



## Stat Report 2017/31

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### Counting on the Public Sector Agreement

This week public health sector members were asked to vote on the new agreement. Voting on the new agreement closed today (Friday 20 October) and it will take a few days before the result of the ballot is known.

But we are confident that the new agreement will be successfully voted up.

As soon as the results are known we'll be sure to let you know.

### Working for Members – Wages Thief Caught!

The Union regularly deals with a variety of matters, ranging from the relatively straight forward to the very complex. And in dealing with this range of matters, we are sometimes forced to take action through the courts to enforce members' entitlements and rights at work.

Recently the MSAV won a long-running case in the federal circuit court. The case involved an employer underpaying a member's wages and other entitlements, and then sacking him after the Union claimed his pay. The claims included wages, accrued annual leave and LSL, and termination pay. The evidence presented in the case showed long term underpayments of wages and breaches of the Fair Work Act.

As a result of the Union's case the Federal Court recently issued orders requiring this employer to pay our member just under \$120,000 in back pay and interest, and a further \$48,600 in penalties for breaches of the Act.

The Union will always stand by members to ensure they get their entitlements.

### Change the Rules – Australia Wide All Union Member Survey 2017

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## **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.

## Community Health Sector Negotiations

Negotiations for a new enterprise agreement for members employed in the community health sector are continuing. We have held a series of meetings with the Victorian Hospitals Industrial Association (VHIA), which represents all but one of the community health employers covered by this agreement.

The VHIA advised at our last meeting that an offer will be put to the Union at our meeting next week. We will advise members of the offer and hold meetings to discuss it in the coming weeks.

## Attacking Australia's World-class Superannuation

Workers' representatives on boards mean better investment decisions through tough times. In 2008, everyone got hit hard by the Global Financial Crisis (GFC). Big banks in the US got too greedy, and caused massive economic hardship across the world. While super funds were affected by this, it was Industry Super which climbed out the fastest.

Because Industry Super has workers' representatives on boards, the funds made more careful and better performing investment decisions than their big-business counterparts. These decisions included investment in critical infrastructure which created jobs, and an unrelenting focus on delivering the best outcomes for members.

At our board meetings, members are always first. Part of being a workers' representative Trustee is holding a huge amount of responsibility. When the GFC hit we were all shocked. The other Union Trustees and myself made it a first priority that every effort would be expended to restore the retirement savings of our members and grow to a better point. To do this we invested in things which create jobs. Unionists know that if we invest in infrastructure and nation-building projects, workers benefit. And because we invested wisely and put the member first, we outperformed the big banks and workers' will now have more in retirement.

This is why it's important that workers are equally represented on boards. Otherwise, workers lose their voice.

*Ged Kearney, President ACTU, Trustee CBUS*

**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/>**

## Marriage Equality

The deadline to return your ballot is 6pm on 7 November but the ABS strongly recommends you

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aim to have it in the post by 27 October.

Here are some key dates:

- Friday, October 27 — The date the ABS recommends you return your vote by but we strongly recommend that you return your vote as soon as possible.
- 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.

If you haven't already it's not too late to reach out to family and friends to let them know why you're voting Yes and making sure they've sent back their ballot to make it count.

## 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/APHEDA\\_dinner2017](http://bit.ly/APHEDA_dinner2017)

**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!](#)

## 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](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 \(WIRE\)](#)

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[Women's Legal Service](#)

[Women's refuges](#)

## Worth Reading: Cost cutting and understaffing of aged care homes leads to rationing and neglect

"If the incontinence pads are half wet, they stay on. This is the instruction that aged care worker Esther Priol says she and her colleagues have been directed to follow – even when elderly nursing home residents ask to be changed.

"We have been told we have been spending too much money on pads," Ms Priol said. "Unless they are 75 per cent wet, then the rule is we don't change them.

"You divide the pad into fours and if three-fourths of the pad is wet, you change it."

Ms Priol, who works at an aged care facility in Sydney's west, is one of thousands of aged care workers nationally who complain about increased rationing of everything from incontinence pads to meals. They say they struggle to provide the most basic level of care and dignity for elderly people."

Read the entire article in the Sydney Morning Herald at:

<http://www.smh.com.au/business/workplace-relations/cost-cutting-and-understaffing-of-aged-care-homes-leads-to-rationing-and-neglect-20171009-gyxn7b.html>

## Worth Reading: Private insurance reforms on mental health a 'work-around'

"The national mental health commissioner, Prof Ian Hickie, has described private health insurance reforms affecting mental health as a "work-around" that will lead to more mental health hospital beds without providing the community-based services people need.

On Thursday the health minister, Greg Hunt, announced a private health insurance overhaul, including changes to mental healthcare. From April people will be able to upgrade their coverage to cover mental health treatment when they need it without facing waiting periods, and basic private policies will include mental health cover as standard.

Under the reforms it will be harder for insurers to place limits on mental health treatments and therapy sessions, such as group counselling sessions, electroconvulsive therapy or transcranial magnetic stimulation.

But Hickie told Guardian Australia he wanted to know what Hunt had planned to increase mental health services available under Medicare so that community-based mental health services would be more readily available."

Read the entire article by Melissa Davey in the Guardian at:

<https://www.theguardian.com/australia-news/2017/oct/16/private-insurance-reforms-a-mental-health-work-around>

## Worth Reading: After Lateline, the brave new world of better broadcasting

"The BBC charter is up for renewal, and members of senior and middle management have been co-opted into a working group "to identify what the BBC does best and find more ways of doing less of it better." Actually, that's fake news — or news fiction. It's a summary of the first episode in the latest series of BBC Two's satirical documentary W1A. BBC insiders have attested to the accuracy with which the series (whose title is the postcode of Broadcasting House in London) depicts a corporate culture in which ever more resources are indeed being devoted to finding ways of doing less.

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At the ABC, which in so many respects mirrors the BBC, a similar range of scrambled corporate imperatives is being rolled out. In programming areas where our own national broadcaster purports to do best, like current affairs and investigative journalism, the quest to find "more ways of doing less of it better" is the order of the day. Or so it would seem, going on managing director Michelle Guthrie's speech to the Friends of the ABC last week."

Read the entire article by Jane Goodall in Inside Story at: <http://insidestory.org.au/after-lateline-the-brave-new-world-of-better-broadcasting/>

## Worth Reading: It's not just Hollywood problem: 1 in 4 Australian women have been sexually harassed at work

"Over the past year, I have spoken with many women who have told me their personal accounts of being harassed in the workplace.

I spoke to one hospital worker who was sexually harassed by a male patient, who indecently exposed himself to her. Instead of helping her, the woman's colleagues and manager assumed she was in a sexual relationship with him.

Another young woman told me she was asked to wear a bikini while fruit picking so she could get paid a bonus.

It is critical that we continue to shine a light on these issues. Everyone has the right to work free from sexual harassment and the fear of sexual violence.

The stories that have emerged about decades of sexual harassment and abuse allegedly perpetrated by Hollywood movie producer Harvey Weinstein are disgusting and shocking.

But they also highlight the continued need to address sexual harassment in every workplace."

Read the entire article by Kate Jenkins (Sex Discrimination Commissioner) at the ABC at: <http://www.abc.net.au/news/2017-10-16/1-in-4-australian-women-have-been-sexually-harassed-at-work/9053102>

## Worth Reading: One country, two health systems

"Health minister Greg Hunt's private health insurance [announcement](#) might have promised to make the system "simpler and more affordable" but it delivered more for private health insurers' bottom lines than for Australians' budgets. It also highlighted the contorted, confused and controversial logic that underpins the government's push for taxpayers to finance a two-tiered healthcare system.

Growing dissatisfaction with private health insurance has been evident for some time now, and it shouldn't come as a surprise. Premiums have [increased](#) 54.6 per cent since 2009, with the average increase in 2017 at 4.9 per cent, 3.3 times the rate of general inflation in 2016. [Simultaneous cuts](#) to the private health insurance rebate (which decreases if average premiums increase by more than the CPI) mean that the cost of the average policy this year rose by 6.1 per cent. People are increasingly finding that they are [substantially out-of-pocket](#) when they use the private hospital system and that [ancillary cover](#) is lagging behind premium increases and the growing costs of services."

Read the entire article by Lesley Russell in Inside Story: <http://insidestory.org.au/one-country-two-health-systems/>

## 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

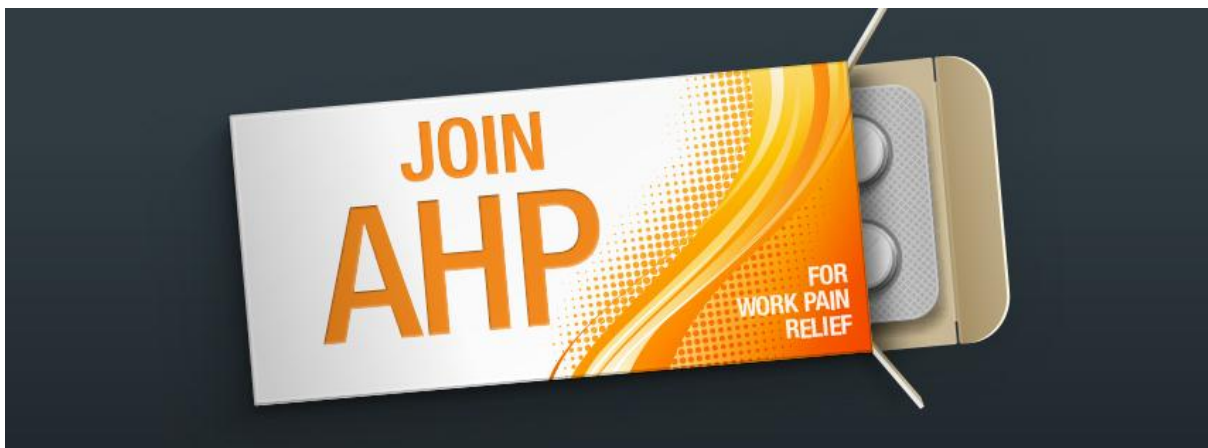
voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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](#)

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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.](#)



## 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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