



Stat Report 2017/03

In this issue of STAT Report we cover:

- Update on Public Sector Bargaining
- Bargaining for Monash IVF Scientists
- Are you being bullied at work?
- More on public holiday entitlements
- Campaign Corner
- Worth Reading
- Member Benefits

Update on Public Sector Bargaining

After months of negotiations and growing frustration that negotiations were dragging on, the Union believes we're on the cusp of finalising our agreement with offers being made against our key claims.

Last week our Job Reps came together at Trades Hall to discuss the offers which include:

- Increase in pay of 3.25% each year over 4 years
- Additional annual leave
- Scientist progression from Grade 1 to Grade 2
- Workforce management and leave replacement
- Filling vacant positions
- Rostering
- Overtime deeming
- Use of other leave with parental leave and return to work from parental leave
- Training and meetings during meal breaks
- Part time employment
- Higher duties

After discussing the progress of negotiations and nature of the responses on our claims, Job Reps supported the package and agreed in principle to accepting and presenting it to members for consideration.

Now it's time to meet with you, our members, to discuss the offer. And to do that we're going to hold member meetings over the next couple of weeks in your workplace.

Keep your eyes peeled for notices and more details about member meetings in your workplace. Make sure you come along to hear a report on this 4 year deal and discuss your feelings about all of the possible improvements and changes.

Bargaining for Monash IVF Scientists

Congratulations to scientists at Monash IVF for voting down a terrible agreement put forward by the management at Monash IVF.

By voting down the 'agreement' put forward by management, which wasn't agreed to by the Union, you have sent a clear message to management that you want decent jobs and healthy careers.

But what happens now?

From here the Union will meet with members at Monash IVF next week and we expect to resume negotiations with management for an Agreement which includes proper salaries and terms and conditions of employment.

If you need more information please contact the Union on 9623 9623 or at enquiry@msav.org.au

Are you being bullied at work?

We get lots of calls at the union office about bullying. It's a complicated issue and some behaviour can be perceived to be bullying when they are not, but some behaviours very definitely are bullying.

Bullying is defined as repeated and unreasonable behaviour. Those two words together. Repeated. Unreasonable.

It's not bullying if someone has a one off blow up in the workplace. These things happen. Whilst it's not desirable, and could possibly be misconduct, it happens.

Bullying is also not a reasonable direction from a manager or supervisor to perform a particular function at work – even if you don't like that part of your job.

It comes back to those two descriptors. Repeated. Unreasonable.

Ballarat Health has, in recent years, been subject to a large number of bullying allegations by staff, resulting in the Victorian Government conducting an inquiry into bullying in mental health which coincided with the resignation of their CEO. This is one of the worst examples of a workplace with endemic bad behaviours.

It is only now changing because of employees speaking up and involving their unions. If you want to read more about that, have a look at the stories [here](#), [here](#) and [here](#)

So, how do I identify if I'm being bullied?

Bullying can happen from a manager or a co-worker. It can be things such as public humiliation, verbal abuse in the workplace, the silent treatment, excluding from the group, unreasonable work demands and the like. But it needs to be repeated.

What do I do if I think I'm being bullied?

Call the Union for advice. Don't deal with this on your own. There are often practical things that can be done to help.

If you require more information or advice about workplace bullying please contact the Union on 9623 9623.

Public Holiday Entitlements

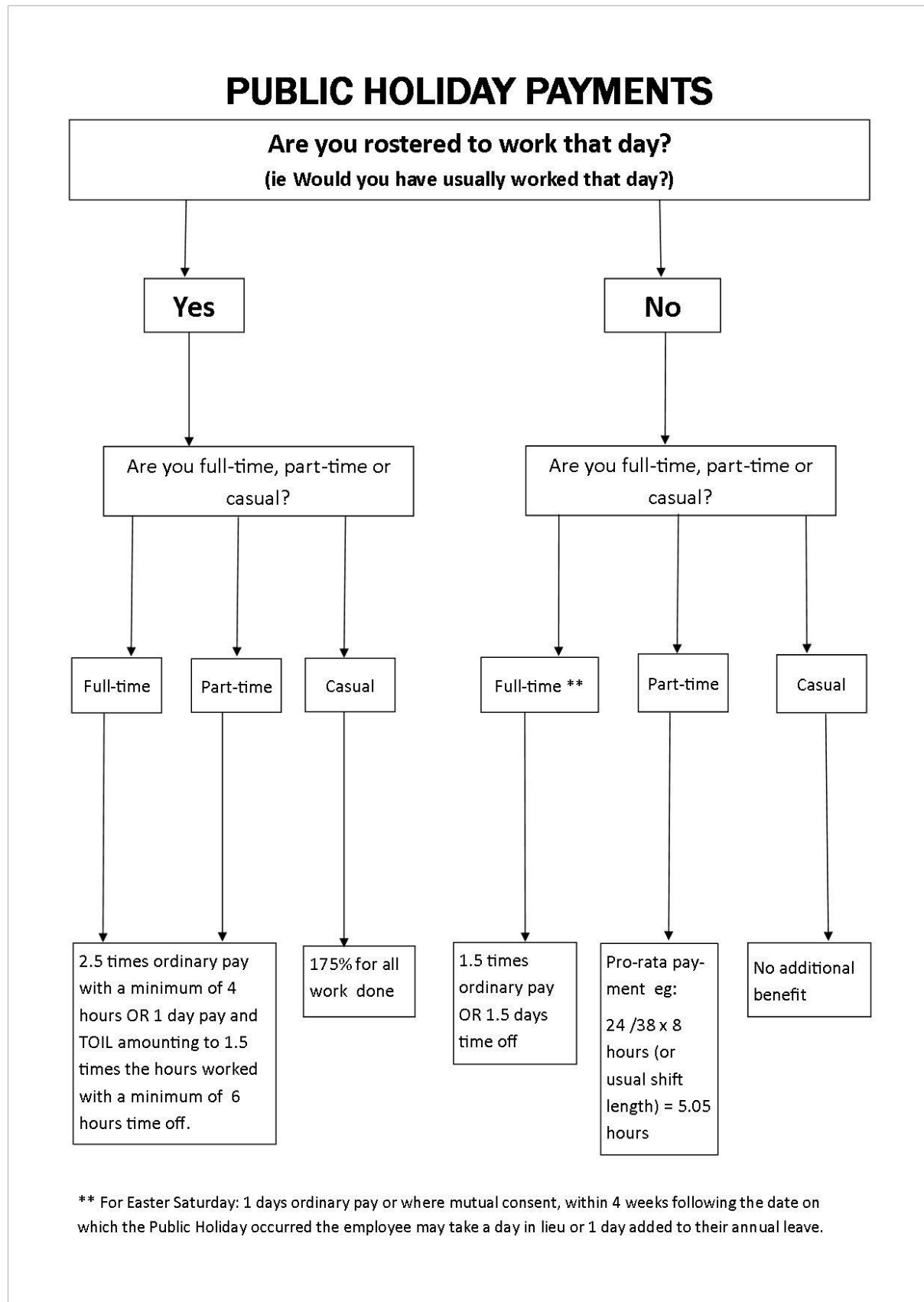
Unfortunately we're continuing to receive reports that some health services failed to pay public holiday entitlements properly or at all. It's a source of frustration and disappointment that we find ourselves still chasing employers for an entitlement that hasn't changed for many, many years.

And it seems as though more health services than usual have failed in one way or another to properly pay public holiday entitlements. In some cases reported to the Union, people weren't given the option of how their entitlement would be honoured – whether as a payment or as time off.

Given the numbers of members impacted across a number of services, we need your help to be

to ensure all members impacted are paid their proper entitlement. If you believe you have not received your proper entitlement please send us your roster for the period over Christmas and New Year along with your pay slip(s).

In the meantime, it's important that check your public holiday entitlement and the easiest way to check is to use our handy flow-chart below.



** For Easter Saturday: 1 days ordinary pay or where mutual consent, within 4 weeks following the date on which the Public Holiday occurred the employee may take a day in lieu or 1 day added to their annual leave.

If you still have queries about your entitlement or you believe you haven't been paid your public

holiday entitlement please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Support Family Violence Leave for all workers

Survivors have suffered for too long behind closed doors. We all have a part to play in ending violence: it's time that employers played theirs. Tell employers that everyone has the right to paid days away from work if they are subjected to family violence.

Make your voice heard: <http://bit.ly/FDVLeave>

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: Managing work-life balance a matter for policy, not just individuals, economist says

“Dr Jim Stanford, from the institute's Centre for Future Work, was responding to a new Australian National University study finding [the work limit for a healthy lifestyle should be set at 39 hours per week](#), not the 48-hour limit set previously.

Many Australians are working far more than that, putting their mental health at risk — but it's up to stricter regulations on employers to turn the tables, Dr Stanford said.

"I would be wary of taking a self-help response to overwork," he said.

"I would emphasise this is going to require a collective or policy response."

However, there are some things workers can do to help themselves. Employees could start by educating themselves that spending half their lives at work isn't "inevitable or natural or fair", Dr Stanford said."

Read the entire article by Tegan Taylor on the ABC at: <http://www.abc.net.au/news/2017-02-02/work-life-balance-policy-not-individual-actions-economist/8235030>

Worth Reading: Health and Healthcare: What Greg Hunt must do

“Malcolm Turnbull’s appointment of Greg Hunt to the vacancy created by the resignation of Sussan Ley has prompted more than the usual opinions and suggestions about the health minister’s role and priorities. The portfolio is always a key one for voters, but concerns among consumers and health organisations are more potent than usual for several reasons: a growing awareness that significant changes are needed to the delivery, integration and funding of health and healthcare services; frustration at the failure of the Abbott and Turnbull governments to propose and implement coherent policies; and suspicions that the government’s stealth agenda is to undermine the universality of Medicare through further privatisation and higher out-of-pocket costs.

Minister Hunt comes to the task with a mixed record in his previous portfolios and has already sent mixed messages about his new portfolio. He has a substantial task ahead, and little time to get up to speed on the issues. Ley left many issues in the too-hard basket, work on the 2017–18 budget is already under way, decisions must be made about increases in private health insurance premiums for 2017, and public trust in the ability and willingness of the Turnbull government to protect Medicare is eroding.”

Read the entire article by Lesley Russell in Inside Story at: <http://insidestory.org.au/health-and-healthcare-what-greg-hunt-must-do>

Worth Reading: Workless, or working less?

“Donald Trump’s election to the US presidency has brought to the fore issues that have been simmering for some time. Despite his manifest unfitness, nearly half of American voters supported a candidate who promised to “make America great again,” most obviously by bringing back good jobs. As Trump’s dystopian inauguration speech made clear, good jobs are part of a

past to which many Americans aspire.

These hopes raise the obvious question: will jobs of any kind survive in the future? This is the issue addressed by Tim Dunlop in *Why the Future Is Workless*.

The future (or lack of a future) of work is well-trodden ground. Dunlop surveys the wide variety of views to emerge in recent years and also, more importantly, challenges assumptions about work, labour and jobs that are taken for granted most of the time. As he points out, “jobs” as we understand them didn’t exist in significant numbers before the middle of the nineteenth century. When American politicians were drawing up the US constitution in the late eighteenth century, he writes, they “envisioned a nation of independent yeoman farmers and other forms of self-employed workers, not one of wage slaves who worked for someone else.””

Read the entire article by John Quiggin in Inside Story at: <http://insidestory.org.au/workless-or-working-less>

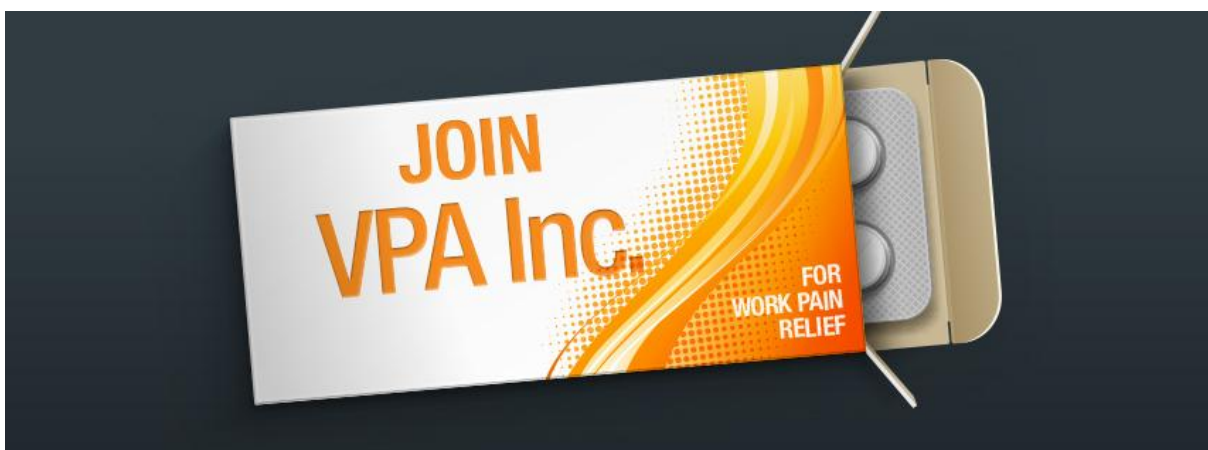
Join the Union

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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Authorised by Paul Elliott, Executive Officer, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email enquiry@msav.org.au A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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