



## Stat Report 2018/16

In this issue of STAT Report we cover:

- HSU Elections
- Bargaining Update
- Leave Replacement Update
- Union Aid Abroad: Olfat Mahmoud 2018 Tour
- Campaign Corner
- Worth Reading
- Member Benefits

### HSU Elections

Elections for the Health Services Union #4 Victoria Branch were called in mid-June. The HSU Victoria #4 Branch was due to hold elections for the following positions:

- Secretary (1)
- Assistant Secretary (1)
- President (1)
- Senior Vice President (1)
- Junior Vice President (1)
- Trustee (2)
- Ordinary Member of Branch Committee of Management (6)
- Delegate to National Council (3)

Nominations have now closed with the following nominations received:

- Secretary – Paul Elliott
- Assistant Secretary – Rosemary Kelly
- President – Max Cowey
- Senior Vice President – Victor Reginato
- Junior Vice President – Jacinta Bleeser
- Trustee (2) – Peter Brann and Peter Wells
- Ordinary Member of Branch Committee of Management (6) – Megan Chapman, Shaun O'Connor, Julie King, Maria Bisignano, Cathy Durkin, Eileen Kelly
- Delegate to National Council (3) – Paul Elliott, Rosemary Kelly, Max Cowey

As these were the only nominations received they have been declared duly elected by the AEC Returning Officer appointed to manage the election. And with these being the only nominations received it's an indication of the quality of the people who nominated that they stood unopposed. It shows that the Union has a strong leadership team putting the rights, conditions and

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professions of our members first and foremost.

Congratulations to the new leadership team for the Health Services Union #4 Victoria Branch.

We would also like to take this opportunity to thank Sandra Feleppa for her years of dedication and commitment as a member of the Branch Committee of Management.



## 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](mailto:matth@msav.org.au)

### **Melbourne IVF**

Bargaining for a new enterprise agreement has commenced 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.

If you have any questions please contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

### **Dorevitch**

Discussions in relation to the Dorevitch draft agreement are continuing but as has been flagged in previous editions of STAT Report this discussion will take time as we go through multiple agreements line by line.

We have asked for an agreed operative date for any first wage increase and we are still waiting for Dorevitch's response.

If you have any questions about bargaining at Dorevitch please contact Matt Hammond at 9623 9623

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## Leave Replacement Update

One of the key areas of improvement under the new public sector enterprise agreement was the requirement for health services to ensure vacancies, arising from people being on leave, are 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.

And it's thanks to members notifying the Union about vacant positions requiring backfill that we have been able to make progress on this important issue. However we know that there remain many more positions that are vacant that should be backfilled.

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 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.](#)

## Union Aid Abroad: Olfat Mahmoud 2018 Tour

### **Refugee. Nurse. Humanitarian.**

Don't miss Dr Olfat Mahmoud as she tours Australia to launch her book - *Tears for Tarshiha* - and talk about the situation of Palestinian and Syrian refugees in Lebanon. She will draw on her experience spanning decades of war and conflict in Palestinian refugee camps in Lebanon.

Dr Olfat Mahmoud is the founder and director of long-time Union Aid Abroad – APHEDA partner organisation, the Palestinian Women's Humanitarian Organisation (PHWO) based at the Bourj al Bourajneh refugee camp in Lebanon.

Dr Mahmoud will be visiting Adelaide, Brisbane, Canberra, Melbourne, Perth, and Sydney.

[You can get details of the Tour and Book Launch here.](#)

## 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.](#)

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## 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](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: How millennials' choices are reshaping private health insurance for everyone

"The decision to take out private hospital cover is a complex one but as costs rise Australians, and in particular young people, are coming down on the side of opting out.

Almost 37,000 fewer people have private hospital cover than a year ago.

In contrast, the proportion of the population with extras-only cover, for things like physiotherapy and dental work, is rising.

But it is hospital visits that have the greatest financial impact — on government hospital expenditure, on insurance industry pay-outs and on personal health expenses."

Read the entire article by Catherine Hanrahan in the ABC at: <http://www.abc.net.au/news/2018-07-10/private-health-insurance-analysis/9676562>

## Worth Reading: Australia's spending on research plummets far below OECD average

"Australia has fallen well behind the rest of the developed world when it comes to research funding, the peak lobbying body for universities has warned.

Ahead of a parliamentary inquiry into research funding, Universities Australia has complained that government and business have ignored a key part of higher education - which it called the "backbone" of the economy - by allowing overall funding for research and development to fall to below 2% of the total economy.

Figures from the OECD released by Universities Australia show that gross expenditure on research and development as a percentage of GDP fell dramatically from 2.11% in 2013-14 to 1.88% in 2015-16."

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Read the entire article by Michael McGowan in the Guardian Australia:

<https://www.theguardian.com/australia-news/2018/jul/10/australias-spending-on-research-plummets-far-below-oecd-average>

## Worth Reading: It's a busy night sky this July, so make sure you look up

"The next fortnight will be a real treat for stargazers - there are five planets to see in the evening sky, Mars is looking the best we've seen in 15 years, and on the morning of July 28 there will be a total lunar eclipse.

We are currently in the midst of a five-planet season due to Jupiter and Saturn being on the same side of the Sun.

Look to the sky after sunset, and if you have a good view of both the eastern and western horizons you'll see the planets stretched out in a line. Mars and Saturn will be rising in the east, Jupiter will sit high overhead, and bright Venus and faint Mercury will be setting in the west."

Read the entire article by Tanya Hill in The Conversation at: <https://theconversation.com/its-a-busy-night-sky-this-july-so-make-sure-you-look-up-99668>

## Worth Reading: How to break up with plastics (using behavioural science)

"Australia is responsible for over [13 thousand tonnes](#) of plastic litter per year. At the end of June 2018, the Australian government released an [inquiry report](#) on the waste and recycling industry in Australia. One of the recommendations was that we should phase out petroleum-based single-use plastics by 2023.

This means a real social shift, because the convenient plastic products that we use once and throw away are ubiquitous in Australia."

Read the entire article by Kim Borg in The Conversation: <https://theconversation.com/how-to-break-up-with-plastics-using-behavioural-science-99741>

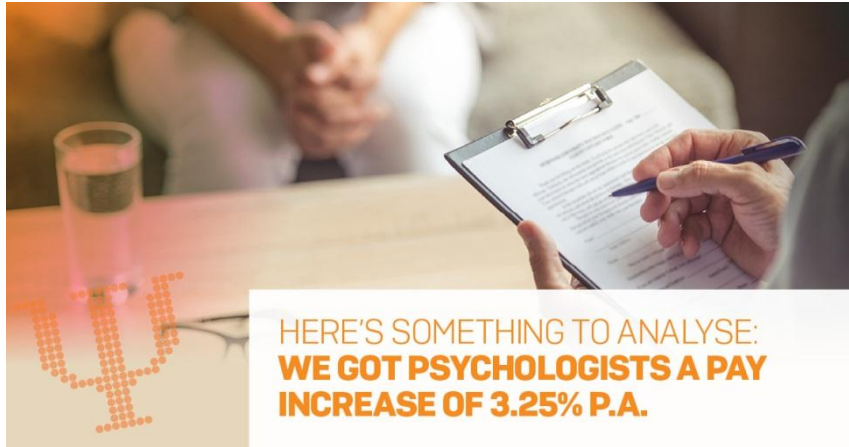
## Join the Union

**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.

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Authorised by Paul Elliott, Secretary, 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](mailto:enquiry@msav.org.au) A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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