



Stat Report 2017/30

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Vote YES for the new Public Sector Agreement

For well over a year the Union has been fighting hard to make sure we get a new agreement in place for decent jobs and healthy careers. We fought hard to make sure the key issues highlighted by members were included in the new agreement.

Without your support and the work of our negotiating team it would have been much harder getting agreement on key issues. But now we have to make sure that the YES vote is successful to lock in what has been won in the new agreement like:

- Workforce management and leave replacement
- Filling vacant positions
- Rostering protocols
- Family and Domestic Violence Leave
- Sabbatical leave
- Use of other leave with parental leave and return to work from parental leave
- Higher duties
- An additional week of annual leave with loading and
- Increases in pay of 3.25% each year over 4 years

We know through our yearly “No Pay? No Way!” survey about the ever increasing workloads, the constant expectation that people will pick up the work of others on short and long term leave, and the expectation from management to work through meal breaks or to start early and/or leave late. Members have told us about the increasing stress and anxiety and the impacts that unpaid work is having on their health and well-being. And we know about the growing concerns that governments and employers are constantly looking to undermine the professional requirements for our professions like downgrading scientists' positions or replacing psychologists with counsellors.

We worked hard to ensure that our professions are better protected from the constant attacks to diminish requirements. Through this agreement we are also challenging the growing expectation that staff do more unpaid work with stronger provisions around filling vacant positions, leave replacement and workforce management.

It's just not possible to have increasing workloads and increasing demands on services while the level of staffing is diminished – it's a recipe for disaster. Delivering world-class healthcare requires an army of health professionals not constant cuts; and attempts to fill the gaps with people who are already over-worked. We make no apologies that we want to see staff numbers restored and increased.

That's why the Union strongly recommends that you vote YES.

Last week you should have received from us access to the new public sector agreement along with our comprehensive explanatory report. If you haven't received your email make sure you get in contact with the Union as soon as possible at enquiry@msav.org.au

Non-members should join up as soon as possible so they can get access to our explanatory report and all the benefits that membership provides.

Voting on the new agreement will start at 9am AEDT on 16 October and conclude at 5pm AEDT on 20 October.

The ballot will be conducted electronically which means you have to make sure your email contact details are up-to-date with your human resources department. If you'd rather have your ballot sent to a personal email address, or you're going to be away from work during the ballot period, then inform your human resources department as soon as possible.

When voting opens you will receive an email containing a link to the electronic ballot.

The Union strongly recommends that you vote YES for decent jobs and healthy careers.

If you still have questions about the new agreement please contact the Union as soon as possible on 9623 9623 or at enquiry@msav.org.au

We also have a handful of shareable images for Facebook, which are a great way of reminding colleagues to vote Yes for the new agreement. Check them out at:

Community Health Sector Bargaining

The Union continues to meet with the representatives of the community health sector but the negotiations are not proceeding as quickly as the Union would like. It is frustrating that negotiations have been progressing extremely slowly however we are confident that we will make better progress as the public sector negotiations come to a close.

Members working in the community health sector are reminded that they have a separate agreement to their colleagues working in the public sector, which is why you will not have received our email about the new public sector EBA.

We will keep members working in the Community Health Sector informed about negotiations and their progress.

Enterprise Bargaining Round Up

It's hard to believe but the Union has been doing a lot of bargaining for new agreements. So here's a quick round up of how bargaining is going in different places.

Cabrini Health

Negotiations are about to commence with Cabrini Health. At this stage we're seeking the views of members about what issues need to be included in the negotiations.

And to help with gathering your feedback, you should have seen a request to participate in a survey so we know what's important to you. If you haven't seen the survey and wish to participate please get in contact with Matt Hammond at matth@msav.org.au

Australian Clinical Labs

Bargaining is about to commence with Australian Clinical Labs. Members are asked to participate in preparing our claim so we know what's important to you and can best represent your interests in negotiations.

If you need more information about negotiations with Clinical Labs get in contact with Matt Hammond at matth@msav.org.au

Dorevitch

The Union is continuing to hold discussions with management about a new enterprise agreement. While there have been some initial meetings, the Union is yet to receive a wages offer from Dorevitch.

To ensure we can add as much pressure as we can we'll need your help by making sure your colleagues are members too. Keep an eye out for notices about member meetings.

HSU National – Change the Rules Motion

At the recent HSU National Conference held last week, delegates unanimously passed the following motion about the need to Change the Rules for working Australians.

“After more than three decades of neoliberal attacks on working people and their unions, inequality is at a 70 year high and wage growth the lowest in a generation. Trickle-down economics has failed the Australian people. The laws that were designed to make Australia fair are broken and need to be changed.

Corporations have too much power. Fundamental, not incremental, change is needed. Australia needs better and stronger rights at work to rebalance the system.

This meeting of the HSU National Council commits to working together through our branches to **change the rules.**

Our campaign actions will include the following:

1. Conducting workplace meetings to activate union members to support the campaign
2. Making sure union members complete the **Change the Rules Survey**
3. Talking to those workers in workplaces who are not yet union members to recruit them into the union and the campaign
4. Organising members to participate in the ACTU National Day of Action next year
5. Encouraging members to get involved in the campaign in their local community

We will continue this fight until we win changes to the rules at work and advance the interests of working people now and into the future.”

Change the Rules – Australia Wide All Union Member Survey 2017

The rules that once made Australian workplaces fair are broken.

With inequality at 70 year highs, wage growth the lowest on record and 40% of people now in insecure work, our union, together with the ACTU and Australia's other unions have launched a campaign to change the rules for working people.

This month we take a big step forward in this campaign by asking you to complete a 5-minute survey about what's happening to working people and what we need to do about it.

This survey will allow you to tell us about your priorities and it will give you a voice as we work to

swing the pendulum back towards working people.

To have your say complete the survey using this link:

<https://www.surveymonkey.com/r/XCWP956>

No answers to the survey that would identify you will be used or shared. [The survey is open now and will close on 1 December 2017.](#)

Please take the survey and help us build a strong movement for change.

Turnbull's Changes to Superannuation

Industry super was a revolutionary idea. It took a retirement savings model, which had only been open to the rich and powerful, and not only made it accessible for everyone, but made it a tool of broad empowerment for working people.

Australian Unions won industry superannuation for all Australian workers.

A legendary partnership of Bill Kelty and Garry Weaven at the ACTU, Tom McDonald of the Builders and Workers Federation, and Bob Hawke and Paul Keating brought universal superannuation to Australia.

Industry Super ensured that everyone would have a safety net of retirement savings. And because of the 50/50 split of employee and employer representatives on the boards of industry super funds, it rightfully gives working people a say in how their super is invested.

It's because of this that Industry Super Funds have invested in projects like the Southern Cross Station in Melbourne and the new Royal Adelaide Hospital, which generate jobs and create a better society for all Australians. In 2015 alone, Industry super invested more than \$2.8 billion jobs in development, creating 46,000 jobs.

Our super system is among the best in the world. Like Denmark and the Netherlands, Australia has workers' representatives on superannuation boards. Five out of the top six performing countries have workers on super boards.

But now the Turnbull Government has introduced two bills as part of its attack on Industry Super Funds, and union representation on those funds:

1. Superannuation Laws Amendment (Strengthening Trustee Arrangements)
2. Treasury Laws Amendment (Improving Accountability and Member Outcomes in Superannuation) (Measures 1 and 2)

In effect, these bills will reduce the representation of workers on superannuation boards, strip the rights for workers to bargain for Industry Funds, politicise the independent regulator and give it powers over Industry Funds that the big banks aren't subjected to.

If the bills pass, workers won't be able to bargain for their super and more people will be pushed into bank funds. The bills mean there will be fewer workers on boards, while employers, bankers and those from the finance sector will have more power in superannuation.

After years of scandals, most Australians are deeply concerned with the behaviour of the banks. The big four banks are all currently under investigation for money laundering and ripping off workers' super. Commonwealth Bank is also alleged to have breached terrorism-financing laws, denying fair life insurance payouts and more.

Industry Super will have more oversight and more regulation than the big banks. Which, considering the banks past behaviour, is huge risk for workers' superannuation.

Industry Super Funds already perform the best

Industry Super already outperforms for-profit funds, they have tighter and more stringent governance standards than the banks, and they make safer and nation building investments. The Government is attacking Industry Super because they want banks to make profit off the retirement savings of workers.

This legislation does nothing to improve retirement savings

There is no modelling showing that the new laws would do anything to improve workers' retirement incomes. If the Government was serious about addressing problems in the superannuation system it would address the systemic underpayment of super contributions by employers.

Let Senator Derryn Hinch know that you don't want your superannuation to fall into the hands of the banks on his Facebook page at:

<https://www.facebook.com/justiceparty.com.au/>

We Are OHS – HSR Conference 2017

The Health and Safety Representatives' (HSR) event of the year is set to be bigger and better than ever before!

When? Tuesday 31 October. Registrations from 8am, Conference from 9am-3.30pm.

Where? Three locations!

- Melbourne CBD (Melbourne Convention and Exhibition Centre, Convention Centre PI, South Wharf)
- Bendigo (The Engine Room, Old Fire Station, 58 View St, Bendigo)
- Morwell (Training Room, ETU Building 42 Buckley St Morwell)

This year's conference theme will be "Issue Resolution" and will feature HSRs as guest speakers presenting their stories and successes in resolving health & safety issues in their workplaces. We'll have an expert panel on issue resolution that will be streamed from Melbourne into Bendigo and Morwell. Plus, 2016 HSR of the year, VP Kelly Christie, will be speaking.

Employers must allow HSRs to attend, but in order to qualify for paid leave; **HSRs must notify their employer they will be attending by Monday 16 October.**

Sign up at http://www.weareohs.org.au/hsr_conference_2017

HSR CONFERENCE 31 OCTOBER 2017

ISSUE
RESOLUTION
BENDIGO, MELBOURNE & MORWELL



WWW.WEAREOHS.ORG.AU/HSR_CONFERENCE_2017

**HSRs + ACTION =
HEALTHY, SAFE WORKPLACES!**

Contribute to vital workforce research – Medical Scientists, Dietitians and Audiologists

All medical laboratory scientists are encouraged to complete this survey commissioned by the Department of Health and Human Services.

[complete the online survey](#)

The survey is part of the Victorian Allied Health Workforce Research program which is scoping the size and distribution of the allied health workforce, as well as issues affecting satisfaction, recruitment, retention, and attrition.

Your contributions will help guide workforce strategies being developed by Government, employers, professional associations and educators.

The research program has already informed a number of important initiatives including the allied health careers pathway blueprint and the creation of 20 new senior jobs for allied health professionals.

The more responses we get, the more confident we can be of our findings. Please forward this email to your professional networks across the medical laboratory science workforce and encourage them to participate. Responses from people who work, or have worked, in government, private practice, not-for-profit organisations, and universities in Victoria are all important.

The survey will take no more than 15-20 minutes to complete. If you can't finish it in one sitting, it can be saved and completed later. **The survey will close on Friday 27 October 2017.**

The survey is being carried out by Southern Cross University on behalf of the Department of Health and Human Services. Ethics approval number ECN 15-253.

[complete the online survey](#)

To find out more, read the attached information sheet and visit the [project webpage](#)



Calling all medical laboratory scientists, exercise physiologists, dietitians and audiologists:

HAVE YOUR SAY

Victorian Allied Health Workforce Research Program

VICTORIA Health and Human Services

Southern Cross University

Marriage Equality

The Australian Bureau of Statistics says that all eligible voters should have received their ballot pack by now but if you haven't received your ballot then make sure you contact the ABS as soon as possible. [Visit this webpage to request a replacement](#)

If you've already received your ballot, make sure you fill it out and then send it back. The deadline to return your ballot is 6pm on 7 November but the ABS strongly recommends you aim to have it in the post by 27 October.

Here are some key dates:

- Wednesday, October 18 — Deadline to request replacement ballot packs.
- Friday, October 27 — The date the ABS recommends you return your vote by.
- Tuesday, November 7 (6pm AEST) — The final cut off point for votes to be received by the ABS.
- Wednesday, November 15 — Results of the same-sex marriage survey released.

There's still time to make a difference. And you can help by talking with your friends and family about why you're voting Yes and making sure they've sent back their ballot to make it count. If you want to organise something in your community and need materials then check out the great resources that the Victorian Trades Hall have prepared at: <http://www.weareunion.org.au/equality>

You can also find some great resources at the Marriage Equality campaign website and/or sign up to be part of the campaign at: <http://www.equalitycampaign.org.au/home>

Union Aid Abroad Melbourne dinner

The Union Aid Abroad-APHEDA Melbourne Dinner will be on Friday 10th November 2017 and [bookings are now open!](#)

Tables are booking out fast so book yours today!

WHEN: Friday 10 November 2017

TIME: 6:00PM - 11:00PM

WHERE: Aegean Greek Restaurant, 19 Brunswick Street, Fitzroy

BOOKINGS: <http://bit.ly/APHEDAadinner2017>

TICKETS: \$80.00 Individual | \$960.00 for a table of 12

The Annual Union Aid Abroad APHEDA Melbourne Dinner is loads of fun and is a great opportunity to catch-up with your friends while also contributing to the work of the Australian Union movement's global justice organisation.

Come and celebrate global solidarity. Hosted by ACTU President Ged Kearney and Union Aid Abroad APHEDA's Executive Officer, Kate Lee, we are delighted to announce Former President of the Australian Human Rights Commission, Professor Gillian Triggs as our Guest Speaker. In addition, we have the usual awesome auction, great raffle prizes – and of course, each other's company.

[BOOK YOUR SEAT OR TABLE ONLINE TODAY!](#)

MSAV Rule Changes

A Special General Meeting of MSAV members held on 27th September adopted a new set of rules governing the Union.

The new rules were necessary to allow the MSAV to maintain its tax exempt status.

The new rules don't change how we operate and look after members.

[The new rules are on the website.](#)

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

The 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.

Stop the Victorian Government from selling our Land Titles Office

The Victorian Government has announced its intention to privatise Victoria's Land Titles Office. For 155 years, the Land Titles Office has tirelessly scrutinised every survey, mortgage and transaction on Victoria's four million-odd properties, perfecting this priceless public asset. This decision must be reversed.

The CPSU have a petition on Megaphone, calling on Daniel Andrews to reverse this decision.

Please sign and share the petition with your friends and family and stop the privatisation of public services.

<https://www.megaphone.org.au/petitions/stop-the-victorian-government-from-selling-our-land-titles-office>

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 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.

Sign up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

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.

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: The Hanson effect: how hate seeps in and damages us all

"Such hair as I have is cut from time to time by Mrs E, who runs a one-chair salon in my neighbourhood.

She has been in business there for 40 years. She knows all about the history of the street and many of her clients have been coming to her for half a lifetime. The salon is shut on Mondays, when she cuts the hair of the elderly and disabled in various local institutions.

Mrs E is a petite woman with a cloud of brown hair, a bright smile and that empathetic personality that fits so many hairdressers for their parallel occupation of informal counsellor. Under her hairdresser's smock she wears a dress or a blouse and trousers.

She came to Australia as a child from the Balkans, grew up, married, had two sons. Australia is home and a place where she says she has always felt welcome, until the other day.

A client whose hair she had been cutting for 20 years came in as usual, and then, without any prompting or preamble, launched into a tirade against Muslims."

Read the entire article Denis Muller in The Conversation at: <https://theconversation.com/the-hanson-effect-how-hate-seeps-in-and-damages-us-all-85314>

Worth Reading: The costs of a casual job are now outweighing any pay benefits

"Workers aren't being compensated as much as they should be for precarious work in casual positions.

One in four Australian employees today [is a casual worker](#). Among younger workers (15-24 year olds) the numbers are [higher still](#): more than half of them are casuals.

These jobs come without some of the benefits of permanent employment, such as paid annual holiday leave and sick leave. In exchange for giving up these entitlements, casual workers are supposed to receive a higher hourly rate of pay – known as a casual "loading".

But the costs of casual work are now outweighing the benefits in wages."

Read the entire article by Joshua Healy and Daniel Nicholson in The Conversation at: <https://theconversation.com/the-costs-of-a-casual-job-are-now-outweighing-any-pay-benefits-82207>

Worth Reading: Is faster profit growth essential for a pick-up in wages growth?

"Do higher profits necessarily lead to higher wages? The answer, as borne out by the data below, might surprise you. In fact, wages growth is more likely to arise from smart policy settings that directly boost economic and employment growth.

Australian wages growth is, as Reserve Bank governor Philip Lowe [recently noted](#), "the slowest since at least the mid-1960s". Treasurer Scott Morrison recently [asserted](#) that a sustained increase in profitability is a prerequisite for a pick-up in wages growth.

But there is little data to support the idea that wages and profits are connected."

Read the entire article by Saul Eslake in The Conversation at: <https://theconversation.com/is-faster-profit-growth-essential-for-a-pick-up-in-wages-growth-83819>

Worth Reading: Slashing penalty rates: a misguided response to problems of the past

"A Senate committee [has finally handed down a report](#) on the Fair Work Commission's [decision](#) to reduce Sunday penalty rates for workers in a range of service industries.

The report recommends that the government bring in legislation to overturn the decision, citing mixed evidence of the impact of the penalty rate cut, and the fact that "penalty rates are not a luxury".

However, as I presented in evidence to both the Senate and the Commission, there needs to be more of a focus on the adverse effects of lower wages for the economy as a whole. While there has been much discussion about the implications of the decision for workers and employers, the broader context has been missing."

Read the entire article by John Quiggin in The Conversation at:

<https://theconversation.com/slashing-penalty-rates-a-misguided-response-to-problems-of-the-past-85317>

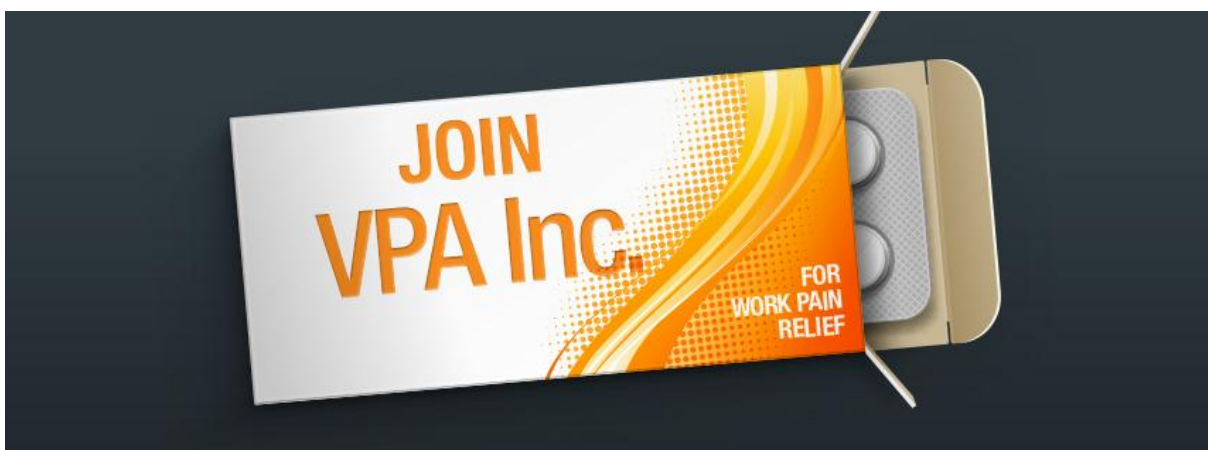
Join the Union

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](#)



[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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