



Stat Report 2018/03

In this issue of STAT Report we cover:

- The New Agreement Explainer: Leave Replacement (Backfilling)
- Researching Pay Equity
- Public Sector Back Pay and Sign-on Bonus
- Union assistance for Grade 1 Scientist Progression
- Growing the Union
- Women's Rights at Work Fest 2018
- Campaign Corner
- Worth Reading
- Member Benefits

The New Public Sector Agreement Explainer: Leave Replacement (Backfilling)

Under our agreement a health service must replace staff for planned absences, that is leave for 2 or more weeks (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 must ensure there is a backfill employee appointed from the first day of the leave.

A backfill employee must be paid at the same classification grade and time fraction of the role being backfilled. If an employer is unable to backfill a someone on leave because a suitably experienced and qualified employee is unavailable the employer must not ask another employee/s to perform the work of the absent employee unless his/her work is reduced by a commensurate amount.(seem detailed explanation below).

For unplanned absences:

If there are unplanned absences (for two weeks or more), ie those occasions where someone is sick, is on Workcover or a position has become vacant as a result of a resignation or termination, your employer is required to backfill the position for the duration of the absence.

If you're rostered on-call you can't be recalled unless your employer has been advised of the absence after 4pm the day before the absence or if another replacement employee is unavailable.

What happens if any absence isn't backfilled?

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

Your boss is also required to employ adequate relief staff to ensure that work is not falling to you and your colleagues.

Enforcing your right:

It is necessary for your employer to exhaust all avenues to backfill planned and unplanned absences before making other staff fill in for such absences.

If you are aware of a position which has not been backfilled then let the Union know using our handy "Leave Replacement / Backfilling" form.

Need more information? Contact the Union on 9623 9623 or at enquiry@msav.org.au

Researching Pay Equity in Victoria's Health Sector

The Union is teaming up with RMIT to undertake research into pay equity.

The research project will help shed a light on the growing concerns about pay equity in Victoria's health services. This isn't just about the growing gap in pay but also to look at what happens to pay equity when women work part-time or casual rates; and what happens after returning to work from maternity leave or the transition to retirement.

Over the coming weeks we'll keep you informed about the development of the project and the various ways you can contribute to the research.

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 some 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

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.

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

Growing the Union

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

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.

Another way you can help grow the Union is by sharing the images below with your colleagues on Facebook.



[Share on Facebook](#)



[Share on Facebook](#)



[Share on Facebook](#)

Women's Rights at Work Fest 2018

The Women's Rights at Work Fest is on again in 2018 from 5 to 9 March. This year will feature more amazing events and activities to take part in and it's all about women's rights at work!

Plus you won't want to miss the [WRAW Fest Gala Evening](#) on 9 March from 6:30pm at The Clyde Hotel in Carlton.

Check out what's on during WRAW Fest 2018 at <http://www.unionwomen.org.au/wrawfest2018>

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: Is private health insurance a con? The answer is in the graphs

"The Labor party has deftly put pressure on the government at the start of this political year by offering to limit private health insurance premium increases to 2%. It's a pitch that will appeal to many given wide dissatisfaction with private health insurance. But as expected, it has also brought about complaints from the CEOs of this very protected industry that fly in the face of evidence.

Among the more humorous statements made after Bill Shorten's announcement of the premium limit [was from the chief executive of health fund nib, Mark Fitzgibbon](#), who suggested it was "absurd" that "a future government would seek to set prices in any highly competitive market."

He said that it "may be politically popular but it's an affront to how the free market operates. What next? Food, clothing, car insurance, school fees and petrol?"

In reality, what is absurd is not the ALP's policy but the suggestion the private health insurance industry is an example of a free market."

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

<https://www.theguardian.com/business/grogonomics/2018/feb/06/is-private-health-insurance-a-con-the-answer-is-in-the-graphs>

Worth Reading: New bill would make Australia worst in the free world for criminalising journalism

"Australia is a world leader in passing the most amendments to existing and new anti-terror and security laws in the liberal democratic world. Since September 11, 2001, it [has passed 54 laws](#).

The latest suggested addition is the Turnbull government's crackdown on foreign interference. [The bill](#) has been heavily criticised by [Australian Lawyers for Human Rights](#), [Human Rights Watch](#), and [major media organisations](#) for being too heavy-handed and far-reaching in the limits it would place on freedom of expression and several other civil liberties.

The government's own intelligence watchdog, the Inspector-General of Intelligence and Security, [argues](#) the bill is so widely worded that its own staff could break the law for handling documents they need to access to do their job.

A case in point is whether the ABC's [publication](#) of confidential and secret cabinet documents would be in breach of the proposed bill. Two filing cabinets full of [thousands of confidential cabinet documents](#) were given to the ABC by a source who, astonishingly, had bought them for small change at an op-shop in Canberra."

Read the entire article by Johan Lidberg in The Conversation at:

<https://theconversation.com/new-bill-would-make-australia-worst-in-the-free-world-for-criminalising-journalism-90840>

Worth Reading: Back to school lunch tips to make healthy eating easy

"It's the time of year again where parents battle the early morning rush at home and in the car to get kids back to school.

It can be stressful ticking off the to-do list of having uniforms ready, brushing teeth, making beds and having school bags packed, ready to go. On top of that, there's school lunches. Deciding on what to pack for fussy eating little humans can be a parent's worst nightmare.

#lunchboxanxietyisreal

But battling lunchboxes doesn't need to be like battling the 40km zone near the school drop off zone. In fact, with a little planning, creating healthy and nutritious meals can be a relatively painless process that the whole family can enjoy."

Read the entire article by Ofa Fitzgibbons in the CSIRO Blog at: <https://blog.csiro.au/back-school-lunch-tips-make-healthy-eating-easy/>

Worth Reading: Bloody data: biostatistics and the first blood test for Alzheimer's

"Imagine, for a moment, that you're a scientist (unless you already are a scientist, in which case, you're awesome).

Imagine you've been working to develop a promising treatment to prevent or slow down a debilitating disease that affects millions of people around the world every year. You need to recruit people to trial the treatment, but you specifically need people in the early stages of the disease, or who are likely to develop the disease later in life.

Until now, the most accurate tool available to predict if someone might develop that disease is a PET scan, which in Australia costs about \$2000 a pop. You'd need to scan 10,000 people just to find approximately 3,000 who might develop that disease.

Ten thousand people at \$2000 each...

You can hear your limited budget let out a pitiful whimper as it evaporates before your trial can even begin."

Read the entire article by Sian Stringer in the CSIRO Blog at: <https://blog.csiro.au/bloody-data-biostatistics-first-blood-test-alzheimers/>

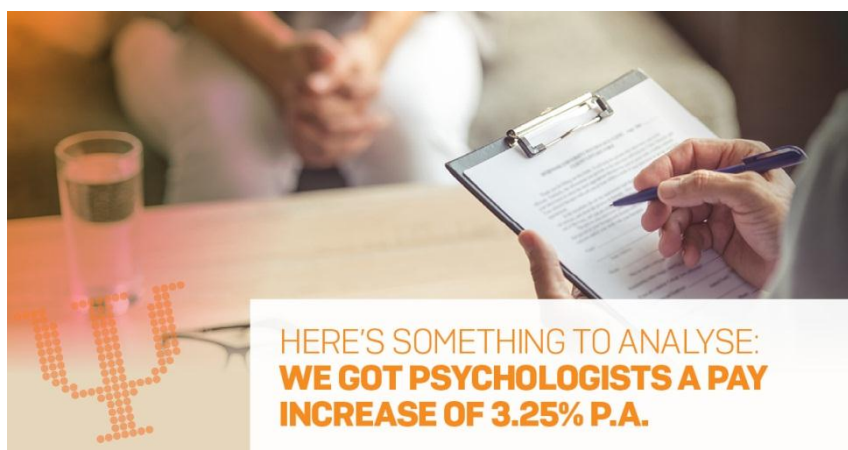
Join the Union

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](#)



[Share on Facebook](#)



[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.

[follow on Twitter](#) | [friend on Facebook](#)

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).

[unsubscribe from this list](#) | [update subscription preferences](#)

