



Stat Report 2018/07

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Bargaining Update

Cabrini

The Union has reached in-principle agreement with Cabrini for a new agreement.

Cabrini has dropped all of their claims that would have significantly impacted groups of members and as previously discussed, the pay increases proposed are as follows:

- From 1.10.17 2.25%
- From 1.10.18 2.5%
- From 1.11.19 2.75%
- From 1.11.20 3%

When this is combined with the pay rise of 3% paid to members on 1st October in 2016, Cabrini members will maintain their relative pay comparison with the Public Sector.

The drafting of a proposed new agreement is underway in conjunction with the Union and we will keep you updated on its progress.

If you have any questions please contact Matt on 9623 9623 or at matth@msav.org.au

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 was given by the VHIA that a wages offer will be made within the next fortnight. Frustratingly, the VHIA has delayed making the offer by another week.

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.

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

Dorevitch

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

Details of the offer are being reported to members with member meetings being organised to discuss the offer over the next 3 – 4 weeks.

We have also started discussing a new draft agreement which forms part of a potential final settlement package. We will report details of the draft agreement over the next week or so.

New Public Sector Agreement Explainer: Meal and Rest Intervals

All members get a meal interval (break) of 30 minutes to 60 minutes during each shift. For pharmacists the meal break is 45 minutes to 60 minutes. Meal breaks are not counted as time worked.

And while you're on your meal break you should be relieved from duty; that is you are not contactable via telephone, pager or mobile phone. But if you're unable to be relieved of duty while on your meal break you're entitled to be paid for that time at the ordinary rate plus 50% (that is time and a half).

Other than in exceptional circumstances, you shouldn't be required to attend staff meetings or mandatory training (including professional development training) or do other work during your meals breaks.

But if you are required to attend meetings or training, then you'll be given a meal break immediately before or after the meeting or training (or other work); or you can get paid for the meal break.

Working night duty?

If you're working night duty and you're not relieved from duty (and "on call" during the rostered meal interval) you're entitled to a meal break of at least 20 minutes after 3 hours of duty. And this time will be counted as time worked i.e. you get paid for it.

Rest Periods

On top of having a meal break, you're also entitled to two rest breaks of 10 minutes each during any 8 hour period of duty. Rest periods are counted as time worked.

Contact the Union on 9623 9623 or at enquiry@msav.org.au if you have any questions about your meal and rest intervals.

Positions not backfilled?

Let us know

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 "No Pay? No Way!" survey we started in 2014.

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



Rally to Change the Rules

A mass rally will be held on 9 May at 10am starting at Victorian Trades Hall.

The Union will be joining with others to show our support for changing the rules. We will be meeting at the Union's offices at 62 Lygon St at 9:30am before joining the rally at 10am.



Scientist progression at RCH

A number of members have contacted the union recently asking our opinion about the proposed interview process for Grade 1 progression at the RCH. The short answer is that it is wrong and doesn't comply with the clause in the Enterprise Agreement. We have raised our concerns with the RCH and they have been ignored. So, we're taking them to the Fair Work Commission.

What's supposed to happen?

The process is outlined in Clause 6.15 of Schedule 3 of the new Enterprise Agreement. A copy of that clause is incorporated at the back of this bulletin.

This criteria were designed during the bargaining process to provide "a method of quick, accurate and fair assessment of the experience and competence of each Scientist at this Grade and pay level". They are identical to the current merit advancement process, but only require Scientists to demonstrate that you meet two of the criteria.

In practice, we believe that this should be interpreted as a short, written application addressing two or more of the criteria that is then read by your manager. Normally, there should be no need for interviews. Remember, the process is intended to be a quick, accurate and fair assessment of your skills by your manager.

We would say that, in normal circumstances, there is only a need for a discussion (not an interview) if some of your claims are unclear or unproven.

It is also the manager's responsibility to ensure that your application is acted upon quickly, or you are deemed to be competent.

What is wrong with the process outlined by the RCH?

The first error is their insistence that every applicant be interviewed and that the interview involve a pathologist. The involvement of a pathologist is not even contemplated by the process and, as we've already stated, there should normally be no need for an interview. Remember, this is intended to be a simplified version of the merit process, not a more arduous one.

Secondly, there is the issue of delay. The timing of NATA is not an excuse for delaying assessment. The RCH, by insisting on interviews, has fundamentally chosen to delay and complicate the process. We believe that, as a consequence of their inaction, all applicants should be deemed to be competent (see 6.15 (b)).

Thirdly, the RCH is saying that they will process advancement from date of interview. The Agreement states that this provision comes into being from the operative date of the Agreement (28 December 2017) and we will be insisting on all successful applications being backdated to that date.

When is the Fair Work hearing?

The matter is listed in the Fair Work Commission for Tuesday 24 April.

Should I go to my interview?

The MSAV view is that if you want to you may attend however, as the interviews all involve a pathologist, you don't have to attend as the proposed interview doesn't comply with the agreement process.

If you need more information please contact Matt Hammond on 9623 9623 or by email to matth@msav.org.au



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

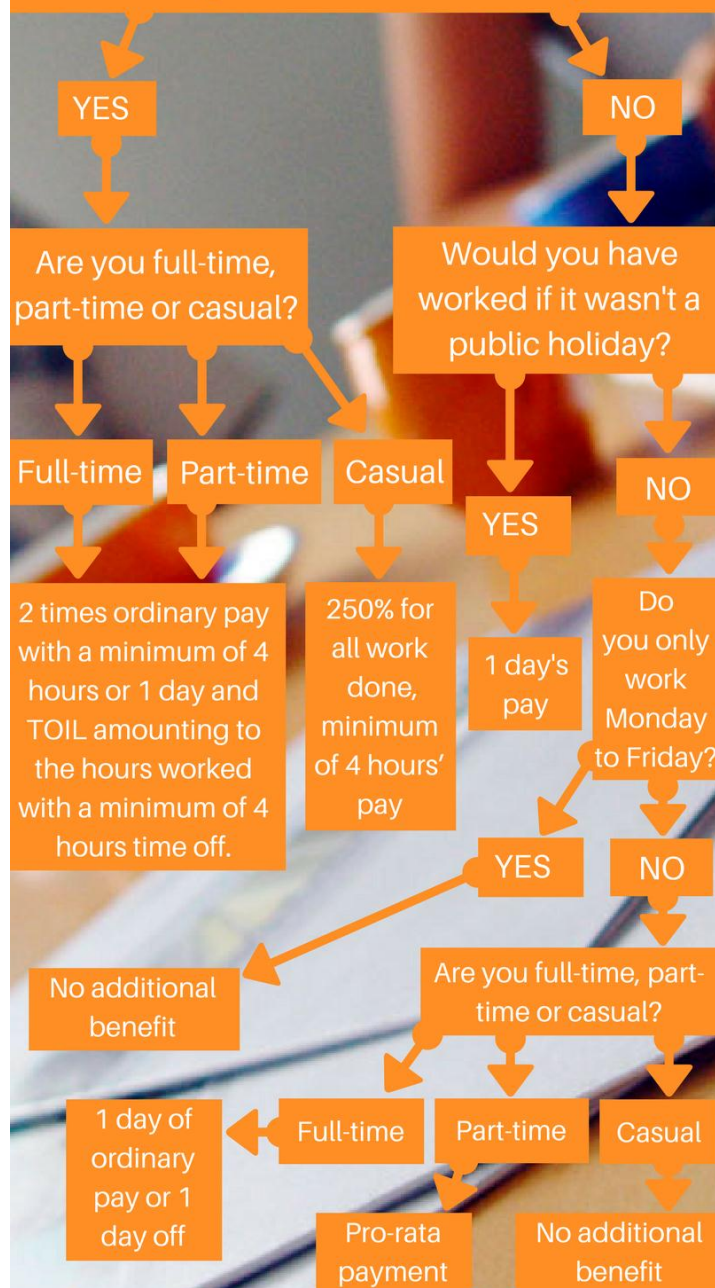
Easter Public Holiday Pay

Use our infographic below to make sure you've been paid correctly 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

Public Holiday 2018 Payments

Did you work that day?



International Workers Memorial Day

Join us to remember comrades who haven't come home from work over the past year, to re-affirm that every workplace death is avoidable, and to recommit to doing everything we can to ensure our workplaces are as safe as possible.

A service for Victorians who have died at work will be held at the memorial stone outside Trades Hall at 10.30am.

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 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

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

Positions not backfilled?

Let us know

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.

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 refugees](#)

Worth Reading: Action on work suicide risks would have 'large impacts'

A new paper by Australian and French researchers has found work factors including poor job insecurity and job control are strongly linked to higher suicide risks. The paper, published in the journal *Occupational and Environmental Medicine*, says a range of work factors lead people to contemplate and attempt suicide and to kill themselves.

"Our review included 22 independent studies, which examined suicide ideation, suicide attempt and death by suicide. The studies included a wide range of sample types (eg. occupation specific vs working population based) and were set in a diverse range of countries," it notes. "Across this broad range of studies, results of this review suggest that exposure to various psychosocial job stressors was associated with elevated risk of suicide ideation, attempts and death. Job insecurity was associated with higher odds of suicide ideation, while job control appeared to be more of a risk for suicide attempt and death." The paper concludes "it is clear that job stressors are associated with increased risk of suicide. Thus, job stress prevention and control should be a key component of workplace as well as some other suicide prevention strategies. Furthermore, as poor psychosocial working conditions are highly prevalent, addressing these could have large population impacts in terms of reductions in suicidality."

Read more: A Milner, K Witt, AD LaMontagne, Isabelle Niedhammer. Psychosocial job stressors and suicidality: a meta-analysis and systematic review [Full article], *Occupational and Environmental Medicine*, volume 75, pages 245-253, 2018. Related commentary: Marianna Virtanen. Psychosocial job stressors and suicidality: can stress at work lead to suicide? [abstract], *Occupational and Environmental Medicine*, volume 75, pages 243-244, 2018. More on work and suicides. Work and suicide: A TUC guide to prevention for trade union activists, January 2018. Work and suicide prevention checklist, *Hazards*, number 141, 2018. Source: *Risks* 843

Worth Reading: Athletes aren't the only ones going for gold

"We're working on new techniques to detect hidden gold deposits.

The Gold Coast is soon to be filled with hopeful athletes, vying to take home a Commonwealth Games gold medal in a range of sports from athletics to wrestling. But Australia isn't just the host for this year's Games, the 21st since their inception in 1930. It's also the world's second largest producer of gold annually. Gold is currently worth over [AU\\$45,500 per kilogram](#), so it's no wonder why gold mining has remained popular long after the gold rush days of old reached an

end.

People have been mining gold in Australia for over 150 years. As a result, many of the obvious and easily accessible gold deposits are being depleted. Just like technology is helping athletes break records at the outer-limits of human ability, it's changing the way we find gold.

Long gone are the days of searching for marble outcrops in the hopes that there would be valuable nuggets underneath. We're developing a new, environmentally friendly way to find gold by looking at a source you wouldn't expect: gum leaves."

Read the entire article by Sarah Frazer on the CSIRO Blog: <https://blog.csiro.au/athletes-arent-the-only-ones-going-for-gold/>

Worth Reading: Private health insurance analysis shows double-digit rise in some premiums

"Thousands of private health insurance customers have seen the cost of their premiums soar well above the expected 3.95% average increase, with figures showing more than a dozen policies have jumped by double-digit figures.

A new analysis of the annual health insurance premium increases – which came in on 1 April – reveals that in one case a private provider increased costs by 45%.

The figures were revealed by consumer advocacy group Choice on Sunday. The group said in some cases the increases will mean families will need to pay an additional \$800 a year, and will put more pressure on the growing number of Australians [already struggling to pay their private health insurance.](#)"

Read the entire article by Michael McGowan in The Guardian at: <https://www.theguardian.com/australia-news/2018/apr/15/private-health-insurance-analysis-shows-double-digit-rise-in-some-premiums>

Worth Reading: Wages survey: most major employers want to freeze pay or offer cut in real terms

"More than half of major employers would like to freeze employees' wages or offer below-inflation pay rises that are a cut in real terms, according to a new survey by a leading industrial relations law firm.

The Herbert Smith Freehills bargaining survey found that 60% of employers want to grant workers only nominal wage increases or to freeze wages, and many more are looking to cut other conditions from workplace agreements.

The survey also found widespread dissatisfaction with the Fair Work Act and the enterprise bargaining process among its 60 key clients, which include large companies across the construction, infrastructure, mining, retail and healthcare sectors."

Read the entire article by Paul Karp in The Guardian at: <https://www.theguardian.com/australia-news/2018/apr/16/wages-survey-most-major-employers-want-to-freeze-pay-or-offer-cut-in-real-terms>

Worth Reading: Healthcare data a growing target for hackers, cybersecurity experts warn

"In 2016 a Californian hospital desperately paid \$US17,000 in bitcoin as ransom to a hacker who had seized control of its computer systems.

But in [making the payment](#), the Hollywood Presbyterian Medical Centre unwittingly helped make the healthcare sector a growing target for hackers, says a leading cybersecurity expert.

"They paid the ransom and they were public about it," said Denise Anderson, president of the US National Health Information Sharing and Analysis Centre. It painted a target on the back of healthcare"

Ms Anderson works with health providers to share cyber threat information and techniques for thwarting online attacks."

Read the entire article by Ariel Bogle on the ABC at: <http://www.abc.net.au/news/science/2018-04-18/healthcare-target-for-hackers-experts-warn/9663304>

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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[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.](#)



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