



Stat Report 2016/23

Update on Public Sector Bargaining

The Union has been holding meetings with the VHIA and DHHS. At this stage the work is about outlining our claims and the various changes to the EBA that we are seeking. Although it is early days it is becoming clear that we will have a fight on our hands to improve our pay and conditions.

However as we go through these early phases of negotiations it's vital that we continue building our membership. It will be the support of our membership that ensures we can achieve an agreement with a good wages outcome and improvements in general terms and conditions. By increasing our membership now we are able to take a more powerful position during bargaining with a stronger collective voice. Your support in membership growth is pivotal.

As we continue to meet with representatives of your employers and DHHS we will provide you with updates about how negotiations are proceeding and any issues that arise during negotiations. By keeping you informed we make sure employers are not able to try to circulate dodgy claims or attempt to present an agreement we haven't endorsed.

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

Equal Pay Day – 70 days and counting

This year Equal Pay Day fell on September 8. Equal Pay Day marks how many extra days of work women must do to earn the same as men.

The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings. The national gender pay gap is calculated annually by the Workplace Gender Equality Agency using the Australian Bureau of Statistics' labour force data. The gap is currently 17.9% and has hovered between 15% and 19% for the past two decades.

Some of the excuses for pay inequity and our worsening pay gap include:

- “women's work” is undervalued
 - in professions where women predominate, wages are generally lower than industry standards
 - women more often work part time and in temporary jobs that have reduced hourly pay rates
 - women interrupt their careers more frequently, e.g. after pregnancy
 - women earn less than men because more men work in better-paid sectors and at higher levels in better-paid jobs
 - women often face a 'glass ceiling'; they do not move on to senior positions even when
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- they have the same qualifications as men
- gender role stereotypes still predominate and our workforces are often segregated into women's work and men's work

This year women will need to work an additional 70 days just to catch up on last financial year. The gender pay gap cumulatively adds up to women losing more than one million dollars over their working life time.

The Union actively works to address the gender pay gap and that's why it's vital we get a great agreement in 2016.

Profiling your work and educating the public

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. And by telling your stories we're making it easier for people to connect with health professionals and better understand the vital work you do.

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



Frequently Asked Questions about Maternity and Parental Leave

We've been receiving a number of enquiries regarding maternity and parental leave, especially around the notice period before taking leave and what happens with returning to work after maternity or parental leave. So here we provide some general information regarding some of the most frequently asked questions about maternity and parental leave.

The National Employment Standards (NES) contains legal entitlements to unpaid parental leave. The NES can be supplemented by your EBA which often makes determining the notice requirements and right to return from maternity leave difficult. The EBAs also contain provisions for paid maternity leave. In many cases, maternity leave is only available where a female employee has more than 12 months continuous service with the employer. In the public sector, previous service with another public sector employer may count as service. The entitlements of casual employees are even more complex.

How much notice do I have to give that I want to take maternity leave?

You need to give at least ten weeks' notice of the expected date of birth, and at least 4 weeks'

notice of the intended starting date of maternity leave.

Can I extend my maternity leave beyond 12 months?

Yes, you have the right to request the extension of the period of maternity leave by giving the employer written notice of the request for extension at least 4 weeks before the end date of the leave. The employer must respond in writing within 21 days, and can only refuse the request on reasonable business grounds. If your request is refused, the employer must include details of the reasons for refusal in the written response.

Can I go back to work part time?

YES. You have a right to request that you return to work on a part time basis from maternity leave, so that you can effectively meet your responsibilities as a parent, until your child is school age. The employer can only refuse the request on reasonable business grounds.

Note: This does NOT mean that you have to give up your substantive full time position in order to go part-time while your child is under school age.

Can my role be changed while on maternity leave?

NO. You must be allowed to return to your substantive classification. If your substantive position no longer exists, relevant organisational change provisions will apply that is, consultation with you and the Union must occur before any proposed change is implemented.

While most agreements have some kind of provision for maternity leave please make sure you contact the Union if you have any questions on 9623 9623 or at enquiry@msav.org.au.

VPA Inc. AGM and PD – 14 September

The next VPA Inc Professional Development seminar will be held in conjunction with the VPA's Annual General Meeting on 14 September. The professional development seminar will be run by Dr Megan Chapman commencing at 2pm with a light lunch and AGM commencing from 12.30pm.

VPA Inc PD Seminar: 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



People's Inquiry into Privatisation: Giving communities a

voice

Australians have always been proud of our public institutions – Medicare, the ABC, our hospitals and schools. But our public services are under threat by politicians who want to privatise them so companies can run them for profit.

The Turnbull Government has directed the Productivity Commission to conduct an inquiry into how to further privatise our public services, without looking at whether handing over control of our services to corporations is in the best interests of all Australians.

But we think communities should have a say over how our services are run, and for whose benefit.

That's why we're supporting the People's Inquiry into Privatisation initiated by Public Services International (PSI) Australia along with the Union submitting its own submission. We want to start a national conversation about the impacts of privatisation, and talk directly with communities about the services they need.

Lodge your own submission at: <http://www.peoplesinquiry.org.au/submissions>

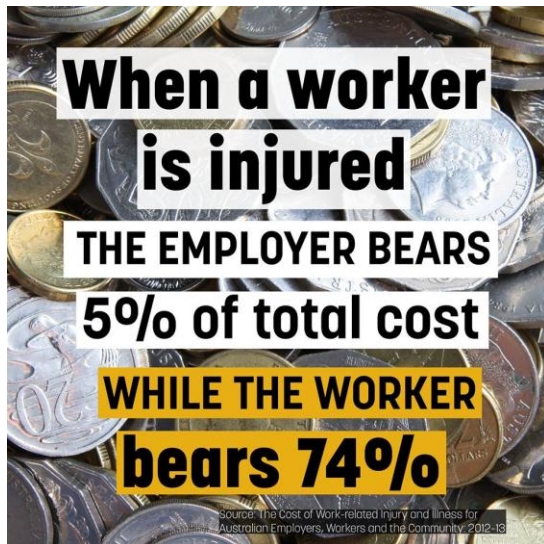
Get more information at: <http://www.peoplesinquiry.org.au/> or check out the Facebook page at: <https://www.facebook.com/peoplesinquiryintoprivatisation>

Injured Workers & OHS Forum

Dealing with a workplace injury can be stressful and frustrating but you're not alone. Together injured workers can take action to change the status quo. That's why the We Are Union – OHS team are hosting the Injured Workers & OHS Forum on 10 September.

This event is free to attend but spaces are limited so make sure you book at <http://www.weareohs.org.au/forum2016>

Following the forum a free lunch will be provided along with a chance to have a chat with the guest speakers.



Find out more at the Injured Workers & OHS Forum on 10 September from 10am to 12pm at Victorian Trades Hall (New Council Chambers) at: <http://www.weareohs.org.au/forum2016>

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: Consultants boom, bureaucrats bust: the hidden cost of public service cuts

“Top consultancy firms have cashed in on lucrative federal government contracts despite the Coalition promising to eliminate public sector waste and slashing up to 15,000 jobs.

A Fairfax Media analysis reveals spending on consultants increased by 19 per cent during former prime minister Tony Abbott's first two years in office.”

Read the entire article by Henry Belot and Markus Mannheim in the Canberra Times at: <http://www.canberratimes.com.au/national/public-service/consultants-boom-bureaucrats-bust-the-hidden-cost-of-public-service-cuts-20160825-gr1mi9.html>

Worth Reading: Economic Gobbledygook: Scott Morrison And His ‘Taxed And Taxed-Not’ Speech

“As a policy statement, all that Scott Morrison’s speech last week achieved was confirmation that the government is floundering in its attempt to develop a coherent economic policy.

His speech has basic factual errors (particularly about who does and doesn’t pay tax), its discourse on debt is muddled (in confusing government debt and national debt), and it reveals no awareness of pressing structural challenges facing the Australian economy (worsening inequality, climate change and the dearth of productive public and private investment).”

Read the entire article by Ian McAuley in New Matilda at: <https://newmatilda.com/2016/08/30/economic-gobbdlegook-scott-morrison-and-that-taxed-and-taxed-nots-speech/>

Worth Reading: Want to improve the nation’s health? Start by reducing inequalities and improving living conditions

“We all like to think we are free agents and have huge degrees of agency. But, in reality, our health reflects the environments we live in.

Men living in the Sydney suburb Fairfield East, for instance, are twice as likely to die between ages 0 and 74 as those in the far richer Sydney suburb of Woollahra. The infant death rate in Fairfield is 4 per 1,000 live births compared to 2.4 in Woollahra.

Across Australia, low-income people lose about six years of life compared to their better-off compatriots.

If policymakers want to reduce health inequities, one of the best ways is to create environments that promote better health. This is known as addressing the “social determinants of health”.

Read the entire article by Fran Baum in The Conversation at: <https://theconversation.com/want-to-improve-the-nations-health-start-by-reducing-inequalities-and-improving-living-conditions-64434>

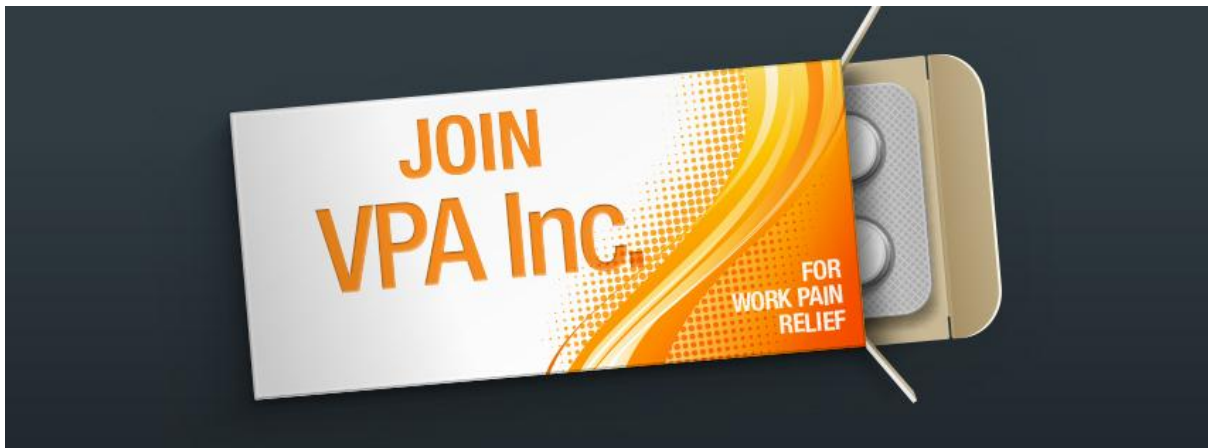
Join the Union

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

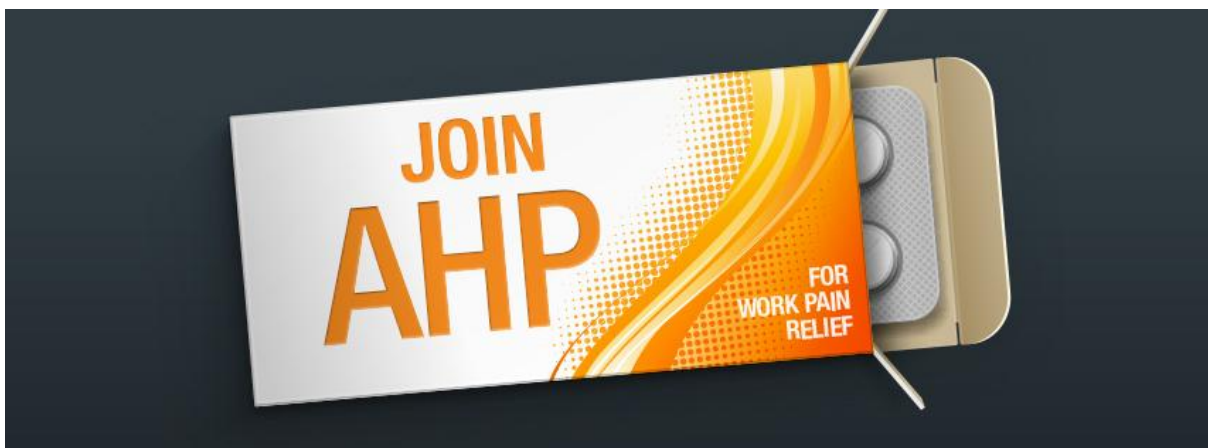
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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Your Union is on Facebook

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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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