

# Stat Report 2016/30

## Public Sector Bargaining Update

After 5 months and 30 plus meetings there has been very little movement. In fact, just when we thought we would start properly negotiating over the new agreement and our claims, we find only more delaying tactics.

A Union Reps meeting was held last Wednesday to hear an update on bargaining; to discuss our next steps and what sort of action will be taken to advance negotiations.

This meeting heard that negotiations are stalling and that the prospect of any level of agreement is becoming remote. We continue to press hard for a settlement and strongly argue that we should not be forced into having to take industrial action.

We always remind the State Government that it gave a commitment to all public sector unions that it would make enterprise bargaining negotiations fair and reasonable – we are not seeing this.

### **It is time to get angry.**

The preparations for our industrial action are underway. The timelines are that the Union will make an application to the Fair Work Commission in early January for the necessary order to allow a vote of members to proceed as soon as possible. Ballots should be concluded by mid to late February 2017, putting us in a position to take our first protected industrial action the following day.

**Your first important action will be to vote YES in the ballot which will be run by the Australian Electoral Commission.** Watch out for more information from us in the New Year.

One issue that has surfaced in negotiations is how chronically understaffed our clinical services are, and how this is having very serious OH&S and welfare impacts on many of our members.

In the face of the growing evidence of how rapidly expanding services combined with many instances of downsized workforces, employers are conceding a problem exists – finally we are being listened to. Instead of accepting responsibility to agree to genuine reforms to resolve widespread workforce issues, we are met with a proposition for us fund additional staff and rostering reforms by sacrificing wage increases and other benefits that should be part of a settlement package – in other words we have to pay!

To put it mildly, we have rejected this proposition.

We will keep members informed and will organise another round of member workplace meetings in the New Year.

**Support the campaign for Decent Jobs and Healthy Careers:** visit [our website to download](#) lots of great stuff you can use on social media and in your workplace

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# What's happening with Christmas?

## **Together, we have saved Christmas!**

Just over 3 weeks ago, Minister Dalidakis tried to steal Christmas from some of the lowest paid people in Victoria by refusing to make Christmas Day a public holiday. This meant that while the Minister would be at home spending time with loved ones, thousands of Victorians who have no choice but to work without being fairly compensated for their sacrifice.

But because of Union members like you who stood up and signed the petition telling the Minister he got it wrong, the Minister reversed his decision and made Christmas Day a public holiday for all.

This is a win for working Victorians everywhere. And it's a win, especially for those people whose work will take them away from their loved ones on Christmas Day.

Together, union members and supporters have secured this win for our community. Together, we've shown Minister Dalidakis that the sacrifice made by many on Christmas Day is worth more.

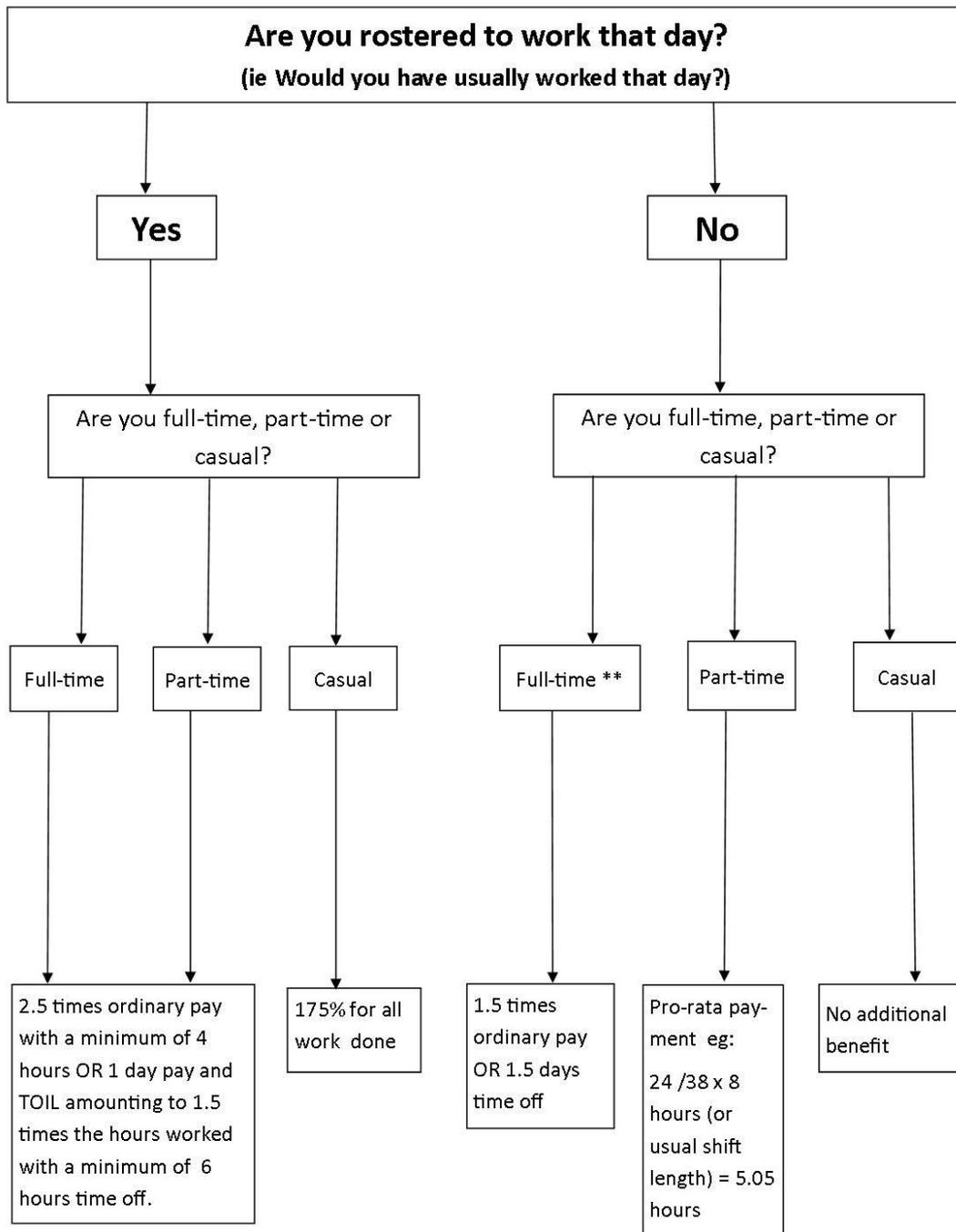
Help spread the Christmas cheer by sharing the [Victorian Trades Hall Council graphic on Facebook](#).

## Public Holiday Entitlements

Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it's for the Grand Final, Melbourne Cup Day or over Easter and Christmas. Unfortunately this particular provision in our agreement is complex with individual entitlements varying due to a number of different factors, e.g. part-time employment, shift work or whether you're normally rostered on the day of the public holiday. It is important that members remind themselves of their entitlements and the easiest way to check is to use our handy flow-chart below.

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# 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.

If you still have queries about your entitlement please contact the Union on 9623 9623 or via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Support Family Violence Leave for all workers

Everyday women are attacked, harassed and threatened – and tragically some women lose their lives to male violence. It needs to stop.

That's why Unions, including ours, are taking a strong stand against it. And what we do next is critical.

Employers say that this is a 'private issue' rather than something we must tackle as a society. They even argue that we should have to trade off other work rights to get it! They are refusing to step up and help to end this crisis.

Survivors have suffered for too long behind closed doors. We all have a part to play in ending violence: it's time that employers played theirs.

Tell employers everyone has the right to feel safe at work, and everyone should have the right to paid days away from work if they are subjected to family violence.

Make your voice heard: <http://bit.ly/FDVLeave>

## Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered Violence is actions and behaviours which express power inequalities between women and men and cause physical, sexual, psychological or economic harm to women.

Gendered violence is violence perpetrated against women because they are women. It also includes violence perpetuated against those who do not conform to dominant gender stereotypes or those who don't conform to socially accepted gender roles.

The gendered violence that women face in the workplace can include but is not limited to:

- Stalking and intimidation
- Threats and verbal abuse
- Ostracism
- Rude gestures and put downs
- offensive language and imagery
- Sexual innuendo / insinuations
- sexual suggestions and/or unwanted advances
- Sexual assault
- Rape

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Find out how you can help stop gendered violence in our workplaces by downloading the "[Stop Gendered Violence at Work](#)" report and signing up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

## Help save Paid Parental Leave

If the proposed changes to Paid Parental Leave go through the Parliament it will result in tens of thousands of families losing out and forcing parents back into the workforce sooner without the availability of adequate childcare options. This will only cause greater stress and could actually result in a reduction in workforce participation as women, predominantly the primary care-giver, are unable to find childcare. Ultimately it will make it more difficult for families to make ends meet.

This is a hard won workplace right, sign the petition telling the Senate to save paid parental leave at: <http://www.australianunions.org.au/ppl>

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**6 months full-time  
at home, then  
affordable early  
education and care.**



## 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](http://www.healthyfutures.net.au/divest).**

## Do you need access to Domestic Violence services?

If you're experiencing domestic violence and need help, here is a list of Victorian services which may be able to assist you.

[Safe Steps \(formerly Women's Domestic Violence Crisis Service of Victoria\)](#)

[Aboriginal Family Violence Prevention and Legal Service Victoria \(FVPLS\)](#)

[Centre Against Sexual Assault \(CASA\) Forum](#)

[Community Legal Centres](#)

[Court Network](#)

[Domestic Violence Victoria](#)

[Elder Rights Advocacy \(ERA\)](#)

[Elizabeth Morgan House Aboriginal Women's Service](#)

[inTouch Multicultural Centre Against Family Violence](#)

[Men's Referral Service](#)

[No To Violence](#)

[QLife Australia](#)

[Seniors Rights Victoria \(SRV\)](#)

[The Jewish Taskforce Against Family Violence](#)

[Victoria Legal Aid \(VLA\)](#)

[Victorian Aboriginal Child Care Agency](#)

[Women with Disabilities Victoria \(WDV\)](#)

[Women's Housing Ltd](#)

[Women's Information Referral Exchange \(WIRE\)](#)

[Women's Legal Service](#)

[Women's refuges](#)

## Worth Reading: Why coal-fired power stations need to shut on health grounds

“The [Senate inquiry’s](#) report into the planned closure of coal-fired power stations will no doubt shed light on the compelling health reasons to close them.

Coal-fired stations are a health hazard to their local communities and beyond due to the pollutants they emit. The resulting illnesses are a significant cost to health budgets. Climate change caused by burning fossil fuels brings its own [health burdens](#).

A 2009 Australian Academy of Technological Sciences and Engineering [report](#) put the health costs of coal-fired power stations at A\$13 per MWh of electricity generated from coal (about A\$2.6 billion a year). Climate change and other environmental costs were not included.”

Read the entire article by David Shearman in The Conversation at:

<https://theconversation.com/why-coal-fired-power-stations-need-to-shut-on-health-grounds-68809>

## Worth Reading: From warm to swarm: why insect activity increases in summer

“While the Bureau of Meteorology is predicting an [increase in the average temperature](#) this summer, entomologists are forecasting an increase in insect activity.

It might seem that insects choose to annoy us over the summer, however, the real reason for their population boom is a complex interaction of winter rainfall, availability of food sources and increasing temperatures.

Insects are ectothermic, or “cold-blooded”, meaning their body temperature depends on the external environment. So in summer an increase in temperature typically correlates with an increase in insect activity.

Many insect species emerge from a winter resting phase in spring and summer to begin their winged adult life stages. These highly mobile, hungry, sex-obsessed young adults are the ones that interact with us over summer. Imagine schoolies’ week for insects, lasting an entire three months.”

Read the entire article by Bryan Lessard and David Yeates in CSIRO Blog at:

<https://blog.csiro.au/warm-swarm-insect-activity-increases-summer/>

## Worth Reading: Unemployed Worker’s Union Report Reveals Shocking Job Network Failures

“Last week, the AUWU released its [2015-16 National Advocacy Hotline Report](#). Run entirely by unemployed volunteers, the National Advocacy Hotline provides free advice to the 880,606 unemployed workers attending job agencies. It is the first and only service of its kind ever offered in Australia.

In its findings, the report concluded that the Coalition’s multi-billion dollar employment services industry is “deeply dysfunctional and punitive” and in need of a “complete overhaul”.

“Job agencies routinely fail to uphold the requirements of the jobactive and DES deeds and unemployed workers are given no meaningful recourse to dispute unfair treatment,” the report found.”

Read the entire article by Owen Bennett in the New Matilda at:

<https://newmatilda.com/2016/12/03/unemployed-workers-union-report-reveals-shocking-job-network-failures/>

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## Worth Reading: Australia Day must be preserved as history intended: in July

“There's a lot of unnecessary argument and division happening at the moment over what would, on the face of it, appear to be a remarkably simple question: when should we celebrate Australia Day?”

After all, the debate isn't over Australia Day itself; it's over it being celebrated on January 26, the date when Arthur Phillip didn't first set foot on Australian soil.”

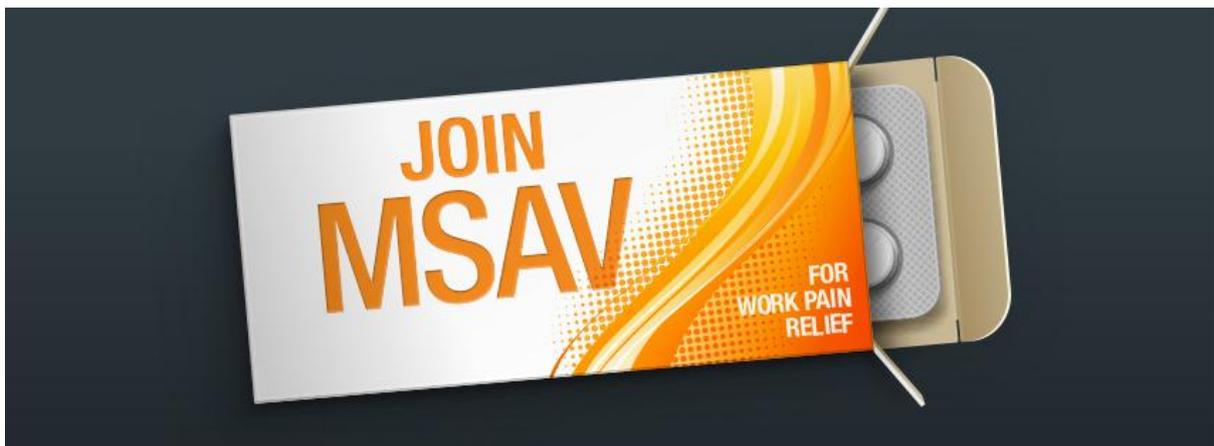
Read the entire article by Andrew P Street in the Sydney Morning Herald at:

<http://www.smh.com.au/comment/view-from-the-street/australia-day-must-be-preserved-as-history-intended-in-july-20161204-gt3xmx.html>

## 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.



[Share on Facebook](#)



[Share on Facebook](#)

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[Share on Facebook](#)

## 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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Authorised by Paul Elliott, Executive Officer, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email [enquiry@msav.org.au](mailto:enquiry@msav.org.au) A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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