

Stat Report 2016/21

Maternity Leave: 7 things you need to know

Maternity leave seems to be one of those areas that cause a great deal of confusion for supervisors and line managers. It even seems to cause confusion for those working in HR departments. And of course the confusion hasn't been helped by the confusion about what has or hasn't happened in our federal parliament.

But here is what you need to know about maternity leave:

1. Despite the efforts of former Treasurer, Joe Hockey, to wind back the maternity leave program introduced by Labor, the Senate did not support the legislation. In fact the legislation has been languishing in the Senate since it was introduced with the Coalition unable to get the support required to pass it. And it is unlikely to be supported by the new Senate. It is also important to remember that there is no such thing as "double dipping" when it comes to maternity leave. The entire system was set up to ensure that women were able to take the leave entitlement and where employers were unable to afford the full entitlement then the government funds the gap.
2. You can access paid maternity leave if you have or will complete at least 12 months continuous service and you're a full-time, part-time or an eligible casual employee (eligibility is based on whether you have been regularly and systematically employed during a period of at least 12 months).
3. You are entitled to 10 weeks paid maternity leave and a total combined paid and unpaid leave of 52 weeks.
4. You are entitled to work up until the estimated date of birth unless doing so would present a risk to you or the unborn child.
5. You have to provide notice of the expected date of birth of at least 10 weeks and of the date you propose to commence maternity leave of at least 4 weeks.
6. You have the right to request to return to work on a part-time basis until your child(ren) reaches school age. And your employer will accommodate the reasonable needs for you to return to work on part-time basis at the substantive classification you held before commencing leave.
7. You need to let your employer know your intention to return to work at least 4 weeks prior to your parental leave ending.

Of course there are a few other things involved so if you have any questions or concerns please don't hesitate to contact the Union on 9623 9623 or via email at enquiry@msav.org.au

NOTE: This information relates to those members working in the public health sector. While some private sector agreements mirror these conditions, it is important to contact the Union to check in on your rights.

VPA Inc. AGM and PD – 14 September

How I wonder what you are: Psychology and infant mental health in Neonatal Intensive Care

Dr Megan Chapman is a senior clinical psychologist and co-ordinates the Infant Mental Health Program at the Royal Children's Hospital. She spends much of her time with sick babies and their families in neonatal intensive care, while also being the chief investigator for the ROBIN study, researching how infant-parent relationships develop in the neonatal intensive care environment.

Megan will talk about working with infants and their families in neonatal intensive care, and introduce infant mental health concepts which apply to this work. She will also talk about the ROBIN study, and the journey from clinical role to clinical-researcher.

Date: 14 September

Time: Light lunch and AGM starts from 12.30pm with the PD seminar commencing at 2pm

Venue: Treacy Centre - 126 The Avenue, Parkville

Make sure you save your spot and RSVP today at enquiry@msav.org.au

Public Health Sector Bargaining: Log of claims lodged

We've now lodged our Log of Claims for a new agreement in 2016. But it doesn't mean that we have stopped taking your feedback on the claims that we have lodged.

Right now our key draft claims include:

- Wages
- Career progression
- Workload and staffing levels
- Leave relief
- Annual leave standards

We believe the log of claims represents the kind of claims members want and are based on our survey of public health sector members and members' meetings. What members want was expressed very clearly in the survey results.

Download the draft claims at: <http://msav.org.au/wp-content/uploads/2016/08/2016-MSAV-VPA-AHP-HSU4-Public-Sector-Log-of-Claims.pdf>

Your feedback means we can strengthen our claims. Please send your feedback to enquiry@msav.org.au

If you would like a meeting to discuss the claims in your workplace please contact us to make arrangements on (03) 9623 9623.

News from the Victorian Comprehensive Cancer Centre

The Union has received a Change Impact Statement (CIS) in relation to molecular haematology, with flow cytology moving from Melbourne Health to Peter Mac; and micro from Peter Mac to Melbourne Health.

There have been very legitimate concerns raised by members and the Union in relation to ensuring that staffing resources match workloads. The Union is hopeful that these staffing issues can be worked through in the next few weeks.

As more information becomes available we'll be sure to keep you informed. But if you have any concerns or questions please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Growing the Union

More members means a stronger collective voice for enterprise bargaining.

With bargaining for a new public sector agreement to begin very soon, it is vital that the Union

continues to grow its membership.

It will be the support of our membership that ensures we can achieve a great deal in 2016. But unless we are able to grow our membership we may be limited in how great the deal is and how long it may take to secure a great deal.

By increasing our membership now we are able to take a more powerful position during bargaining. Membership growth means that we have a stronger collective voice when arguing for our claims. And by increasing our membership it also means that public sector employers are less likely to attempt to offer members second-rate agreements which aren't supported by the Union.

If each member recruits 1 member each, we will be in an even stronger position to pursue claims for pay increases and improved benefits.

Your support in membership growth is pivotal. The experience of the trade union movement is that it is people like you, our members, who are the most effective recruiters of new union members. And there's no secret to success – all it takes is for you to ask your colleagues to join.

If you would like a meeting to discuss membership and enterprise agreement bargaining in your workplace please contact us to make arrangements on (03) 9623 9623 or via email at enquiry@msav.org.au

Union backs Union Aid Abroad-APHEDA

At its last meeting the MSAV Council determined that the MSAV will become a partner/affiliate of Union Aid Abroad-APHEDA bringing a closer relationship between the two organisations. MSAV Council hopes that we will be able to make a stronger contribution to the great work APHEDA does.

Building the ability for people in other countries to organise and form unions is important to us. By making sure we can empower people to organise and unionise through training and education, we can make sure they're improving their working conditions and their wages.

That's why Union Aid Abroad-APHEDA (APHEDA stands for Australian People for Health, Education and Development Abroad) was established in 1984. Self-reliance, not charity is what lies behind Union Aid Abroad-APHEDA's international program; developed from a rights based approach.

Union Aid Abroad-APHEDA has over 40 training projects, working through 30 separate project partners in 15 countries, assist many different communities in Southeast Asia, the Pacific, the Middle East, Southern Africa and the Caribbean. Support for these projects comes from many individual union members throughout Australia, the Australian Council of Trade Unions (ACTU), unions like ours and workplaces, as well as from the Australian government aid agency, DFAT.

The Union is proud to support Union Aid Abroad-APHEDA and we strongly encourage members to support them too. Find out more about the work of Union Aid Abroad-APHEDA by visiting: <http://apheda.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.

Worth Reading: High costs deterring chronically ill Aussies from seeking healthcare

“A quarter of Aussies suffering chronic illness avoid or aren't able to access suitable healthcare as a result of high-priced services.

James Cook University's (JCU) Australian Institute of Tropical Health and Medicine, the Bureau of Health and the Centre for Primary Health Care and Equity carried out a comparative research study analysing the relative amount of out-of-pocket expenditure between people with particular health conditions and those without.”

Read the entire article by Peter Terlato at: <https://www.finder.com.au/high-costs-deterring-chronically-ill-aussies-from-seeking-healthcare>

Worth Reading: Does racism make us sick?

“In highlighting the importance of retaining section 18C of the Racial Discrimination Act, shadow attorney general Mark Dreyfus, [speaking on Radio National today](#), said racial discrimination can make people sick.

In contrast, One Nation's Malcolm Roberts [suggested](#) that minorities would not be hurt or offended by racism unless they chose to take offence.

Of course, racism [comes in many forms](#), from verbal abuse, to employment barriers, all the way to racially motivated violence. Few would argue that it is a “choice” whether to be injured by physical assault, or that being unfairly denied employment is good for you.

Rather, the debate usually centres on a well-recognised form of interpersonal racism – exclusionary behaviour (including talk) between people of different ethnic, racial and cultural backgrounds. How does this type of racism affect victims when it happens?”

Read the entire article by Yin Paradies in The Conversation at: <https://theconversation.com/does-racism-make-us-sick-63641>

Worth Reading: Free speech: would removing Section 18C really give us the right to be bigots?

“Despite [previously saying](#) we all have the right to be bigots, Attorney-General George Brandis [now says](#) reform of [Section 18C](#) of the [Racial Discrimination Act](#) is no longer on the government's agenda.

However, there are several senators – some new, some returning – who beg to differ. David Leyonhjelm, Bob Day, Derryn Hinch and One Nation's Malcolm Roberts [all say](#) they will push for changes to Section 18C.”

Read the entire article by David van Mill in The Conversation at: <https://theconversation.com/free-speech-would-removing-section-18c-really-give-us-the-right-to-be-bigots-63612>

Join the Union

Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union for work pain relief!

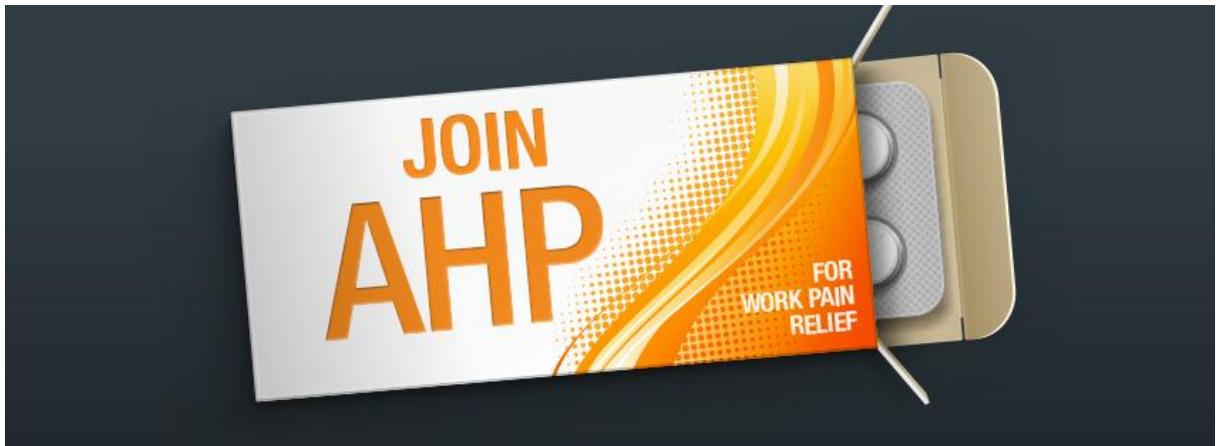
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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