



Stat Report 2018/15

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Sexual harassment and the workplace

One in two women and one in four men are subjected to sexual harassment at work.

Last week, that alarming statistic became linked to one of the most prominent workplaces in our country - our Parliament.

Comments by Senator David Leyonhjelm about Senator Sarah Hanson-Young both inside and outside of the Senate chamber are completely inappropriate and unacceptable, and he should withdraw the comments and apologise.

Statistics tell us that the harassment Senator Hanson-Young has been subjected to is far too common in Australian workplaces. And most workers don't have access to the nation's media, in the way that the South Australian Senator does, to call the harassment out publicly when it happens in their workplace.

The current rules which are intended to protect workers who experience workplace sexual harassment focus on individual claims and settlement processes. This approach has failed and the rules need to be changed to allow for systemic action against workplace sexual harassment.

An upcoming National Inquiry into Sexual Harassment in Australian Workplaces may be a step in the right direction to addressing the problem. [You can get all the details about the inquiry here.](#)

Whatever the result of the national inquiry we know it's time to change the rules to stop sexual harassment at work.

If you have experienced sexual assault or sexual harassment and feel you would like to speak to someone for support or information, [1800RESPECT](#) (Phone: 1800 737 732) can provide counselling 24-hours a day, 7 days a week.

Positions not backfilled?

Let us know

Chipping away with FOI

The Union has been quietly but determinedly pursuing Freedom of Information requests in relation to contracted pathology services – with some successes.

The Office of the Victorian Information Commissioner recently handed down two decisions relating to FOI requests made by the MSAV in July 2015. These requests involved the Union wanting information to clarify the tender process for the South West Healthcare pathology services contract tender in 2015.

Initially, both Health Purchasing Victoria (HPV) and South West Healthcare (SWH) denied the MSAV access to most of the information requested. We then asked the FOI Commissioner to review their decisions, and after a long and drawn out process the Commission last week ordered HPV and SWH to release emails and other documents to the Union.

Whilst this is a difficult process we are determined to continue to pursue FOI requests as one of a number of strategies to keep tendering and contracting processes as transparent as we can.

Our FOI work to date has resulted in at least one independent examination of a pathology services contract, helped to expose examples of mal-administration and non-compliance of contracts and resulted in some reforms.

Needless to say we are improving our effectiveness and will continue to use FOI as a legitimate tool in our struggle against outsourcing.

VPA Professional Development Seminar

This is it – the last call to RSVP for next week's VPA PD seminar. Make sure you [RSVP today](#).

The next VPA Inc. Professional Development Seminar will be held next week on 11 July. The seminar with Dr Pat Brown will go through the interesting and amazing history of the Victorian Children's Court Clinic as its former Director. Dr Brown is both a clinical and forensic psychologist.

Registration and light refreshments will start from 1:30pm.

Date: 11 July

Registration and Refreshments at 1:30pm

Seminar: 2pm to 4:30pm

Venue: ANMF Conference Centre, 535 Elizabeth St, Melbourne

[Make sure you RSVP so we know whether you will be attending for catering purposes.](#)

Bargaining Update

Community Sector Members' Meeting

We are waiting for the employers to respond to a settlement offer finalised at recent meeting of members.

The VHIA has advised that it will have a response from the Community Health employers late next week.

Australian Clinical Labs

Enterprising bargaining is underway for a new agreement to cover all scientists and technicians at Australian Clinical Labs.

A big part of that work will be bringing together the former Healthscope and St John of God agreements to ensure that members do not lose conditions. Another obvious issue will be to ensure a decent pay rise for all members.

A short survey is being conducted by the MSAV, in conjunction with VAHPA who share coverage of technicians with us, to determine the key issues to include in the union's claim.

The link for the survey is here: <https://www.surveymonkey.com/r/ClinicalLabs2018>

Please take a few minutes to complete the survey.

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

Melbourne IVF

Bargaining for a new enterprise agreement commenced yesterday at Melbourne IVF. An initial meeting was held with management to discuss the key issues put forward in the Union's claim. We anticipate a response from Melbourne IVF in the next few weeks, with further meetings to come.

The Union will continue to meet with members to discuss progress and next steps.

Any questions? Contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

Australia's workplace rules are broken. So let's change the rules!



Host a workplace meeting to build support for our campaign



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.](#)



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 refuges](#)

Worth Reading: Modern Slavery Bill a step in the right direction – now businesses must comply

"This week has seen a significant milestone in the fight against modern slavery as the [Modern Slavery Bill](#) was introduced into the Australian parliament. When passed, the law will require companies with an annual turnover of more than \$100 million to report annually on the risks of modern slavery in their operations and supply chains, and on the actions to address these.

The bill follows a [parliamentary inquiry](#) last year. As the UK had introduced a [Modern Slavery Act in 2015](#), the parliamentary inquiry was specifically tasked with considering whether Australia should introduce comparable legislation. The bill also follows the [NSW Modern Slavery Act](#) which was passed on June 21, 2018."

Read the entire article by Fiona McGaughey and Justine Nolan in The Conversation at: <https://theconversation.com/modern-slavery-bill-a-step-in-the-right-direction-now-businesses-must-comply-99135>

Worth Reading: How forced pregnancies and abortions deny women control over their own bodies

"For most women in Australia, the decision about whether or not to have a baby is a profoundly personal one. But for some, control over this decision is taken away from them, usually by an abusive male partner. This can happen via the use of verbal pressure, threats, blackmail,

physical violence or rape.

In 2010, [researchers in the US](#) came up with the term “reproductive coercion” to describe these behaviours. Since then, [some work](#) has been done, primarily in US family planning clinics, to help understand reproductive coercion.

Despite this, it mostly remains a hidden issue. We don't know how common it is, and it's very likely (as with most forms of violence against women) it's grossly under-reported. The US [National Intimate Partner and Sexual Violence Survey](#) suggested around 8% of respondents had experienced reproductive coercion in their lifetimes, although the survey only asked about a limited range of behaviours."

Read the entire article by Laura Tarzia and Molly Wellington in The Conversation at: <https://theconversation.com/how-forced-pregnancies-and-abortions-deny-women-control-over-their-own-bodies-96982>

Worth Reading: Another day, another data breach – what to do when it happens to you

"Reports of data breaches are an increasingly common occurrence. In recent weeks, [Ticketmaster](#), [HealthEngine](#), [PageUp](#) and the [Tasmanian Electoral Commission](#) have all reported breaches.

It is easy to tune out to what is happening, particularly if it's not your fault it happened in the first place.

But there are simple steps you can take to minimise the risk of the problem progressing from “identity compromise” to “identity crime”."

Read the entire article by Cassandra Cross in The Conversation at: <https://theconversation.com/another-day-another-data-breach-what-to-do-when-it-happens-to-you-99150>

Worth Reading: Malcolm Turnbull's Tax Cut Legacy: A Less Equal, Less Democratic Society

"Quietly, and with little fanfare, federal politics has moved into a decisive phase in recent weeks.

The reason? Malcolm Turnbull's government now has a de facto majority in the Senate. That has enabled it to pass some vital bills – bills that will change the face of Australia.

After years of going nowhere in the Senate, the stars have suddenly aligned for the Coalition. With the various section 44 departures, the replacement of a swathe of minor party senators has led to a very different Senate cross-bench. The kaleidoscopic rearrangement, [tracked here by the Guardian's Nick Evershed](#), has produced a significantly more pro-government Senate."

Read the entire article by Ben Eltham in New Matilda at: <https://newmatilda.com/2018/07/04/malcolm-turnbulls-tax-cut-legacy-less-equal-less-democratic-society/>

Join the Union

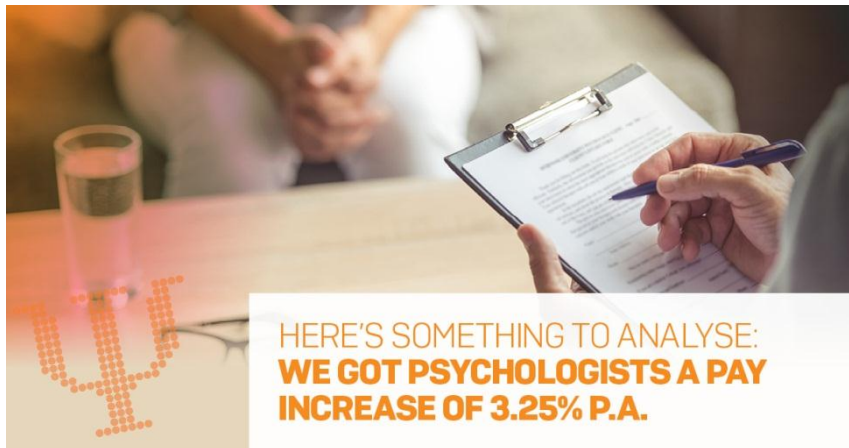
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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](#)



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.](#)



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