response when it's announced.

Profiling our work and our members

For many people health care is defined by doctors and nurses because they are the professionals most visible to people who access health care. But as people inside the health industry, we know that it takes many people in many professions to deliver world-class health care.

It's important that more people have a better understanding of the many different professionals it takes to deliver world-class health care. That's why the Union is creating member profiles so we can better educate people about the many different professionals working in health care.

If you're interested in participating in this project please contact Alex on 9623 9623 or at alexs@msav.org.au

Support the Healthy Futures campaign



The Union strongly believes that climate change is union business. We know that climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms, displacing people and straining our health systems.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal, oil and gas.

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

We know that if enough of us raise our voices, HESTA will do the right thing for health and help pave the way to a safe and healthy future.

Need a holiday? APHEDA can help.

Buy a ticket to your dreams with an APHEDA raffle ticket [BUY ONLINE NOW](#)

Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong and helps build unions and social movements, provide skills training and create jobs in over 60 projects in 15 countries. The Federal Government has slashed aid funding so now more than ever we need your support.

GREAT PRIZES

FIRST PRIZE: \$8000 travel voucher

SECOND PRIZE: top of the range bicycle valued at \$2,199 from Gazelle.

THIRD PRIZE: a \$500 voucher from Gleebooks, Sydney's leading independent bookseller

Buy tickets online and save APHEDA the costs of postage: <http://apheda.org.au/raffle/>

For a little added incentive we have a booksellers' bonus draw – for every 3 books of tickets you sell (or buy yourself) will give you an entry into an exclusive draw to win a gorgeous Gazelle Bicycle, valued at \$2,199 and the top individual bookseller will receive a travel voucher for \$1,000.

You can request or purchase additional ticket books by FREECALL 1800 888 674, fax (02) 9261 1118 or email office@apheda.org.au

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.

Worth Reading: Private gains and social losses

“Global finance has been interesting for all the wrong reasons over the past few years. This new book by journalist Nicholas Shaxson aims to shed light on a key, but generally overlooked, facet of the system: tax havens, also known as offshore financial centres. Rather than seeing tax havens as obscure curiosities at the margins of the global economy, Shaxson forcefully argues that “offshore” is in fact the essence of the modern, finance-dominated economic system. In his view, tax havens are responsible both for the glaring inequalities of wealth between and within countries and for the recurrent crises that roil the world economy. *Treasure Islands* is highly readable and fast-paced, benefitting from Shaxson's experience writing about corruption in the African oil industry, and does an excellent job of making comprehensible even the most complicated financial wizardry.

The first of three tax-haven channels Shaxson describes, and the one he explores most thoroughly, is the new British empire said to have arisen since the mid 1950s. Having been shunted into second place as an economic power by the Americans during and immediately after the second world war, Britain saw the majority of its colonies breaking away. Faced with the prospect of unrelenting economic and political decline, the Bank of England and the financial industry hit on a system of off-the-books banking, and built up highly profitable links with the remaining outposts of empire. While American power waxed, Britain, or more specifically London, remained number one in finance, as in many ways it still is today.”

Read the entire piece by Jason Sharman at Inside Story at: <http://insidestory.org.au/private-gains-and-social-losses>

Worth Reading: Hospital funding deal: experts respond

“State and territory leaders today agreed to a three-year interim hospital funding deal to meet some of the shortfall left by the [2014 Commonwealth budget cuts](#).

Under the [Council of Australian Governments \(COAG\) agreement](#), states will receive an additional A\$2.9 billion from July 2017 to June 2020, with growth in Commonwealth funding capped at 6.5%. A longer-term arrangement will then be put in place.

In return, state and territory leaders agreed to improve the quality of health care to keep people out of hospitals and reduce the number of avoidable re-admissions.

The leaders supported the Commonwealth's [Health Care Homes](#) trial, announced yesterday, which aims to better coordinate the care of people with chronic diseases.

But there was no consensus from the leaders on Prime Minister Malcolm Turnbull's income proposal for states to levy their own income tax."

Read the entire article in The Conversation at: <https://theconversation.com/hospital-funding-deal-experts-respond-57122>

Worth Reading: COAG and domestic violence: Victoria throws down the challenge for action

"There often comes a moment when leaders try to distance themselves, at least a little, from a political commitment that is going to cost them. We see it at budget time after every election.

But Victorian Premier Daniel Andrews stood firm this week on his pre-election commitment not just to hold a royal commission into family violence but [to implement each and every one of its recommendations](#).

It sets the bar high, but makes the road clear, for the Prime Minister and other state and territory leaders when they discuss violence against women at today's Council of Australian Governments (COAG) meeting."

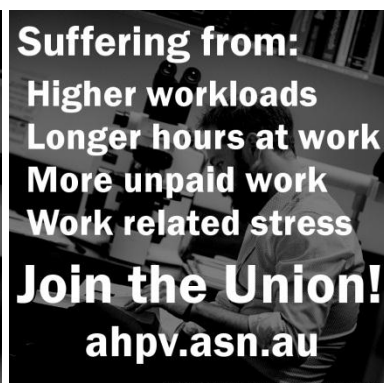
Read the entire opinion piece by Fiona McCormack on The Drum website at: <http://www.abc.net.au/news/2016-04-01/mccormack-coag-and-domestic-violence/7290848>

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. 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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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.](#)



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