



Stat Report 2018/17

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Highlights from ACTU Congress

Last week the Australian Council of Trade Unions (ACTU) held its triennial event known as Congress; it's also known as the workers' parliament. It's truly the biggest event on the union calendar for the year.

For two days over 1000 unionists were in Brisbane to discuss the big issues facing workers and unions. There were discussions about the future of work, occupational health and safety, leveraging workers' capital for workers, government procurement, getting superannuation to work for women and addressing violence and sexual harassment in the workplace. Plus there were discussions covering a range of issues for the campaign to the change the rules like wage theft, bargaining and industrial action and organising in communities.

Throughout Congress it was clear why we need to change the rules as workers' rights and conditions continue to go backwards with more and more power being given to employers. Workers told of their ongoing struggle for more secure work and better conditions; highlighting how workers are locked out for daring to demand better pay and conditions and how wage theft is rampant. All these stories highlighted how big business has too much power and why we have to change the rules.

It was exciting to see and hear how the *Change the Rules* campaign has gained huge support within the union movement, and the broader community. Issues of low wage growth, penalty rate cuts, insecure work and wage theft have become mainstream issues in the community.

We can be certain that the momentum behind *Change the Rules* will continue to grow into an unstoppable force for increased wages and our workplace rights being restored.

Featuring our very own Dr Rosemary Kelly, one of the big highlights of Congress was the workshop on leveraging workers' capital. It was a powerful workshop exploring the use of superannuation to build the infrastructure we need as a nation for the benefit of workers.

It was great to hear about the campaigns individual unions are mounting around Australia to protect workers' rights and to advance better workplace conditions. There were great workshops about how unionists are fighting to achieve better outcomes around the world through the work of APHEDA-Union Aid Abroad.

And this year's Congress elected a new president, Michele O'Neil. Michele led the Textiles, Clothing and Footwear Union (TCFU) representing migrant workers and is a strong advocate for workers. She's been at the forefront of the fight for better wages and conditions and for secure, properly paid jobs in the textiles industry. Congratulations to Michelle and we're looking forward to campaigning with her to change the rules. Find out more about Michele below.

Congress also had some big names pay a visit - check out the video of Sally McManus, ACTU Secretary talking union with Danny Glover.



Events to Change the Rules

For us to Change the Rules it's vital we make sure that workers are with us. That's why Victorian Trades Hall and their great volunteers have organised a bunch of events to speak to Victorian's about changing the rules.

Check out what events are on near you at: <http://www.weareunion.org.au/when>

Host a workplace meeting

Another great way you can help change the rules is by hosting workplace meetings. They're easy to run but vital in our efforts to make sure our colleagues are on board with the campaign.

Workplace meetings are an opportunity to discuss the big issues we face at work, why the rules are broken and what we're going to do to change the rules.

Interested in hosting a workplace meeting? [Sign up now!](#)

Meet the new ACTU President – Michele O'Neil

New ACTU President Michele O'Neil has spent 28 years fighting to change the rules for textile, clothing and footwear workers. Now she's taking that fight to a bigger stage.

Michele fought – and won – in workplaces where insecure work, wage theft, outsourcing, sham contracting and labour hire were rife.

Most of the workers Michele represented were women, often migrant women working in low-paid jobs, and the textile industry has been at the forefront of globalisation – a laboratory for capital to test new ways to outsource jobs and take power from working people.

“These things are now normal in almost every industry – we see it with contract teachers and nurses whose skill and experience have been progressively undermined and we see it in the slave-like conditions of agricultural workers and the rampant wage theft in hospitality and retail industries.

“In my industry we changed the rules to win supply chain transparency – obligations for those brands at the top for the conditions of the workers at the bottom and rights for unions to enter sweatshops.”

“These are just some of the things we need to win in the rest of our workplaces.”

Elected at the July ACTU national congress, O’Neil follows on from Ged Kearney as ACTU President. Kearney won the Federal seat of Batman – since re-named Cooper – at a by-election in March.

Alongside Secretary Sally McManus, O’Neil will lead the movement for change and fight inequality, corporate greed, privatisation, and the decimation of public and community services. Together, Sally and Michele will spearhead our movement’s efforts to win fair pay, more secure jobs and better lives for working people.

Born in Melbourne, O’Neil is the youngest daughter in a family of five daughters – all, she proudly says, feminists. Her mother left school at 13 to work in a tannery in Melbourne and worked as a waitress, and in various other casual jobs while raising five daughters

Michele’s father was in the army as a young man, then was a lifelong public servant and, briefly, an AFL administrator.

“My mum, dad and sisters taught me to stand up to injustice and to believe in the struggle for a fairer world and to never give up,” she says.

Michele remembers her mother working as a waitress at the Parliament House dining room in Canberra.

“I remember very clearly her coming home and telling me that you can tell what sort of person a politician was by how well they treated the wait staff. That stayed with me.”

Michele’s passion for social justice began early. Her sister took her to the Aboriginal tent embassy in Canberra when she was 10. She went to rallies and marches as a teenager to free Nelson Mandela from jail in South Africa.

She joined her union on the first day of her first after-school job as a waitress in Canberra at 14. It was the Union we know today as United Voice.

O’Neil’s experiences at that job made a lasting impression on her. She was repeatedly sexually harassed by her supervisor. Michele says she learned a lot about the power of the collective. When she told the older women working alongside her what had happened, the union delegate and other members stood up with her and made sure the harassment stopped and she was safe.

“I learnt early that as a union member you are never alone - that unionism at its core is about workers sticking together. A powerful lesson in collective power,” Michele says.

Michele’s teenage years saw her work in restaurants, bars and clubs, as well as becoming active in social justice campaigns – from the anti-apartheid movement, to land rights and affordable housing campaigns.

In her 20s, she worked with homeless young people in the community sector and joined the ASU. Back in Melbourne she became the head of the National Youth Coalition for Housing.

“I understood what it was like to be a low-paid worker and to work in short term, casual and insecure jobs,” she says.

O’Neil had jobs sewing labels on jumpers and running a bank of knitting machines and worked with both the Clothing and Allied Trades Union and the Amalgamated Textile and Footwear Workers Union.

O’Neil went on to work for 28 years at the TCFUA as an organiser, a campaigner, a negotiator, and to be elected as a state and national secretary. In 2018 she led her union into an amalgamation with the CFMEU and MUA and became a CFMEU Vice President. She fought for secure jobs, the protection of workers entitlements, and stood up for workers facing factory closures. She has been active in global campaigns to hold fashion brands to account for workers safety and conditions and has represented her union in International Union Federations.

Among her wins, are landmark legislative changes in 2012 that mean workers in her industry – whether they worked from home, on in a factory – are entitled to the same minimum pay and conditions and can recover owed money up the supply chain.

“People deserve to be paid the same for doing the same work – that’s just basic fairness,” she says. “We won that in my industry, but workers all across the country now need this basic principle applied.”

Michele is energised and ready for the challenges that a national leadership role for the union movement brings.

“I’m passionate about changing the rules, getting rid of the Turnbull Government and growing our movement. Their attacks on working people and unions and their bias toward big business and the banks is something Australians can no longer afford,” she says.

“I have spent my life fighting for a better country and a better world. Along the way I’ve learnt about power, about change. and about solidarity.

“I know that when working people come together and act as one, no force in the world can stop us.”



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 but we are still waiting for that response to be received.

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 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 are still waiting on a response from Melbourne IVF but there will be 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

As reported in the last edition of STAT Report, we have asked for an agreed operative date for any first wage increase and we are still waiting for Dorevitch's response.

The work of drafting a new agreement is continuing, and hopefully we will have a final draft agreement to discuss with members soon.

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



Annual Subscriptions Due

A reminder to members that the annual subscription payments for the 2018/2019 financial year are due for payment by the end of this month – 31/7/2018.

Please contact the office on 9623 9623 if you have not received or have misplaced the original invoice.

Please note: if you are an unfinancial member you are not covered by Professional Indemnity Insurance.

Change for Psychologists at Monash Health

There are persisting rumours of potential changes taking place for psychologists working at Monash Health. The Union has not yet received any change impact statements so if you've received a statement make sure you forward it to the Union.

Send the change impact statement to enquiry@msav.org.au

Wage Growth in Australia

Real wage growth in Australia under Malcolm Turnbull is now 0%.

The Consumer Price Index (CPI) was announced this week as being at 2.1% which will completely wipe out near record low wage growth of 2.1%.

Costs of essential items and services like electricity, gas and childcare continue to increase well above CPI, meaning that wages are going backwards. The system is failing working people who desperately need a pay rise to be able to afford to support themselves and their families.

Working people in Australia should not be struggling to pay for transport, or healthcare, or to put food on their table.

It's clear big business has too much power, when real wage growth is 0%. And it's clear that we have to change the rules so that Australians get a pay rise.

[Find out how you can help change the rules.](#)

Women's Leadership Development Grants Now Open

Women & Leadership Australia (WLA) is administering a national initiative to support the development of female leaders across Australia's health sector.

The initiative is providing women working in the sector with grants to enable participation in a range of leadership development programs.

The leadership development programs are part-time and delivered nationally via WLA's blended learning model. Scholarship funding is strictly limited and will be awarded based on a set of selection criteria being met.

Find out more and register your interest by completing the Expression of Interest form here prior to September 7, 2018: www.wla.edu.au/health

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.**](#)

Australia's workplace rules are broken. It's time to change the rules!



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Host a workplace meeting and help grow our campaign



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*Members from St Vincent's

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: Australian economy losing billions due to companies deliberately going broke, PwC finds

"Phoenixing by companies that deliberately go broke has a direct cost of up to \$5bn a year on business, employees and government, including a whopping \$3bn owed to other businesses, a PwC report says.

Phoenixing is the deliberate and systematic liquidation of a company to avoid liabilities such as tax and employee entitlements then restarting the business to continue making a profit through separate trading entities.

The estimates are contained in a PwC report, to be released on Monday, along with an announcement from the minister for revenue and services, Kelly O'Dwyer, that the tax office has audited 340 businesses for involvement in phoenix activity in the last financial year, resulting in it

issuing tax bills of \$270m."

Read the entire article by Paul Karp in The Guardian at: <https://www.theguardian.com/australia-news/2018/jul/16/australian-economy-losing-billions-due-to-companies-deliberately-going-broke-pwc-finds>

Worth Reading: Australian top executive pay up 12% and bonuses up 18%, survey finds

"While most Australians are experiencing stagnating wages, chief executives are doing better than ever, with pay up 12.4% for those running ASX 100 companies, to the highest level ever.

The latest survey by the Australian Council of Superannuation Investors found financial year 2017 was a bumper one for chief executives. Median realised pay (the amount received including equity that vested during the year) rose to \$4.36m.

This was partly due to the strong equity markets – some executives' bonuses are paid in shares or linked to the share price. Bonuses were up 18% – one in three ASX 100 chief executives received 80% of their maximum bonuses, while the median payout was 70.5%."

Read the entire article by Anne Davies in The Guardian at: <https://www.theguardian.com/australia-news/2018/jul/17/ceos-12-pay-rise-routine-bonuses-tone-deaf-investor-group-says>

Worth Reading: Healthy changes can help address climate change

"Most of us know climate change is bad for us. What is less discussed is the causes of climate change – burning fossil fuels and overconsumption of natural resources – and how different sectors contribute.

In Australia, our healthcare system's carbon footprint is 7 per cent of Australia's total emissions – the same as the entire emissions of the state of South Australia.

Health services are huge consumers of natural resources, generating vast amounts of waste, and creating a substantial carbon footprint.

We are not helpless in the face of this – there are proven solutions to reduce the impact of the healthcare sector already happening elsewhere in the world."

Read the entire article by Dr Kate Charlesworth and Peter Sainsbury in The Examiner at: <https://www.examiner.com.au/story/5526772/healthy-changes-can-help-address-climate-challenge/?cs=97>

Worth Reading: Industry super funds are thrashing those run by banks – and business is crying foul

"There is little that annoys the Australian business community, its media spruikers and the Liberal party more than being shown how badly they perform. The best example of this is the superannuation industry where once again it has been revealed that industry funds have comprehensively outperformed those run by banks. Little wonder then that instead of attempting to improve, the business community is instead crying foul and trying to destroy the entire system.

This week, superannuation research house [Chant West](#) released the results of fund performances over the 2017-18 financial year. And yet again the news was not good for bank-run retail funds.

Not one of them made the top 10, and industry funds once again dominated. The best performing fund was Hostplus, which is mainly for employees in hospitality and tourism."

Read the entire article by Greg Jericho in The Guardian at:

<https://www.theguardian.com/business/grogonomics/2018/jul/22/greg-gericho-industry-super-funds-keep-outclassing-retail-ones-but-the-attacks-dont-stop>

Worth Reading: Rising temperatures linked to increased suicide rates

"Rising temperatures are linked to increasing rates of suicide, according to a large new study. The researchers warn that the impact of climate change on suicides may be as significant as economic recessions, which are known to increase rates of self-harm.

The links between mental health and global warming have not been widely researched but the new work analysed temperature and suicides across the US and Mexico in recent decades. It found that the rate of suicide rose by 0.7% in the US and by 2.1% in Mexico when the average monthly temperature rose by 1C.

The analysis was done at county level and took into account seasonal variation, levels of poverty and even the news of celebrity suicides that can lead to more deaths. The scientists found that hotter periods resulted in more suicides irrespective of wealth and the usual climate of the area."

Read the entire article by Damian Carrington in The Guardian at:

<https://www.theguardian.com/environment/2018/jul/23/rising-temperatures-linked-to-increased-suicide-rates>

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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