



## Stat Report 2018/02

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### Bargaining Update

#### 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.

A meeting of members late in 2017 came to the decision to continue to pursue a settlement consistent with the settlement in the public health sector agreement.

The next meeting with the VHIA is scheduled for 2<sup>nd</sup> February, and we will report to members immediately after the meeting.

#### Dorevitch

The Union is continuing to hold discussions with management about a new enterprise agreement. While there have been a number of meetings, the Union is yet to receive a wages offer from Dorevitch.

Despite claims made by the CEO last year about wanting to recognise the scientific workforce and how much Dorevitch values its scientists and Technicians no offer has been made. It appears there is more lip service from Dorevitch about the importance of its scientific workforce than genuine action.

It probably comes as little surprise to members working at Dorevitch that this is the continuing attitude by management. But let's remind them of the CEO's own words:

*"I want us to be recognised as a great place to work; a place where our people feel celebrated and supported to do their best work, where each team member is valued and*

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*appreciated for the vital role that they play in our business."*  
-- Wes Lawrence, CEO Pathology

You can help us keep the pressure on Dorevitch by putting up posters in your workplace and encouraging your colleagues to join the MSAV.



**According to the CEO**

*"I want us to be recognised as a great place to work; a place where our people feel celebrated and supported to do their best work, where each team member is valued and appreciated for the vital role that they play in our business."*

– Wes Lawrence, CEO Pathology

**Dorevitch can start by offering decent wage increases**

**Join the campaign - Join the MSAV**



[Click here to order posters](#)

Member meetings to report on the negotiations are currently being organised. Meeting notices will be sent as soon as dates/times are finalised.

### **Cabrini**

The approach taken to developing the claim has been to keep it simple and focus on the key elements. These will be, as always, a focus on pay rises and bargaining for the key outcomes from our public sector agreement.

Contact Matt Hammond at [matth@msav.org.au](mailto:matth@msav.org.au) or on 9623 9623 if you have any questions about the claim or the process.

### **Australian Clinical Labs**

The MSAV continues to pursue ACL's agreement to commence negotiations, without success to date. If you need more information about negotiations with Clinical Labs get in contact with Matt Hammond at [matth@msav.org.au](mailto:matth@msav.org.au)

## The New Public Sector Agreement Explainer: Leave Replacement

There are some significant improvements in the our new Public Sector Agreement Clause 34 outlines what a health service must do to replace staff for planned absences, that is leave for 2 weeks or more (whether that's annual leave, parental leave, long service leave, professional development, study leave or Workcover-based absences); and for unplanned absences, that is when someone calls in sick or a position has become vacant as a result of a

resignation or termination.

#### For planned absences:

When there are planned absences your employer is required to appoint a backfill employee from the first day of the leave, and for the duration of the leave period.

If your employer has been unsuccessful in finding a backfill employee and the work of the absent employee needs to be continued the employer can ask another employee to undertake the work of the absent employee work only if their work is reduced by the same amount. In short, you cannot be given work in addition to your current workload/duties. (see details below)

Note that the arrangement of management no longer being allowed to require staff to perform the duties of an absent staff member also applies for absences of less than 2 weeks duration

If you are backfilling an employee on leave you must be paid at the same classification level of the role you're backfilling..

#### Filling vacant positions

The principles described above for planned absences apply for filling vacant positions.

#### For unplanned absences:

If there are unplanned absences, ie those occasions where someone calls in sick, your employer is required to backfill the position for the duration of the absence, and in the event there is a delay in finding a suitable replacement employee, prioritise work. You cannot be directed to perform the work of a sick employee in addition to your normal work.

If you're rostered on-call you can't be recalled to fill an unplanned absence unless your employer was been advised of the absence after 4pm the day before the absence.. The purpose of this new provision is to stop the management practice of recalling staff rostered on call to fill absences known in advance or vacant positions.

#### If absences aren't filled what happens?

If there are absences and they haven't been filled then your boss will immediately prioritise work to ensure:

1. workloads for other staff members who may be asked to perform the duties of the absent employee are adjusted by reducing their usual duties; or
2. the work of the absent employee is not required to be undertaken by any employee;
3. other staff will not unreasonably be required to work overtime to complete their own work and the work of the absent staff member.
4. if overtime is worked then overtime pay will apply

#### Enforcing your right:

Under the Agreement your employer must make genuine attempts to find and appoint backfill planned and unplanned absences before making other staff fill in for such absences. If you believe that your employer has not bothered to exhaust other options to backfill absences then contact the Union and we can check to confirm whether or not this has happened.

The Union has commenced discussions with Health Services and the DHHS about establishing relief banks in pathology and pharmacy services. Relief Banks would provide relief employees to ensure that work is not falling to you and your colleagues.

Need more information? Contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## The New Public Sector Agreement Explainer: Extra week's annual leave

One of the great outcomes from our negotiations for a new enterprise agreement was the inclusion of an additional week's annual leave plus loading.

We had hoped that the agreement would have been finalised much earlier but unfortunately

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there were significant delays; all out of our control. As a result, the provision covering the extra week's annual leave didn't commence until 28 December 2017. This means that you didn't start accruing your extra week of leave until this date.

## Public Sector Back Pay and Sign-on Bonus

We have been receiving reports that while some public health services have paid the required back pay and sign-on bonus there are a lot of public health services who haven't yet either paid the full back pay required or the sign-on bonus. We have also received reports of people who have changed employers having difficulty in securing their full back pay or their sign-on bonus.

If you haven't received either your back pay or sign-on bonus or both please contact the Union as soon as possible at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

Don't forget that you are entitled to another 3.25% wage increase on the first full pay period on or after 25 January 2018.

## Growing the Union

The incredible outcomes in the new public sector agreement are a result of the work of our bargaining team and knowing that we had a growing cohort of members backing the team.

And now with the new public sector agreement in place we're going to be working at ensuring the new provisions we won are enforced. We're excited about the new provisions as they go to the heart of easing the pressure of the ever-increasing reliance on unpaid work.

But to make sure that we can properly enforce the provisions in our new public sector agreement we are going to need to continue to grow the Union. Increasing the Union's membership means our collective voice is stronger to help enforce the provisions of our new public sector agreement and we're able to strengthen our lobbying as we work to end the outsourcing of crucial clinical services; and reverse the reliance on unpaid work. And given it's an election year for Victoria, it's vital we're able to effectively lobby to make sure the next Victorian Government has a higher regard for the vital role that you play in delivering world-class healthcare to Victorians.

You can help grow the Union by asking your colleagues to join and by sharing our leaflets and posters in your workplace. [Grab a kit and help grow the Union](#) - we'll send you a bunch of leaflets and some posters along with our "No Pay? No Way!" door-hangers and time cards.

## Australia Day, New Year's Day and Your Pay

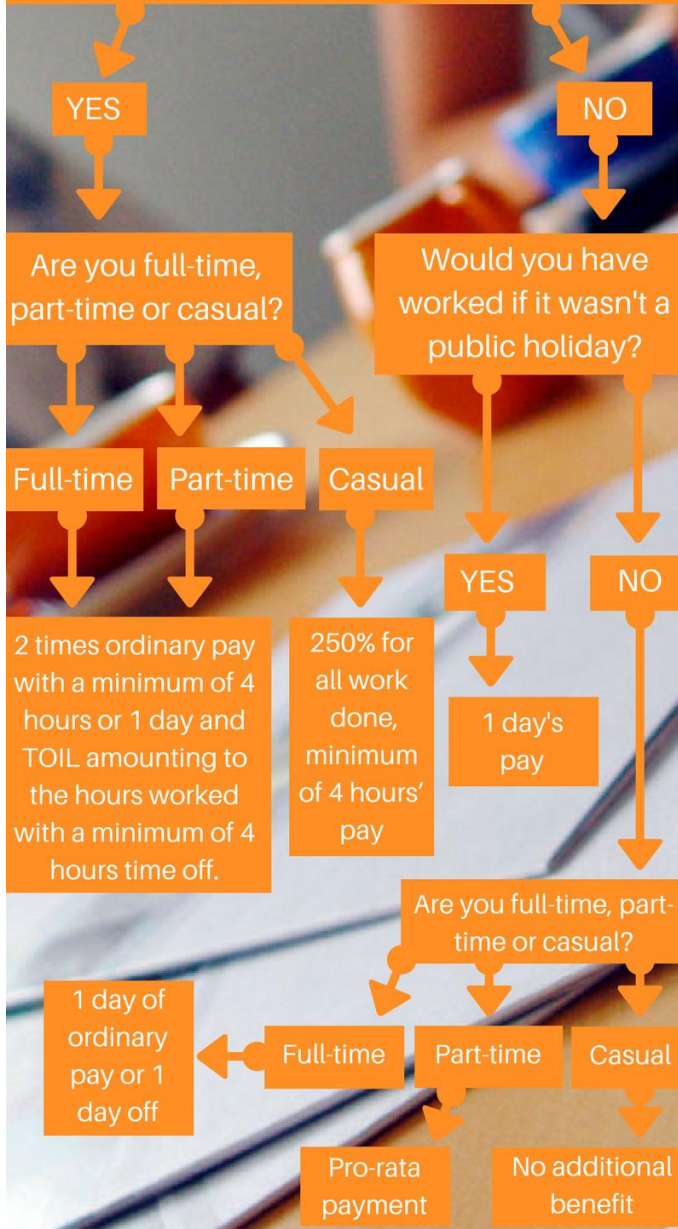
During the festive season our new public sector agreement came into force. However since the new public sector agreement came into force it means there are some changes to things like payments for public holidays.

The payments for Christmas and Boxing Day were paid as per the old agreement and the payments for New Year's Day should have been paid as per our new agreement. But to help you know if you've been paid correctly for the New Year's Day public holiday we have produced this handy flowchart. It'll also help you know what you should be paid for the Australia Day public holiday.

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# Australia and New Year's Day 2018 Payments

Did you work that day?



## Help Change the Rules for Working People

Tell us what rules at work need to change to make our workplaces fair through the Australian Unions [Change The Rules Survey](#) by 9 February.

It'll take you about five minutes, it's confidential, and it will help us build a powerful people-powered movement to change the rules for working people.

[Tell us about your priorities by filling out the survey.](#)

If you'd prefer to complete the survey in a different language it's now available in twelve different languages. You can find them here [https://www.australianunions.org.au/ctr17\\_languages](https://www.australianunions.org.au/ctr17_languages)

Once you have done the survey, forward it to five of your colleagues and ask them to do it too. [The survey is open now and will close on 9 February 2018.](#)

## Union assistance for Grade 1 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](mailto:enquiry@msav.org.au)

## 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](http://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

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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: We should be concerned about the casualisation of full-time work

"This year the ACTU aims to [fight](#) on a number of hot button issues in its "Change the Rules" campaign. Among the issues is one which sits right at the centre of the flexible work debate, and one that has quickly become heated – casual work. And while employer groups may be on safe territory arguing that the level of overall casual work has been flat for some years now, the recent increase in full-time employees and young people working casually highlights that this is not an issue that can be ignored.

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In an interview [with the Australian](#), secretary of the Australian Council of Trade Unions, Sally McManus recently said “one of the key things we want to change for working -people is turning around or reversing the casualisation of jobs”. She said she would lobby for a new definition of casual work that would include workers who have a “reasonable expectation of ongoing work” and who are completing regular shifts.”

Read the entire article by Greg Jericho in The Guardian at:

<https://www.theguardian.com/business/grogonomics/2018/jan/16/we-should-be-concerned-about-the-casualisation-of-full-time-work>

## Worth Reading: Almost 75% of people on mental health program left without NDIS support

"Hundreds of Australians in a support program for severe mental health issues are falling through the cracks of the national disability insurance scheme, renewing fears that the landmark reform is leaving gaps in [psychosocial services](#).

The federal government is preparing to slowly cut its funding to a widely used support and recovery service for people severely impacted by mental illness, known as the [personal helpers and mentors \(Phams\) program](#).

The funding is [being withdrawn on the assumption that those now in the program will be eligible for the NDIS](#) and can use that money to pay for Phams or a similar support. But early data shows that is not occurring."

Read the entire article by Christopher Knaus in The Guardian at:

<https://www.theguardian.com/australia-news/2018/jan/17/almost-75-of-people-on-mental-health-programs-left-without-ndis-support>

## Worth Reading: The problem isn't unskilled graduates, it's a lack of full-time job opportunities

"The Coalition government's position on young people is best captured by the phrase [“earning or learning”](#). If you are under 30, the government expects you to be studying in an educational institute or working for a living.

Leaving the politics aside, the relationship between education and employment is usually a good indicator of labour market health: generally speaking, the more educated you are, the more earning potential you have.

So what happens when this relationship comes undone? Unfortunately, young people have been finding this out the hard way.

For [“Gen Y”](#) (born in the 1980s and 1990s), it seems being the most educated generation does not necessarily translate to being the most employed generation. Recently, this fact has been highlighted by the release of the [Graduate Outcomes Survey](#) and [Employer Satisfaction Survey](#). Together, these reports capture the mood of the current labour market."

Read the entire article by Shirley Jackson in The Conversation at:

<https://theconversation.com/the-problem-isnt-unskilled-graduates-its-a-lack-of-full-time-job-opportunities-90104>

## Worth Reading: A new blood test can detect eight different cancers in their early stages

"Researchers have [developed a blood test](#) that can detect the presence of eight common cancers. Called CancerSEEK, the blood test detects tiny amounts of DNA and proteins released into the blood stream from cancer cells. This can then indicate the presence of ovarian, liver, stomach, pancreatic, oesophageal, bowel, lung or breast cancers.

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Known as a liquid biopsy, the test is distinctly different to a standard biopsy, where a needle is put into a solid tumour to confirm a cancer diagnosis. CancerSEEK, is also far less invasive. It can be performed without even knowing a cancer is present, and therefore allow for early diagnosis and more chance of a cure."

Read the entire article by Peter Gibbs in The Conversation at: <https://theconversation.com/a-new-blood-test-can-detect-eight-different-cancers-in-their-early-stages-90221>

## Worth Reading: Three claims used to justify pulling codeine from sale without a prescription, and why they're wrong

"From February 1, 2018 all products that contain codeine will only be available for sale in pharmacies with a prescription. This means you won't be able to buy brands like [Nurofen Plus](#), Panadeine or [Panadeine Extra](#) over the counter at your local pharmacy without a prescription from your doctor.

The decision was made by Australia's drug regulator the [Therapeutic Goods Administration](#) (TGA). It was based mainly on the fact that codeine can cause dependence, and its misuse has led to addiction and even death. These facts are not in dispute.

But claims withdrawing such products from sale without a prescription will reduce codeine use are misleading. Nor is it correct to say, as some do in applauding the TGA's decision, there is no evidence painkillers combined with lower doses of codeine aren't any more effective in providing pain relief than the painkillers alone."

Read the entire article by Peter Carroll in The Conversation at: <https://theconversation.com/three-claims-used-to-justify-pulling-codeine-from-sale-without-a-prescription-and-why-theyre-wrong-87257>

## Join the Union

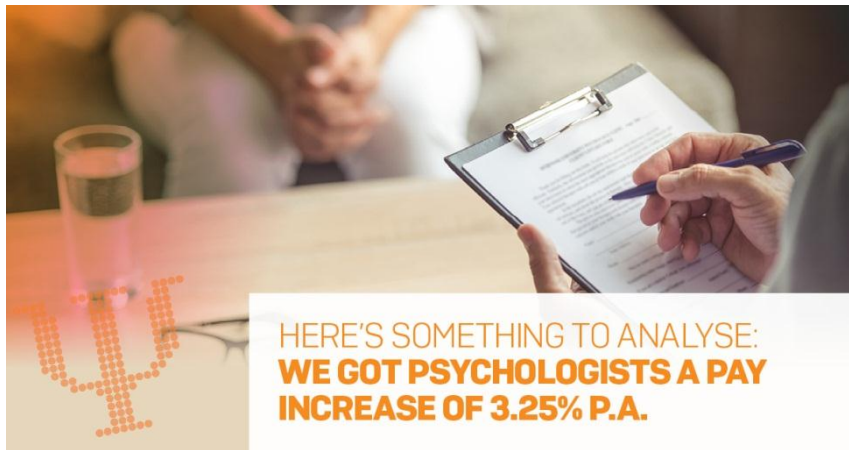
**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



[Share on Facebook](#)

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HERE'S SOMETHING TO ANALYSE:  
**WE GOT PSYCHOLOGISTS A PAY  
INCREASE OF 3.25% P.A.**

[Share on Facebook](#)



WE WON PHARMACISTS AN EASY  
TO SWALLOW **3.25% PER YEAR  
PAY INCREASE.**

[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](#).



## 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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