



Stat Report 2017/37

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Public Sector EBA: Another Successful Vote

Despite the hiccup causing us to have to put our new agreement to a vote again, it has been overwhelmingly supported (again) with it being voted up with 98% voting YES!

And despite the short time frame to lodge your vote we actually increased the number of people voting in the ballot.

As we highlighted when it first came to light there was a technical problem in the Fair Work Commission with final approval for the agreement, we have been able to secure support to have our new agreement finalised by late December. The VHIA today made an urgent application to the FWC to approve the agreement as soon as possible. .

This terrific outcome is a result of the work the Union did to make sure members were informed about when voting started and how they could lodge their vote. It's also a testament to you, our members who encouraged your colleagues to vote YES and shared vital information to ensure such an overwhelming result.

Now that we've been able to secure such a strong YES vote it's vital that we continue to grow our membership. Please 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 our rights at work, providing Professional Indemnity Insurance and delivering professional advice on workplace issues.

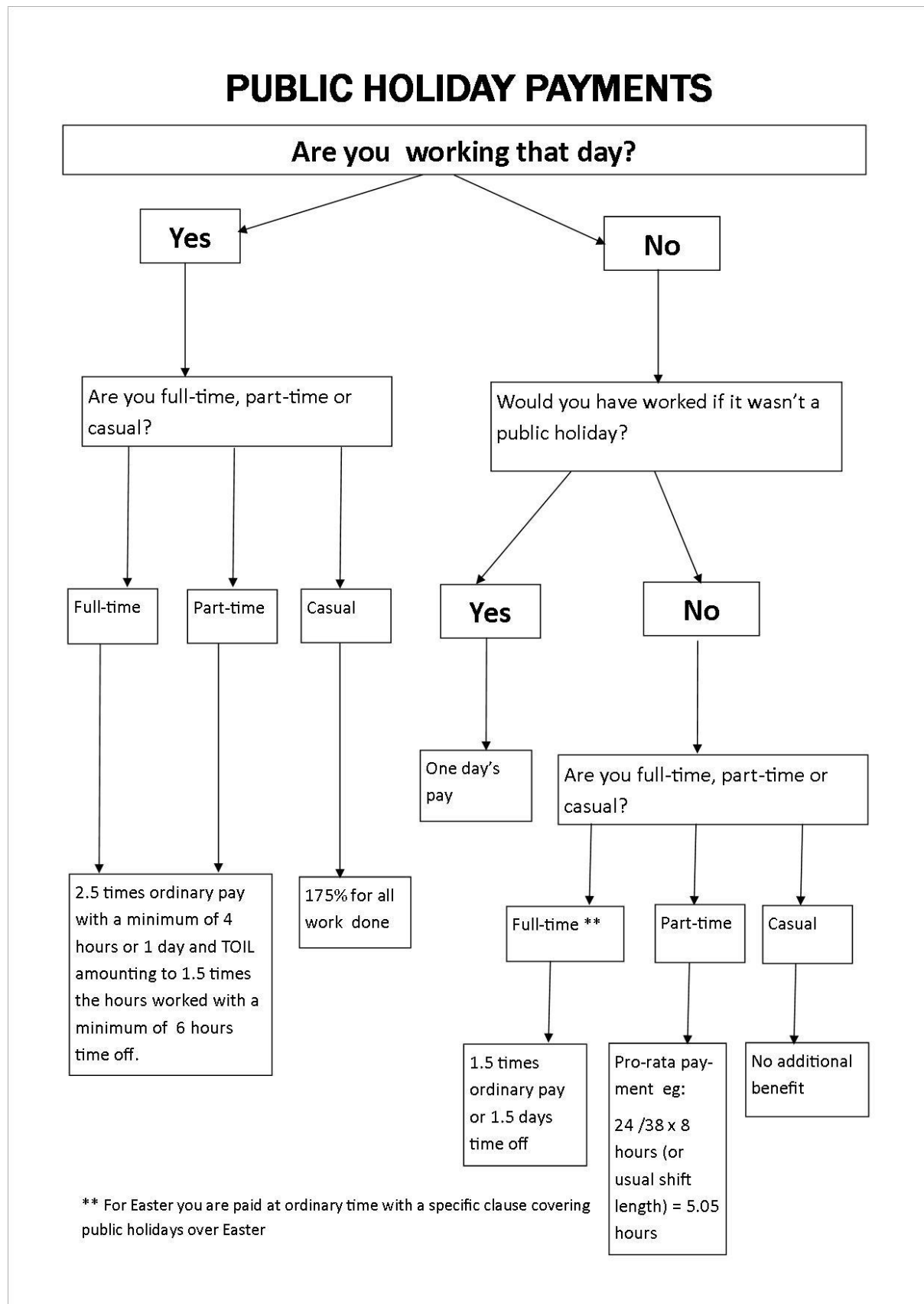
Joining is easy and only takes a few minutes – just send them this link
<https://members.msav.org.au/>

If you have any outstanding questions about the agreement please contact us on 9623 9623 or vial email at enquiry@msav.org.au

The Festive Season, Public Holidays and Your Pay

Unfortunately the new public sector EBA is unlikely to be in place before the Christmas public

holidays so it will be important to know your current entitlement for public holidays. To help with that we have produced this handy flowchart.



Union assistance for Scientist Progression

To make sure that scientist members understand the process for progression, and what evidence will be needed in order to successfully progress to Grade 2, the Union has created a handy booklet. You'll find advice and information about what is expected, what evidence you'll need and

how to work through the process – it's an essential tool.

This is a resource we've created specifically for members and it's only available by contacting the Union at enquiry@msav.org.au

Colleague looking for a copy of the booklet but isn't a member? Ask them to join today at <https://members.msav.org.au/register>

Festive Season Close Down

The Union wishes all of our members and supporters a safe and happy festive season.

We're **closed from midday 22 December and will reopen on 8 January**. Over this time there will be no-one available to deal with standard industrial matters or respond to queries.

For urgent matters only call 0418 543 682 during office hours only.

We look forward to working with you all in 2018 to continue fighting for our rights at work and our professions.

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.

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.

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>

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: People with mental illness still die a decade earlier than those without

"Men who are diagnosed with a mental health condition can expect to live 10.2 years less than those who aren't, according to our new research, published this week in [The Lancet Psychiatry](#). The life expectancy gap for women with mental illness is 7.3 years earlier those without.

Despite efforts to address the issue, the gap has remained consistent over two decades. However the causes of death have changed: deaths from injury and suicide have decreased,

while premature deaths from cancer and heart disease have doubled."

Read the entire story by Annette Erlangsen in The Conversation at:

<https://theconversation.com/people-with-mental-illness-still-die-a-decade-earlier-than-those-without-88766>

Worth Reading: Penalty rate cuts followed by weakest consumer spending since 2008

"The controversial cuts to Sunday and public holiday penalty rates on 1 July have been followed by the weakest three months of consumer spending since 2008.

A new report from the McKell Institute, a Labor-aligned thinktank, has analysed the impact of the Fair Work Commission's decision in February to cut public holiday penalty rates, and begin phasing-in cuts to Sunday penalty rates, for some workers in the retail, hospitality, fast food and pharmacy sectors.

[Public holiday penalty rates were cut on 1 July](#) – from 250% to 225% – for some workers in the hospitality, restaurant, retail, fast food and pharmacy sectors."

Read the entire article by Gareth Hutchens in The Guardian at:

<https://www.theguardian.com/business/2017/dec/12/penalty-rate-cuts-followed-by-weakest-consumer-spending-since-2008>

Worth Reading: Engineers, philosophers and sociologists release ethical design guidelines for future technology

"If kids spend hours a day speaking to digital personal assistant Alexa, how will this affect the way they connect to real people? When a self-driving car runs over a pedestrian, who do you take to court? Is it okay to manipulate people's emotions if it's making them happier?

Together with an international team of researchers in fields as diverse as philosophy, engineering and anthropology, we set out to tackle these questions. The result is a new set of guidelines focused on the ethical and social implications of autonomous and intelligent systems. That includes everything from big data and social media algorithms to autonomous weapons.

The report, [Ethically Aligned Design](#), was released today by the [Institute of Electrical and Electronics Engineers](#) (IEEE). It is the culmination of a year's work by 250 world leaders in technology, law, social science, business and government spanning six continents."

Read the entire article at by Rafael A Calvo and Dorian Peters in The Conversation at:

<https://theconversation.com/engineers-philosophers-and-sociologists-release-ethical-design-guidelines-for-future-technology-88696>

Worth Reading: The psychology of Christmas shopping: how marketers nudge you to buy

"Many people see marketing as a form of manipulation, particularly around Christmas and the other retail bonanzas: Easter, Valentine's Day, Mothers' Day and Fathers' Day. But rather than simply trying to trick people, the masters of marketing know it's much easier to understand and work with innate human flaws.

By drawing on a plethora of psychological and sociological research, marketers subtly give us permission to buy and not to think too much, or too deeply, about why we're buying. Not thinking all the time is a very efficient way for us to get by. It conserves energy, and allows us to live relatively easily by responding to our psychological predispositions, social norms, and general cognitive imperfections.

Here are some of our flaws marketers use to nudge us towards consumption."

Read the entire article by Paul Harrison in The Conversation at: <https://theconversation.com/the-psychology-of-christmas-shopping-how-marketers-nudge-you-to-buy-88011>

Worth Reading: Inequality is not a personal choice – it's a choice governments make

"In 1952 a [Catholic newspaper](#) in Ireland proclaimed: "The welfare state is diluted socialism and socialism is disguised communism."

Extreme? Yes. Dated? No. When you listen to the dying declarations of the spear-carriers for neoliberalism, it's hard not to hear the same alarmist codswallop.

The logic goes like this: being unemployed and poor is bad because people choose to be unemployed or poor. If you receive income support, it is because you are unemployed and poor. Therefore, receiving income support is bad. Therefore, removing income support is good. Coincidentally, this means more money for the rich and less for the poor.

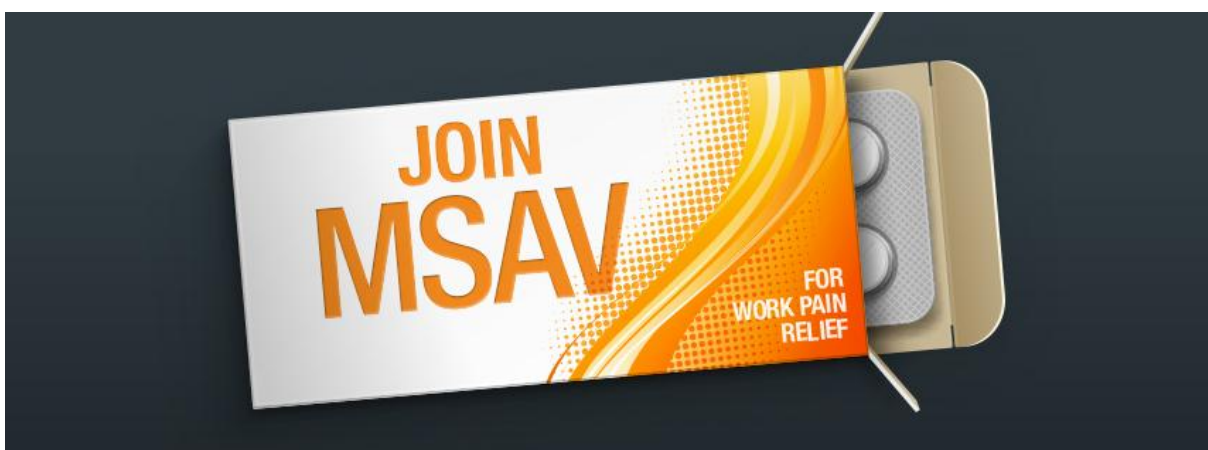
Social services minister Christian Porter's recent [National Press Club address](#) was replete with denunciations of the "politics of envy" associated with redistributionist policies, as well as the "morally unacceptable" nature of social expenditure because it means placing a debt burden on the children of today to pay off as the adults of tomorrow."

Read the entire article by John Falzon in The Guardian at: <https://www.theguardian.com/australia-news/commentisfree/2017/dec/13/inequality-is-not-a-personal-choice-its-a-choice-governments-make>

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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[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.](#)



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