



## Stat Report 2018/06

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### New Public Sector Agreement Explainer: Annual Leave

One of the great outcomes from our negotiations for a new public sector 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 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, which means that you started accruing your extra week of leave from then.

#### **Basic Entitlement**

Employees, other than casual employees, covered by the Agreement are now entitled to 5 weeks annual leave for each year of service. Annual leave loading of 17.5% applies to the 5 weeks basic entitlement.

#### **Annual Leave Exclusive Of Public Holidays**

Annual leave doesn't normally include public holidays but if a public holiday falls on a day during your annual leave, and you would've been rostered to work on the public holiday, then the equivalent ordinary time will be added to your annual leave time.

#### **Weekend Shift Worker Additional Leave**

Staff (including part-time staff) who work shifts in excess of 4 hours which fall on a Saturday and/or Sunday, as part of your ordinary hours, will receive additional annual leave at 0.5 times the number of ordinary hours worked, up to a maximum of 38 hours (1 week) additional leave in any 12-month period. Note this week is in addition to the new base entitlement of 5 weeks leave.

#### **Single Day Annual Leave**

You can take Annual Leave as single day periods but you're not able to take more than 10 such

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days in any calendar year.

### **Cashing Out of Annual Leave**

Where an employee has accrued annual leave in excess of eight (8) weeks, then by mutual written agreement the Employer may pay the annual leave (and annual leave loading as applicable) in excess of eight weeks to the employee as a one-off cash payment, at the rate that would have been paid had the leave been taken. Superannuation contributions will be paid by the Employer in respect of the period of annual leave to be paid out.

Payments made in accordance with the above extinguish an employee's right to access leave or receive further payment for the period of leave paid out.

## **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.

Unfortunately the Union is not able to report that an offer has been made. However, following a meeting with the Victorian Hospitals Industrial Association (VHIA) on 29 March, we can report that a commitment has been given by the VHIA that a wages offer will be made within the next fortnight. The Union is hopeful that the offer will involve a larger upfront payment with three additional adjustments over the life of a new agreement. Unfortunately we will have to wait to see the detail of the wages offer until it is formally put to us in the next fortnight.

Once the Union has received the offer we will organise a members meeting by teleconference to discuss it. Please let us know if you'd like to organise a meeting in your workplace at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Dorevitch**

Dorevitch management made a formal wages offer to the MSAV immediately before the Easter break.

Details of the offer will be explained in a report to members which will be sent over the next 24 hours. Member meetings will be scheduled to discuss the offer over the next 3 – 4 weeks.

### **ACL**

MSAV work over recent months has been based around staff cuts initiated by ACL, ongoing workload problems and the transfer of pathology at Northern back in house. Our enterprise agreement has expired. MSAV wrote to ACL last year to commence negotiations but, thus far, ACL has not been keen to commence discussions for a replacement.

### **Cabrini**

Cabrini have put forward a revised wages offer on the table which would ensure that members will stay ahead of public sector rates over the life of the agreement. For the classifications that the union has members in, all members will be ahead of public sector rates at the end of the agreement.

Cabrini is proposing the following pay increases:

- From 1.10.17 - 2.25%
- From 1.10.18 - 2.5%
- From 1.10.19 - 2.75%
- From 1.10.20 - 3%

In addition, from the time that the agreement comes into being, Cabrini has agreed to include a Grade 1 Yr 6 pay point for Pharmacists. All normal salary related allowances would also increase by the same amount.

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Cabrini has proposed that pharmacists would not receive a morning shift allowance unless they commence work prior to 7am on week days. There is also still a proposal in that Cabrini is able to roster staff for shifts of up to 12 hours, while claims for change of roster and change of shift made by Cabrini have been dropped.

## Backfilling vacancies is vital

One of the big victories arising from our negotiations for our new public agreement was around leave replacement and the backfilling of vacant positions. In our bargaining survey and member meetings, increased workloads for members when people were away sick or on leave and not backfilled was repeatedly highlighted as a significant issue. We also know that workloads are continuing to increase and when someone is away from the workplace, there has been a tendency in the past for that work to be given to staff significantly increasing their workload while there are absences.

Under our public sector agreement, your boss is required to employ backfill staff for any leave period of 2 weeks or longer to ensure that work is not falling to you and your colleagues when there are absences in your workplace. [If you are aware of a position which has not been backfilled then let the Union know using our handy "Leave Replacement / Backfilling" form.](#)

We want to ensure that health services are following our new public sector agreement and are doing everything they are required to under the new clauses. It is critical that we have and a clear view of how this new clause is being applied and pursue every example of a health service not providing backfill staff.

That's why it is vital that you let us know about each case of failure/refusal to provide backfill because each case is a breach of the new Public Sector Agreement and we are determined to stop any pattern of agreement breaches as quickly as possible.



## No Pay? No Way! 2018 Survey

The Union wants to be able to better understand the nature and extent of unpaid work, and more importantly, how unpaid work has changed and the impact it has on members over time. That's why the Union is continuing with our survey we started in 2014.

Over the past decade staff reductions forced through budget cuts by State and Federal Governments and/or growth in demand for services has caused workloads to steadily increase. We know there has been a failure by some managers in dealing with the extra work, and instead try to build an expectation that if you don't do unpaid work, you're letting everyone else down – your colleagues, the patients and the management.

Results from previous years clearly show that the expectation is that we just do more and more work in the same amount of time. We know that thousands of hours of unpaid time will be worked to cope with unreasonably high workloads.

Based on the results of previous surveys, there is growing evidence that health services have a systemic reliance on unpaid work to keep many services afloat. There is also growing evidence of the negative impact this is having on our health. And we suspect that this situation has become worse since we last did our "No Pay? No Way!" survey. The research we've been doing assisted in the latest round of enterprise bargaining when it came to clauses around workloads and leave replacement.

We want to be able to use our research to continue lobbying and advocating for proper workforce

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planning that takes into account the ever growing workloads and the increasing demand on health services; including the extra stress growing workloads create.

[Please take a few minutes to do our survey and help us continue to highlight the issues around unpaid work and its impact.](#)



## Labour Day and Easter Pay

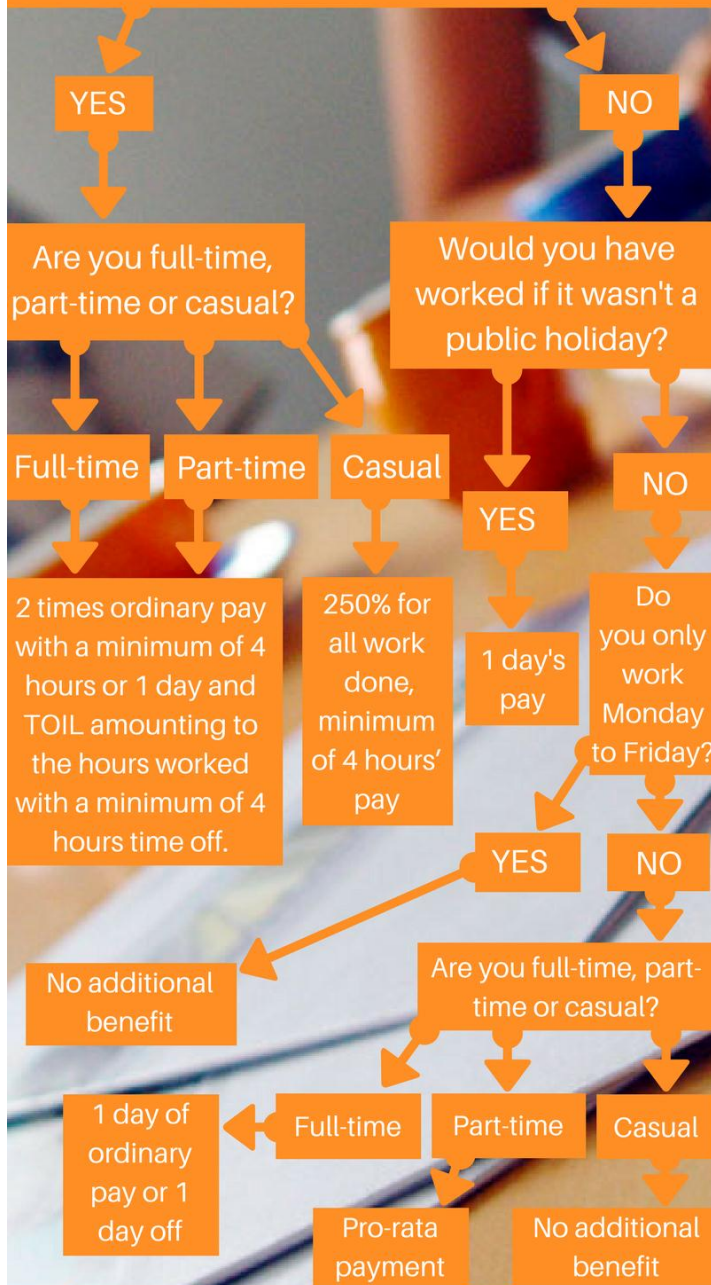
We had a long weekend to celebrate Labour Day, which means there was a public holiday and we have Easter coming up.

Use our infographic below to make sure you've been paid correctly for the Labour Day public holiday, and to determine what you should be paid for the Easter public holidays. Keep in mind that you might not see your pay for the public holiday until the first full pay period following the public holiday.

If you think you haven't been paid correctly make sure you contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

# Public Holiday 2018 Payments

Did you work that day?



**Positions not backfilled?**

**Let us know**

## Big business has too much power – Change the Rules

The rules are broken when CEO's are making millions, while workers like you and your colleagues are paying for it with more unpaid work and less secure jobs.

It's time to #ChangeTheRules >> <https://changetherules.org.au/>

Check out the first TV commercial and then share it with your friends, family and colleagues!



## Australian Rural and Remote Mental Health Symposium

The 10th Australian Rural & Remote Mental Health Symposium, being held from 15 - 17 October 2018 at Hotel Grand Chancellor Hobart, Tasmania.

Presenting at the Symposium provides an opportunity for you to share your knowledge, experience and expertise with like-minded professionals. Symposium topics include (but are not limited to):

- Suicide and self-harm prevention
- Child, youth and adolescent mental health
- Supporting rural and (very) remote mental health workers
- Mental health policy
- Aboriginal and Torres Strait Islander mental health
- Mentally healthy workplaces
- Dual diagnosis, mental health and AOD
- Cross sections of the rural and remote community, service design and access
- Social determinants of health
- Consumer focused recovery, living with mental health issues
- Digital and low intensity mental health programs

To be considered for the program, please ensure your abstract is submitted no later than COB Monday 25 June 2018.

For more information about the topics or to submit your abstract for review please visit <https://anzmh.asn.au/rrmh/submit-an-abstract/>

## 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

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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)

## Union Aid Abroad-APHEDA Raffle

Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

The annual raffle raised more than \$80,000 last year. Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong, and helps build unions and social movements.

As well as knowing your money goes to great things, you'll be in the draw for some terrific prizes.

**FIRST PRIZE:** Take the holiday of your dreams with an \$8,000 travel voucher.

- Can be used on domestic or international travel through Flight Centre stores.
- Can be used to take one big holiday or a number of smaller trips.

**SECOND PRIZE:** Ride off into the commuter sunset on a fabulous Gazelle bicycle (valued at \$1899). Dutch-made, the Cityzen C8 is a sporty trekking bike with a lightweight aluminium frame.

**THIRD PRIZE:** Escape into a world of books with a \$500 book voucher from Gleebooks, Sydney's leading independent bookseller for more than 40 years – available online or in-store.

How to buy your tickets:

[Buy online](#)

[Download and complete this form](#); or

FREECALL 1800 888 674 or email [office@apheda.org.au](mailto:office@apheda.org.au)

More information about Union Aid Abroad-APHEDA is available at <http://apheda.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.

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Join us in asking HESTA and FSS to divest from fossil fuels at [www.healthyfutures.net.au/divest](http://www.healthyfutures.net.au/divest).

## 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: Why union members earn higher wages than their non-union colleagues

"Over recent decades in Australia union membership has fallen from 40% of the workforce in 1990 to 15% in 2016 and so unions might seem less relevant in making a difference to what we earn. But our research finds that union members do earn higher wages per hour than non-union members.

This is because union members have more experience with their current employer, in their occupation and in the labour market generally, than non-union members.

[The study](#) used data from the Household, Income and Labour Dynamics in Australia ([HILDA](#))

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survey from 2001-2013 with a sample of 80,000 workers. It showed that male union workers earned 12% more than male non-union workers per hour and female union workers earned 18% more per hour than female non-union workers."

Read the entire article by Craig MacMillan, Daehoon Nahm and Michael Dobbie in The Conversation at: <https://theconversation.com/why-union-members-earn-higher-wages-than-their-non-union-colleagues-93122>

## Worth Reading: Technology and regulation must work in concert to combat hate speech online

"Online bullying, hate and incitement are [on the rise](#), and [new approaches](#) are needed to tackle them. As the Australian Senate conducts hearings for its [Inquiry](#) into cyberbullying, it should consider a two-pronged approach to combating the problem.

First, the government should follow the lead of Germany in imposing financial penalties on major social media companies if they fail to reduce the volume of abusive content on their platforms.

Second, we must develop ways of correctly identifying and measuring the amount of abusive content being posted and removed to ensure that companies are complying.

Given the volume of data on social media, artificial intelligence (AI) must be a part of the mix in supporting regulation, but we need an appreciation of its limitations."

Read the entire article by Andre Oboler in The Conversation at: <https://theconversation.com/technology-and-regulation-must-work-in-concert-to-combat-hate-speech-online-93072>

## Worth Reading: Child protection report lacks crucial national detail on abuse in out-of-home care

"The [Australian Institute of Health and Welfare](#) has released a [new report](#) showing that one in 32 Australian children received child protection services in 2016-17, with 74% being repeat clients.

The report also noted that the number of children receiving child protection services rose by about 25% over five years, which may "relate to changes in the underlying rate of child abuse and neglect, increases in notifications, and access to services, or a combination of these factors."

It follows the Royal Commission into Institutional Responses to Child Sexual Abuse's [final report](#), which included 409 recommendations to make institutions safer places for children.

One of the Commission's most striking findings was that Australia's alternate care systems cannot protect children from abuse."

Read the entire article by Katherine McFarlane in The Conversation at: <https://theconversation.com/child-protection-report-lacks-crucial-national-detail-on-abuse-in-out-of-home-care-93008>

## Worth Reading: Six scientists you need to know (but have probably never heard of)

"When you imagine an inventor you probably think of them suddenly having a 'Eureka moment' and running to their basement to screw retractable legs to the back of a chair or throwing on a white lab coat and boiling chemicals over a bunsen burner. If only it was that simple. In reality, life-changing discoveries take years of research and pages upon pages of peer-reviewed papers. Not as glamorous as you might expect but this is the reality of innovation. Luckily for us, the below six scientists weren't driven by something so fleeting as glamour or fame. As a result they have made significant scientific discoveries that have had huge implications not only in their field of research, but in our everyday lives."

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Read the entire article by Eliza Keck on the CSIRO Blog at: <https://blog.csiro.au/six-scientists-you-need-to-know/>

## Worth Reading: How the tax system slugs our youth

"Remember then-treasurer Joe Hockey's impassioned plea to the nation just on three years ago when he released the most recent Intergenerational Report?

"Madam Speaker, we need to ensure that we can pay for today, and we also need to ensure Australians will be able to afford the future. We are currently living beyond our means."

He ended with a flourish.

"We need to ensure that we take the steps now to ensure our prosperity for generations to come, that we leave nobody behind."

Fine sentiments. But rarely has the future looked more uncertain for our younger generations.

A rapidly expanding population may have kept our economy growing but it has put upward pressure on housing costs, downward pressure on wages and is squeezing the life out of our urban areas."

Read the entire article by Ian Verrender at the ABC at: <http://www.abc.net.au/news/2018-03-19/how-the-tax-system-slugs-australian-youth-ian-verrender-analysis/9561726>

## Join the Union

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

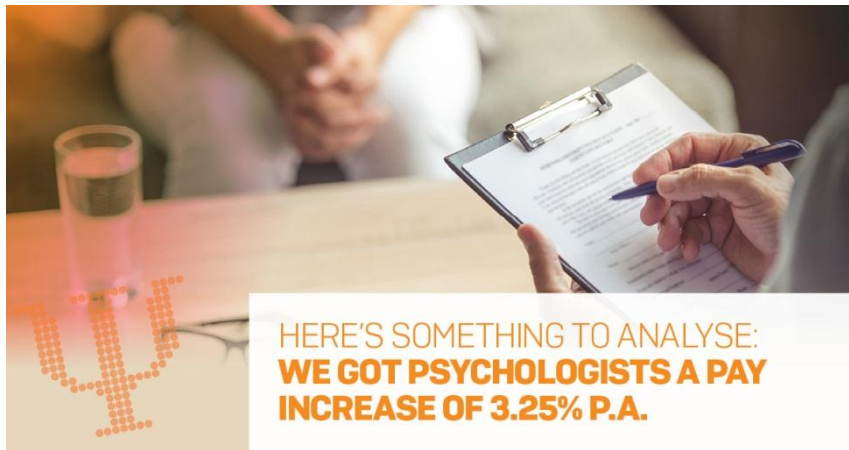
To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



WE DIAGNOSE AN **INCREASE**  
**IN PAY OF 3.25% PER YEAR**  
**OVER 4 YEARS.**

[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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