



Stat Report 2017/38

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Wrapping up 2017

2017 has been a huge year for the Union.

This year we've been doing a lot bargaining. We've been bargaining in the public and community sectors for new agreements. We've also been bargaining with Cabrini, Australian Clinical Labs and Dorevitch Pathology with varying degrees of success.

And despite all the work on bargaining, the Union has been actively engaging with the State and Federal Governments on a range of issues. We've been working to highlight the unsustainable use of contracted out clinical services like pathology and the real dangers these arrangements pose if and when they go wrong. And we've been actively advocating for an increase in staff to ensure the growing workloads aren't creating major health and safety issues and to protect our professions from the regular attacks to reduce the workforce and dumb down our professions. We're working to ensure there is better recognition of the vital contributions our members make to delivering world-class healthcare. This is an ongoing fight while Governments of all persuasions believe that world-class healthcare is a luxury rather than a right.

We've also been campaigning to ensure that our industry superannuation funds divest from fossil fuels and that our Federal Government has a national plan for the health and well-being of all Australians as climate change makes a growing and greater impact on our health. We're seeing the impact of climate change right now and we know that climate change is union business, that's why we're continuing to campaign for action on climate change with groups like the Climate and Health Alliance and Healthy Futures.

Like other unions we've been actively working to address violence against women and ways our workplaces can better support people experiencing family and domestic violence. We know that this has a major impact on people's lives and their ability to maintain employment and wages is vital to ensuring people can escape family and domestic violence. We joined with the Victorian Trades Hall Council and the Australian Council of Trade Unions to advocate for people experiencing violence the inclusion of paid leave in agreements; and we continue to work with employers on addressing violence in the workplace.

And we've joined with other unions across Australia to protect our superannuation funds from

attacks by the Turnbull Government who are seeking to penalise industry superannuation funds. The Turnbull Government likes to claim that industry superannuation funds are poorly governed and don't deliver for their members but the stark reality is that industry superannuation funds outperform the retail superannuation funds and continue to outperform retail superannuation funds. The attacks on industry super is another sign the Turnbull Government will attack unions and workers at every opportunity regardless of the cost even if it means damaging the largest source of domestic investment in Australian projects.

We're also extremely happy that Marriage Equality finally happened this year. It took far too long to happen and could've been already in place if the Parliament did its job but we finally have marriage equality in Australia and the union proudly campaigned for the Yes campaign. We've always stood for marriage equality and we're still celebrating such a great outcome.

And as we prepare to farewell 2017, we've begun planning for next year's "No Pay? No Way!" survey. This has become an important piece of work the Union is doing to help us better understand the changing nature of your employment, the various pressures you are facing and the changes in workplaces and workforces. It also helps us better understand the level of pressure you're under, how health services are responding and how unpaid work is impacting on your health and well-being. By undertaking this work we're able to better advocate to Members of Parliament, Government and Departments about the various issues facing members and the impacts that their policies have on the capacity of our health services to deliver world-class health care. Keep your eyes peeled for our "No Pay? No Way!" survey.

It would be remiss of us to not mention the need to keep growing the Union. While the Union's numbers are very healthy it's always better to have more members.

We've seen how important it is to have a strong and active union ensuring that our rights are protected and to negotiate strong outcomes in enterprise agreements. The best way to keep growing the Union is through members asking colleagues to join and it's really easy through our website at: <https://members.msav.org.au/register>

It's been a huge year and it's great to have ended with the new Public Sector Agreement being supported by a whopping 98%.

2018 is going to be a big year as we make sure our new public sector agreement is properly implemented and bargaining with community sector and private providers continues. We're looking forward to working with you all to keep protecting and advancing our rights at work.

Paul Elliott
Secretary

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.

Update on Bargaining

Public Sector Bargaining

Last week we reported on the fantastic outcome on our new Public Sector Agreement with 98% voting YES. On Friday last week, the VHIA made an urgent application to the FWC to approve the agreement as soon as possible. It means that we're a step closer to having our new agreement in place and ready to be enforced.

We've also reported that employers would be paying people back-pay and sign-on bonuses ahead of the Christmas break. We are getting reports that this is mostly happening without too many hitches however there are also some extenuating circumstances. We hope that this is resolved before the end of the year.

If you haven't yet received your sign-on bonus or back pay it may still be coming in the final pay for 2017. But if you've already had your last pay cycle for 2017 and still didn't receive your sign-on bonus or back pay then make sure you contact the Union at enquiry@msav.org.au. With the close down period we won't be able to begin sorting out these issues until we return to work on 8 January 2018.

We also expect to see the wage rates adjusted so that the first full cycle of pay will include the increase in wages we won in the new agreement. And one of the big elements in our new agreement is around rostering protocols. Since these protocols are new we are expecting some initial teething problems. However if you suspect that new rosters are not in-line with our new rostering protocols let us know at enquiry@msav.org.au – it will take time to go through the rosters and ensure they comply with the new protocols.

In the meantime please ask your colleagues to join so that our collective voice continues to grow 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/> or share our Facebook graphic for [MSAV](#) | for [VPA](#) | for [AHP](#).

STOP PRESS – FWC APPROVES OUR PUBLIC SECTOR AGREEMENT

After 18 months of negotiations, tension and drama and one false start, the Fair Work Commission yesterday approved our public sector agreement. The new agreement will operate from 28 December 2017. This means that the new agreement has legal status and is therefore legally enforceable from this date.

Stay tuned for more updates over 2018 to hear what we will be doing to ensure all of the new conditions are fully implemented to make sure our members receive all of the benefits that come with these.

Community Health Sector

Negotiations for a new enterprise agreement for members employed in the community health sector are continuing. We've 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 Union has spoken with members in the Community Health Sector about the offer put to the Union. Our response has been put to the VHIA which will respond in mid-January 2018.

Cabrini

In recent months, members have completed a survey outlining issues of interest to them. Feedback is similar to other rounds of bargaining, with moderate satisfaction expressed around employment conditions, but an improvement sought in some key areas.

Members have now endorsed the claim for bargaining and formal bargaining meetings will commence after Australia Day with the aim of a short productive process. Cabrini management have not yet finalised their claim, but plan to do so in the new year.

Australian Clinical Labs

Bargaining continues with Australian Clinical Labs and we will keep members informed about what's happening and the next steps in the process. If you need more information about negotiations with Clinical Labs get in contact with Matt Hammond at matth@msav.org.au

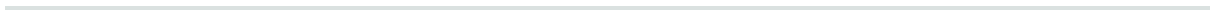
Dorevitch

The Union is continuing to hold discussions with management about a new enterprise agreement. While there have been some initial meetings, the Union is still waiting to receive a wages offer from Dorevitch. It appears that management are not interested in making a reasonable offer, despite claiming how important its scientific workforce is to its success.

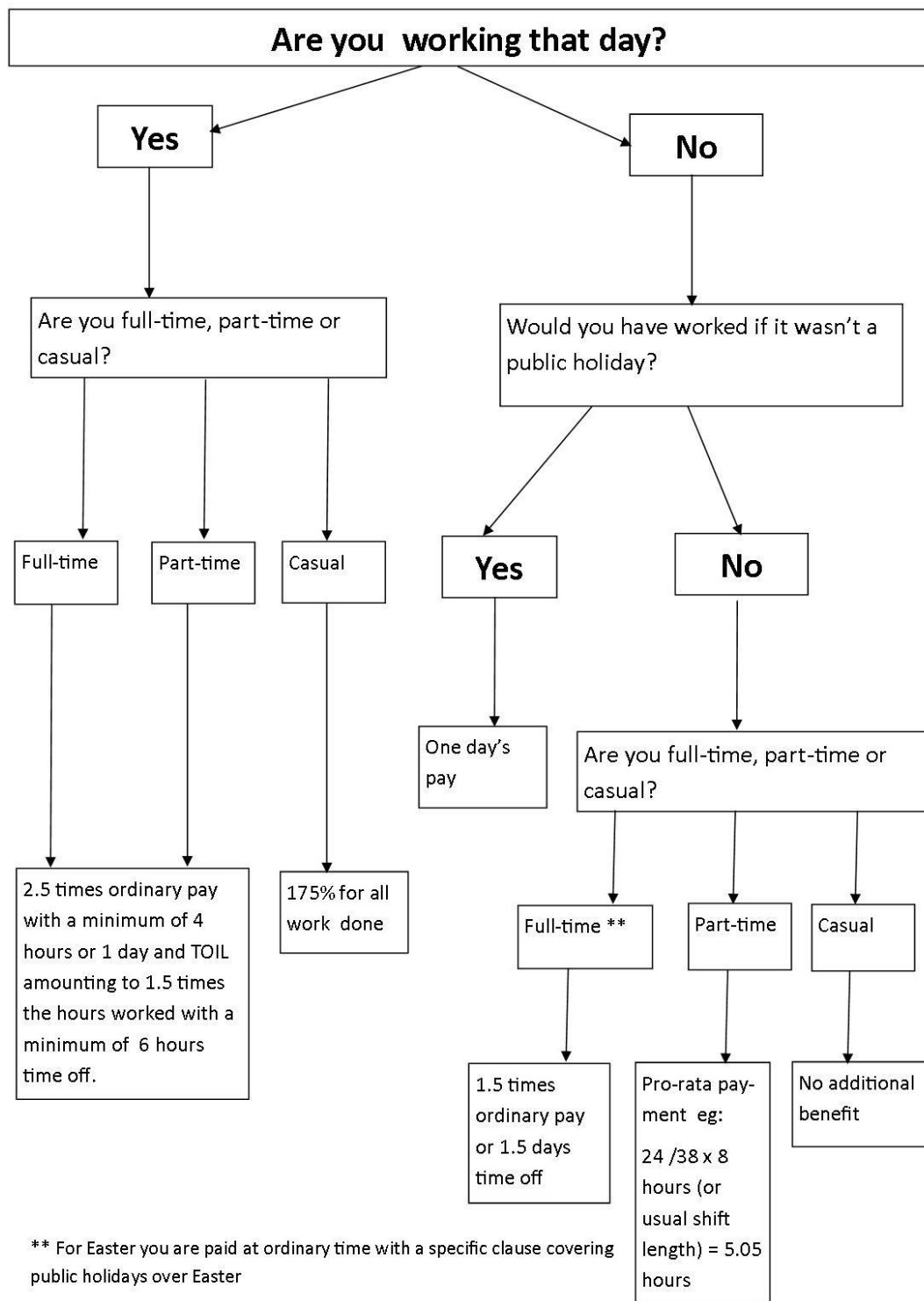
To ensure we can add as much pressure as we can, we need your help by making sure your colleagues are members. We will keep members informed about the progress of negotiations.

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. 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

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

Requests for the booklet received over the close down period will be processed in the new year.

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/stopav>

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: What is power?

"To be honest, my introduction to Mary Beard came not through her many books and articles but via the television screen. It was 2012 and Professor Beard had invited me and an audience of millions to join her on a tour of Ancient Rome. Picture it. Here was an "expert," a Cambridge don, riding her rickety bike through the crazy traffic of the Italian capital, her long grey hair flowing free behind her like some ageing hippie's. Apart from what she imparted about everyday life in the ancient metropolis, she herself was a wonder: the hair, the crimson anorak and, if memory serves me, a pair of sneakers. Secure in her knowledge and accomplishments, she seemed to delight in puncturing every known pomposity. You could see it in her smile and the sparkle in her eyes.

Now that, I thought to myself, is power.

Yet for all who cheered her on, exulting in the breadth of her scholarship and her unassuming if iconoclastic delivery, there were those who were appalled. And because by that time we had crossed into the twittersphere, they seized the opportunity to make their hostility known far and wide. She was subjected to a torrent of tweets, and so was the BBC. It was a sobering experience, but Beard, being Beard, fought back. And opened her own Twitter account."

Read the entire article by Sara Dowse in Inside Story at: <http://insidestory.org.au/what-is-power/>

Worth Reading: Whither unionism

"Recently, I chanced upon an old book—Australian Party Politics by James Jupp—published in

1968. It said:

“Australia has always had a high level of unionisation. This has been maintained by the arbitration system, by legal preference to unionists and, in Queensland, by compulsory unionism. There are more than two million union members, representing 56 per cent of the labour force”. [1]

This is no longer true. According to ABS data, only 14.5% of employed persons are now union members. In raw numbers, there are 1,547,200 unionists, less than the number in 1968 in a workforce half the size. [2]

Over recent decades, the proportion of union members in the workforce has been steadily declining. [3]"

Read the entire article by Keith Harvey on the Australian Institute of Employment Rights website at: <http://www.aierights.com.au/2017/12/whither-unionism/>

Worth Reading: By slashing environment spending, the government is slashing opportunities

"Australia's native plants and animals are integral to the success of our society. We depend on wildlife to pollinate many of our crops. Most of our cities depend on effective water catchments to provide clean water. And medical scientists are making important breakthroughs in managing disease and health issues based on discoveries in nature.

The [mental health benefits](#) of a “dose of nature” are becoming more widely recognised, on top of our own experiences of having fun and enjoying the natural wonders of national parks. Our nature inspires us in all kinds of ways, and you can build major industries around that; the Great Barrier Reef is reportedly worth [A\\$56 billion](#) to the Australian economy.

It is therefore surprising, on one hand, to read the Australian Conservation Foundation and Wilderness Society [budget submission](#) that the Australian government has [slashed environmental spending by one third](#) since 2013.

On the other hand, I'm not especially surprised because we ecologists have been living through the ongoing attack on the environment every day. We see how cuts to environmental budgets play out."

Read the entire article by Don Driscoll in The Conversation at: <https://theconversation.com/by-slashing-environment-spending-the-government-is-slashing-opportunities-89149>

Worth Reading: Bin Chickens: The Sadder Side Of Guardian's 'Almost Bird Of The Year'

""Is there one bird that reigns supreme in the hearts and minds of the public?" was the question posed by the Guardian Australia to its audience. The publication, in partnership with BirdLife Australia, sought this year to discover Australia's favourite bird by way of an online poll that attracted 150,000 votes. The magpie emerged victorious, but the surprising runner up should be celebrated; the Australian white ibis.

Australia has an abundance of beautiful, native birds, many of which conjure fond memories; looking up at sulphur crested cockatoos perched on a ghostly eucalypt branch against an azure sky, or at the lorikeet-filled plane trees on a suburban street. Watching in wonder as a resplendent king parrot chose your small hand to eat seed from. Hearing the croak of a galah, the cackle of a kookaburra or the warbling of a magpie.

From a shortlist of 51 finalists, the public could vote to determine the ultimate favourite. Candidates included the aforementioned, as well as stalwarts like the emu, little penguin and wedge tailed eagle."

Read the entire article by Catherine McLeod in New Matilda at:

<https://newmatilda.com/2017/12/18/bin-chickens-sadder-side-of-guardian-almost-bird-of-the-year/>

Worth Reading: Blood alcohol level explained (and other tips for keeping it classy this silly season)

"With festive season in full swing, there's more reasons than usual for most to let down their hair and be merry. We're all about enjoying the holidays to their fullest, but being salubrious doesn't have to equal staying sober. But what's the best way to play it? Can you have a beer an hour and still drive home? Should you choose wine over tequila to keep it classy? We've compiled some of the best tips for getting (not too) silly this silly season.

You don't have to avoid breaking the seal

It's often said that you should avoid going to the bathroom for as long as you can when drinking, because when you do you'll 'break a seal' and will have to go to the bathroom every half an hour after. It turns out that you won't have to worry about this at your next work Christmas party for one big reason: 'the seal' is completely bogus.

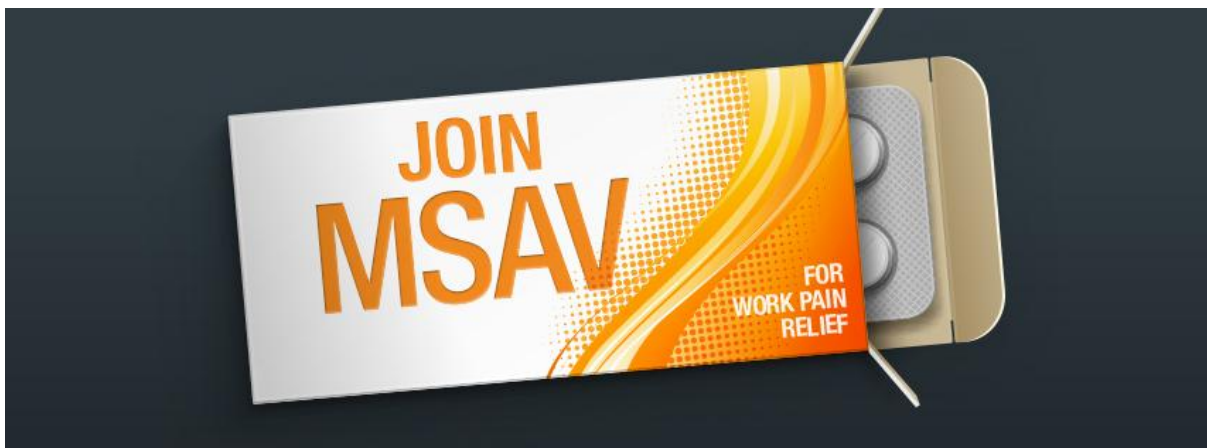
That being said, alcohol does make you need to go to the bathroom more. Alcohol affects your body's ability to produce a hormone called arginine vasopressin which usually helps stop water from being forced from your blood into your kidneys then bladder. When you stop this effect, more of the water in your blood is converted to pee, which increases your bathroom trips."

Read the entire article by Sarah Frazer in the CSIRO Blog at: <https://blog.csiro.au/blood-alcohol-level-explained-and-other-tips-for-keeping-it-classy-this-silly-season/>

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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