



Stat Report 2017/32

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The Public Sector Agreement outcome

Our new Public Sector Agreement was voted up with 98.5% voting YES! Congratulations!

The next step is for the health services to make an application for the agreement to be lodged with the Fair Work Commission, which we can confirm was lodged yesterday. The Fair Work Commission will now deal with the application and we expect the new agreement will come into force in around 6 – 8 weeks but until then our current agreement stays in force.

This terrific outcome is a result of the work the Union did in making sure that members were informed about what we secured in the new agreement, when voting started and how they could lodge their vote.

Now that we've been able to secure such a strong YES vote it's vital that we continue to grow our membership. Ask your colleagues to join so that our collective voice is stronger and so they can benefit from everything the Union has to offer like protecting your rights at work, providing Professional Indemnity Insurance and delivering professional advice on workplace issues.

Joining is easy and only takes a few minutes so ask your colleagues to join today at <https://members.msav.org.au/>

Sick leave and medical certificates

Sick leave is an important right for which unions and working people fought long and hard. The Union's agreements enshrine your right to sick leave, which is referred to as personal leave.

Every full time and part time employee is entitled to sick leave. You can access sick leave when you're absent from work due to a personal illness or injury; or if you have to care for an immediate family or household member who is sick; or in case of medical emergencies.

It is your responsibility to make sure you contact your workplace if you're going to be away from

work. And it is your responsibility to make sure you have appropriate evidence to support your claim for sick leave.

But it's definitely not your responsibility to find your own replacement if you're on a roster. We've heard on a number of occasions that people have been told they need to find their replacement while either being sick or caring for a sick loved one.

In the public sector and most other agreements, if you weren't able to get a medical certificate from your health practitioner, you can present a statutory declaration which your employer can't refuse to accept.

You also don't have to submit to any visits or tests by health practitioners organised by your employer; you only need to have consulted your health practitioner. In fact, if you're approached to undertake a test or to visit your employer's nominated health practitioner you should flatly refuse, without being penalised in some way. If you are subjected to any threats of disciplinary action you need to contact the Union as soon as possible.

Importantly, you are at no stage required to advise your employer of the nature of any illness (yours or a loved one's) for which you take sick leave. In fact being told to provide that information is a breach of workplace law.

Sick leave is an important leave entitlement to ensure that you are able to take the time needed to recover from injury and illness; or to care for family. We've fought long and hard to win it, so make sure you're using it.

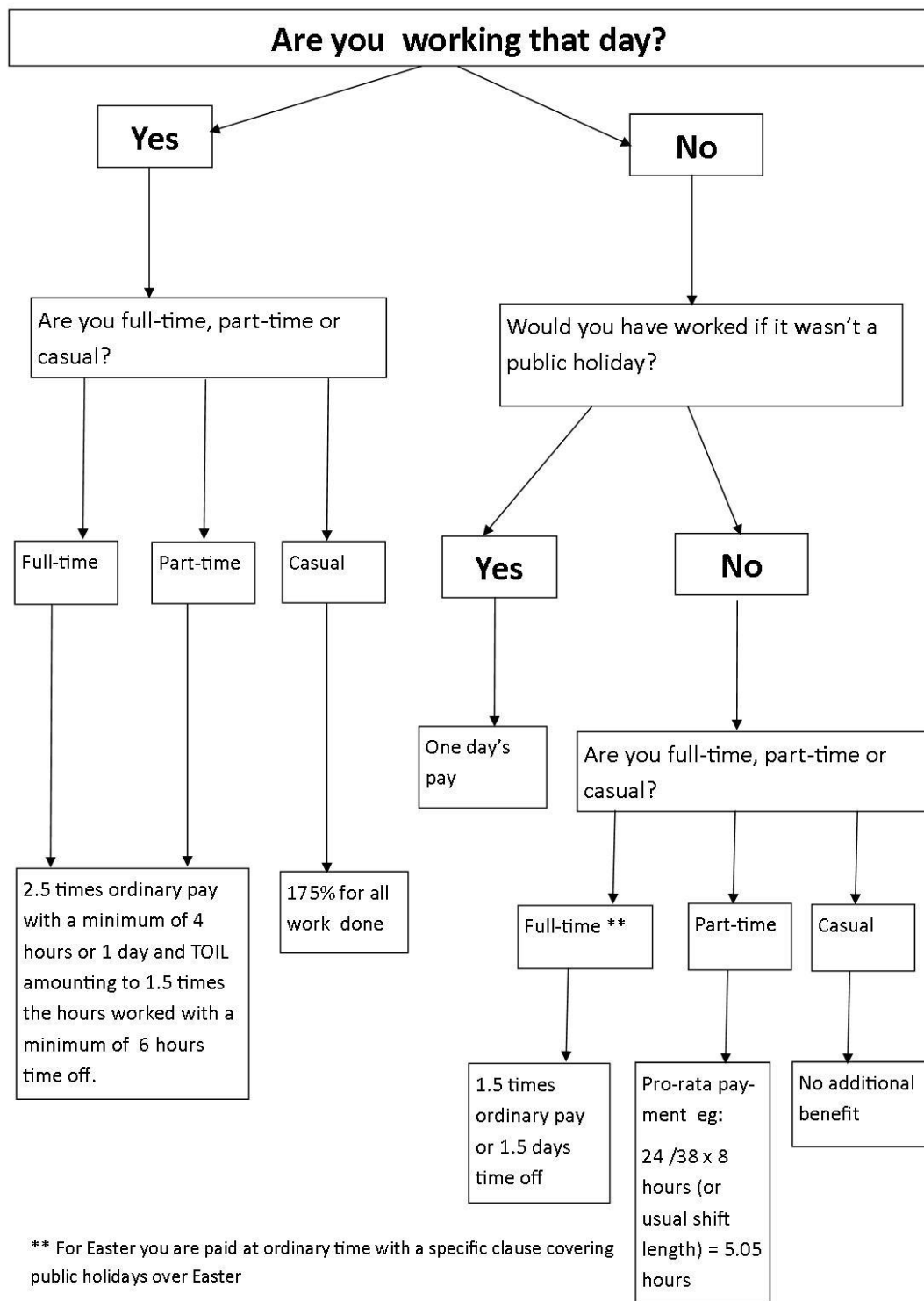
If you have any questions about your sick leave entitlement contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Know your entitlement for Public Holidays

For members living in Melbourne, there's a public holiday coming up for the Melbourne Cup. And since it's a public holiday it's important to remind yourself about your current public holiday entitlement, and what you can expect to see in your next pay slip.

Unfortunately the new public sector EBA is not yet in place so it's important to know your current entitlement. To help with that we have produced this handy flowchart.

PUBLIC HOLIDAY PAYMENTS



** For Easter you are paid at ordinary time with a specific clause covering public holidays over Easter

If you're unsure about what your entitlement is don't hesitate to contact the Union on 9623 9623 or at enquiry@msav.org.au

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.

Marriage Equality

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 – that's today!

Here are some other key dates:

- Tuesday, November 7 (6pm AEST) — The final date for votes to be received by the ABS.
- Wednesday, November 15 — Results of the same-sex marriage survey released.

The most important thing to do is to make sure your vote is in the mail so it can be counted.

Working Women Get Organised – 1 day conference in Geelong

Geelong Trades Hall Council and the Geelong Women Unionists Network are holding a one-day conference called "Working Women Get Organised".

The conference will cover topics like:

- Family violence is Union business
- The Gig Economy and Precarious Employment
- Confidence Building – organisational skills
- Grassroots activism

The conference will also feature prominent union women as guest speakers.

When: Saturday 11 November – 9am to 4pm (registration starts at 8:30am)

Where: Geelong Trades Hall – 127 Myers Street, Geelong

Cost: \$20 waged or \$15 unwaged/student (includes dinner, morning and afternoon tea. Lunch is available at a small cost. Childcare is available via booking only)

For more information and to book contact the Geelong Trades Hall at (03) 5221 1712 or gthc@optusnet.com.au

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>

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.

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: Privatisation has failed. We need a moratorium on all new proposals

"In Traralgon, a local woman explains the promises made to the community when Victoria's electricity system was privatised. Her husband and hundreds of others were encouraged to take the redundancy package with the promise they'd be hired back as contractors. It never happened and an entire generation never got jobs again.

This woman isn't the only person starting to question the legitimacy of privatisation. For a generation, it has been one of the defining ideas of the [Australian economy](#). Governments of both sides have shown an almost unquestioning commitment to its value as a policy tool. But now proponents are suggesting a need to rethink its role."

Read the entire article by David Hetherington in the Guardian at:

<https://www.theguardian.com/commentisfree/2017/oct/23/privatisation-has-failed-we-need-a-moratorium-on-all-new-proposals>

Worth Reading: Census data shows just how bad we've

been at closing inequality gaps

"The [latest round of 2016 census data](#) shows that [the gig economy has taken hold in Australia](#), that there has been a [huge surge in fitness, beauty and barista jobs](#); and that even though we're [working less, women still do the most housework](#).

But if we look past these headlines, the Census gives us a unique insight into the economic outcomes of the Aboriginal and Torres Strait Islander population, single parents, those entering the labour market and those coming to the end of their working life.

What we see is geographic divergence in Indigenous employment, declines in employment for single parents and the young, and the news is mixed for those entering retirement age."

Read the entire article by Nicholas Biddie and Francis Markham in The Conversation at: <https://theconversation.com/census-data-shows-just-how-bad-weve-been-at-closing-inequality-gaps-86137>

Worth Reading: What do single, older women want? Their 'own little space' (and garden) to call home, for a start

"In an environment of exceedingly high house prices, groups who don't have secure, long-term employment are at risk of homelessness, particularly as they age.

Single, older women are one such group at [increasing risk of being homeless](#).

While housing policy has neglected this area of concern, recent work is beginning to [highlight this gap](#). Most research has been done in metropolitan areas, but women living in regional Australia merit attention too."

Read the entire article by Yvonne Hartman and Sandy Darab on the ABC at: <http://www.abc.net.au/news/2017-10-23/older-single-women-housing-place-to-call-ones-own/9076844>

Worth Reading: Victoria's plastic bag ban: a good start, but we can do more

"The Victorian government is proposing to ban single-use lightweight plastic shopping bags.

First of all, for plastic bag devotees, don't panic - there are alternatives such as paper, cloth and a range of other reusable bags (you can even use the cardboard cartons from the shop). For those who have been advocating for a ban, don't relax - there is still more to be done.

While the details of the plan are still being discussed, it is good to see that the government has committed to consultation with businesses and the community. We can be assured that the government will not swap one issue for another - such as reducing the amount of plastic bags used for waste, only to increase the use of bin liners. We need to ensure that the alternatives proposed actually reduce environmental impact."

Read the entire article by Trevor Thornton in The Conversation at: <https://theconversation.com/victorias-plastic-bag-ban-a-good-start-but-we-can-do-more-86149>

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

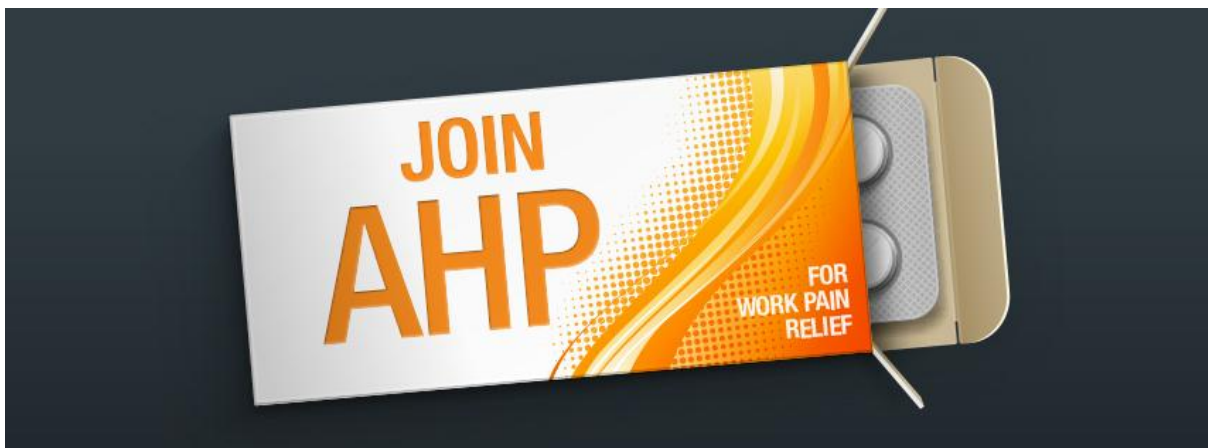
voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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