



## Stat Report 2018/08

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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.

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](mailto:enquiry@msav.org.au)

#### **Dorevitch**

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

Discussions in relation to the Dorevitch draft agreement have commenced. This is a difficult process made immeasurably harder by the fact that every clause in the current enterprise agreement and award have been amended. This discussion necessarily be a line-by-line review and discussion which will take time.

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We have asked for an agreed operative date for any first wage increase. Dorevitch will respond.

### **Australian Clinical Labs**

With bargaining for a new enterprise agreement due to commence with ACL in early May, it is well and truly time for a members meeting.

The MSAV will be at the Clayton laboratory on Tuesday, 1st of May to hear your views and to give an update on the state of the pathology industry.

There will be 2 meetings: 2pm and 2.30pm.

Please come along and have your say.

## **Update on Scientist Progression at RCH**

After discussion with the RCH over the past couple of days, here is where we stand in relation to the process.

1. Successful applications in this round will be backdated to 28 December 2017. However, don't muck around and we suggest you get your application in over the next couple of weeks if you haven't already done so.
2. You may (will) have a meeting with your senior scientist. However, there is no requirement for a pathologist to be involved. If you don't feel the need to take up the pathologist's time, just say so and they will not be there.
3. You will be given a copy of a new job description. There is no requirement to sign it. Please note, this is not a contract change and will not result in any changes to your existing hours of work or any other employment conditions
4. You are required to address at least 2 criteria in your application and you may provide any other supporting evidence you wish. However, there is no requirement to provide a CV or other like document.

This puts the process at the RCH largely back in step with other health services.

If you haven't applied and you're a Grade 1 Yr 7, we would encourage you to do so. A successful application will mean that your weekly full-time base wage will increase from its current \$1522.10 to \$1890.10 over the life of the agreement. This gives you a total increase of almost \$370 per week.

## **Funding for Scientist Progression**

It has been confirmed with the Union by the State Government that there is funding available for scientist progressions. It had become a point of contention with some health services.

With this confirmation from the State Government there is no reason for health services to hold up or refuse to consider progression for grade 1 scientists to grade 2. But we want to make sure that as many of our members are able to progress so we're advising Grade 1 Year 7 scientists to make their application for progression as soon as possible.

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



## **Progress on Backfilling Requirement**

Thanks to members notifying the Union about vacant positions requiring backfill we have been

able to make progress on this important issue. However there is more work that needs to be done. And we know that there remain many more positions that are vacant that should be backfilled.

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.

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.

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

## 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.**

With inequality at 70 year highs, wage growth the lowest on record and more people feeling like they are working harder for less and less in return, we're campaigning to change the rules for working people.

That's why the Union will be joining with others to show our support for changing the rules that have given big business too much power. We will be meeting at the Union's offices at 62 Lygon St at 9:30am before joining the rally at 10am.

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## Host a workplace meeting on Change the Rules

To change the rules it's vital we make sure that our colleagues are with us. One of the best ways to do that is to hold workplace meetings to discuss the Change the Rules campaign and why it's so important.

The meetings are easy to run and we're here to help you run them. Plus workplace meetings help us build momentum for the campaign.

Our campaign relies on you getting involved.

We've prepared materials and information to make it super easy for you to hold a workplace meeting. Let us know if you're ready to hold a workplace meeting on the Change the Rules campaign – contact us 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.

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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).**

## 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: Mary Beard and the long tradition of women being told to shut up

"Professor Mary Beard's latest book [Women & Power: A Manifesto](#) is a short, sharp analysis of women in the West and their ongoing struggles for a voice in the public domain. Based on two lectures delivered in 2014 and 2017, Beard chronicles some of the major obstacles women continue to face, framing her analysis through the lens of the legacies of ancient Greece and Rome.

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In her first essay, Beard provides some examples from antiquity to illustrate the social and gender dynamics inherited in the West. In short, she traces the long heritage of women being told to shut up.

Beard's first example is [Penelope](#). A main character in Homer's [Odyssey](#), Penelope is the faithful wife of the epic's eponymous hero [Odysseus](#). A hero of the Trojan War, Odysseus spends 10 years at Troy and then another 10 years trying to return to his home in Ithaca, where Penelope and their adolescent son [Telemachus](#) wait."

Read the entire article by Marguerite Johnson in the Conversation at:

<https://theconversation.com/mary-beard-and-the-long-tradition-of-women-being-told-to-shut-up-94285>

## Worth Reading: Pregnant women are at increased risk of domestic violence in all cultural group

"Domestic violence occurs across all age groups and life stages. Rather than reducing during pregnancy, expecting a child is a [key risk factor for domestic violence beginning or escalating](#).

Our research, [published today in the journal BMJ Open](#), found that 4.3% of pregnant women due to give birth in Western Sydney disclosed domestic violence when asked about it by a midwife at her first hospital visit. The study examined more than 33,000 ethnically diverse women who gave birth between 2006 and 2016, and found that these disclosures spanned all cultural groups.

Domestic violence in pregnancy not only causes distress and trauma for the mother and baby, it increases the risk of the baby having a low birth weight (very small baby) or being born prematurely (before 37 weeks), which is linked to jaundice, anaemia and respiratory distress in infancy, and diabetes and heart disease later in life."

Read the entire article by Hannah Dahlen and Virginia Schmied in The Conversation at:

<https://theconversation.com/pregnant-women-are-at-increased-risk-of-domestic-violence-in-all-cultural-groups-95048>

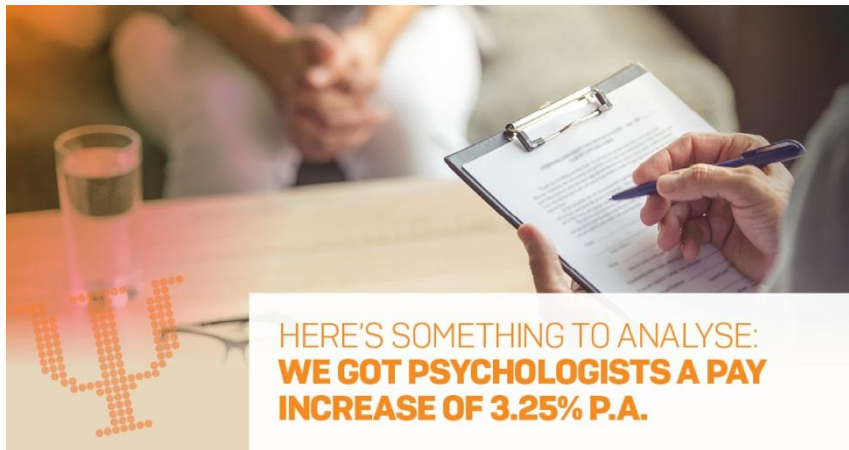
## Join the Union

**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](#)



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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