



## Stat Report 2019/08

In this issue of STAT Report we cover:

- New Agreement at Dorevitch
- Public Holiday Pay
- Productivity Commission inquiry into Mental Health
- Victorian Mental Health Royal Commission
- The Zelda D'Aprano Activist Award
- Change the Rules Campaign
- Union Aid Abroad-APHEDA Raffle
- Campaign Corner
- Worth Reading
- Member Benefits

### New Agreement at Dorevitch

**More than 11 years after the expiry of the last enterprise agreement covering scientists and technicians at Dorevitch, a new agreement is ready to be voted on.**

The Union has worked hard alongside delegates to have management return to the negotiating table. While the new agreement isn't perfect, it is good enough for the Union to recommend a "Yes" vote to members.

The agreement consolidates and modernises old agreements that have covered most members since 2004. The new agreement delivers pay increases between now and 2022; maintains important conditions along with an additional 5 days of Family and Domestic Violence leave.

There's also a \$5000 lump sum payment, pro-rata for part-timers, payable upon a Yes vote. The \$5000 will also be paid pro-rata (on a monthly basis) for employees with less than one year's employment with Dorevitch.

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It's time to ensure that pay and conditions are properly protected with a new agreement. The new agreement ensures conditions are protected with a healthy pay rise that will bring Dorevitch members back into line with other pathology employers.

That's why the Union strongly encourages members to vote YES.

It's a culmination of many years of lobbying and working with delegates at Dorevitch to get management back to the negotiating table. It shows that we can win when we stick together, despite the efforts of management to ignore your calls for a new agreement. Congratulations to the members at Dorevitch for their commitment and efforts over many years to get management back to the negotiating table to reach a new agreement.

If you have any questions about the new Dorevitch agreement and how it might affect you contact the Union via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au) or call us on 9623 9623.

Paul Elliott  
Secretary

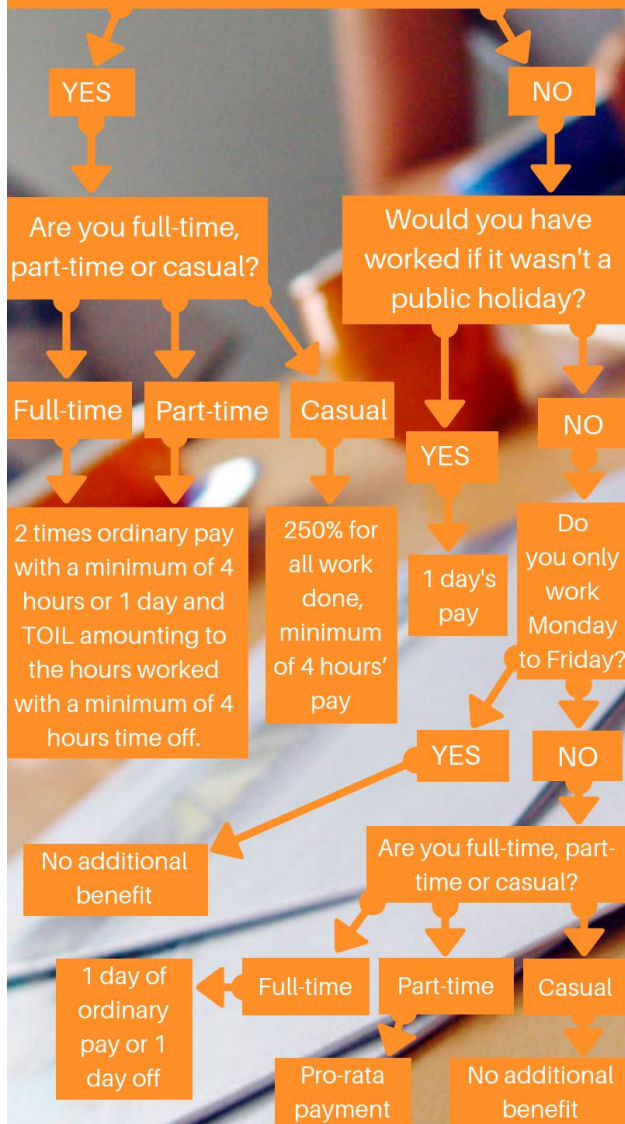
## Public Holiday Pay

Monday was the Labour Day public holiday. And since there was a public holiday it means public holiday pay. With the new public sector agreement in place, the graphic below outlines how your public holiday pay will be determined. It covers the majority of circumstances but it won't cover everything, especially if you work across more than one public health service.



# Public Holiday 2019 Payments

Did you work that day?



If you're unsure about how your public holiday pay works, or if you work in the private or community health sectors call the Union on 9623 9623 or via [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Productivity Commission inquiry into Mental Health

The Productivity Commission is undertaking an inquiry to examine the effectiveness of the spending on mental health. Make sure you have your say and make a submission or you can make a comment. The deadline for initial submissions is 5 April.

You can find the terms of reference and how to make a submission at:

<https://www.pc.gov.au/inquiries/current/mental-health>

## Victorian Mental Health Royal Commission

The Victorian Government has established a Royal Commission into Victoria's Mental Health System with the terms of reference being recently finalised and announced. And now that the terms of reference have been announced, along with the names of the Commissioners, the Royal Commission's work will begin in earnest.

This is a major Royal Commission upon which the outcomes will provide direction for mental health care in Victoria for the foreseeable future. It is a unique opportunity for the Union to draw together the expertise and experience of members to address a growing issue in our communities.

Check out the Terms of Reference for the Royal Commission at: <https://engage.vic.gov.au/royal-commission-mental-health-terms-of-reference>



## The Zelda D'Aprano Activist Award

Each year the Victorian Union movement recognises and reflects on the activism of unionist Zelda D'Aprano, whose courage, determination and no holds barred direct action changed history for working women in Australia.

**Know a union woman who is making change through activism? Nominate them for the Zelda D'Aprano Activist Award! Nominations close on 29 March.**

You can find all the details and how to nominate at: <https://www.unionwomen.org.au/zelda-award19>

## Change the Rules Campaign – National Protest

We have a crisis of insecure work, broken workplace rules and low wages in Australia.

The Abbott-Turnbull-Morrison Government has overseen the largest decline in living standards in 30 years. That's why on 10 April we're taking to the streets with a national political protest for fair wage rises and better job security.

This is our opportunity to boot out a government that puts workers last.

Join the Union's contingent – we'll meet outside 62 Lygon St before the protest commences.

[Sign up for details and reminders](#)

### Other Campaign Activities

There are lots of different activities you can join to help Change the Rules at this year's federal election and they're taking place all across Victoria. You can find out what activities are on by visiting <http://www.weareunion.org.au/when>

Join one of our organising groups to work on activities in your workplaces and neighbourhoods on Facebook

MSAV members – <https://www.facebook.com/groups/348061059362550/>

VPA members – <https://www.facebook.com/groups/361680581227455/>

AHP members – <https://www.facebook.com/groups/376346993187375/>

# Union Aid Abroad-APHEDA Raffle

## Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

The annual raffle raised more than \$60,000 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 any Australian accredited travel agent.
- 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 \$2199). Dutch-made, the Ultimate C1 is a premium lightweight city bike designed to be the lightest hub drive city bike in its class.

**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](mailto:office@apheda.org.au)

Spread the word and help us blitz the raffle this year - **raffle closes Friday 17 May**

## 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).**

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# 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: Since the Coalition won government in 2013 our living standards have gone down

"The release of the poor GDP figures last week has put the economic debate front and centre for the coming election. It also saw renewed focus on whether or not living standards are improving.

While there are numerous ways to measure living standards, when you focus on workers and households it is clear that since September 2013 things have become worse.

It was not surprising last Wednesday the treasurer, Josh Frydenburg, did not want to focus on actual GDP growth given how poor the figures were (the two consecutive falls in GDP per capita were rather ugly). Instead he tried to shift talk to living standards."

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

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<https://www.theguardian.com/commentisfree/2019/mar/12/since-the-coalition-won-government-in-2013-our-living-standards-have-gone-down>

## Worth Reading: We've been hacked – so will the data be weaponised to influence election 2019? Here's what to look for

"Prime Minister Scott Morrison recently said both the Australian Parliament and its major political parties were hacked by a "sophisticated state actor."

This raises concerns that a foreign adversary may be intending to weaponise, or strategically release documents, with an eye towards altering the 2019 election outcome.

While the hacking of party and parliamentary systems is normally a covert activity, influence operations are necessarily noisy and public in order to reach citizens – even if efforts are made to obscure their origins.

If a state actor has designs to weaponise materials recently hacked, we will likely see them seek to inflame religious and ethnic differences, as well as embarrass the major parties in an effort to drive votes to minor parties."

Read the entire article by Michael Jensen in The Conversation at:

<https://theconversation.com/weve-been-hacked-so-will-the-data-be-weaponised-to-influence-election-2019-heres-what-to-look-for-112130>

## Worth Reading: A warning for wine-lovers: climate change is messing with your favourite tipples' timing

"While the much-derided "latte set" are stereotyped as the biggest worriers about climate change, it's the chardonnay crowd who are acutely feeling its effects.

Australia's wine industry is both world-renowned and economically significant, with around A\$5.6 billion in sales in 2016–17, and winemaking and associated tourism responsible for more than 170,000 full and part-time jobs. Statistics also show that wine consumption is now accepted as being just as dinky-di as beer drinking for the average Australian.

However, record-breaking daily maximum temperatures, warmer than average overnight temperatures, and increasingly erratic weather patterns are playing havoc with the way wine grapes grow and ripen. This has knock-on effects for Australian grape growers, wine producers and consumers."

Read the entire article by Christine Bottcher and Christopher Davies in The Conversation at:

<https://theconversation.com/a-warning-for-wine-lovers-climate-change-is-messing-with-your-favourite-tipples-timing-112865>

## Join the Union

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

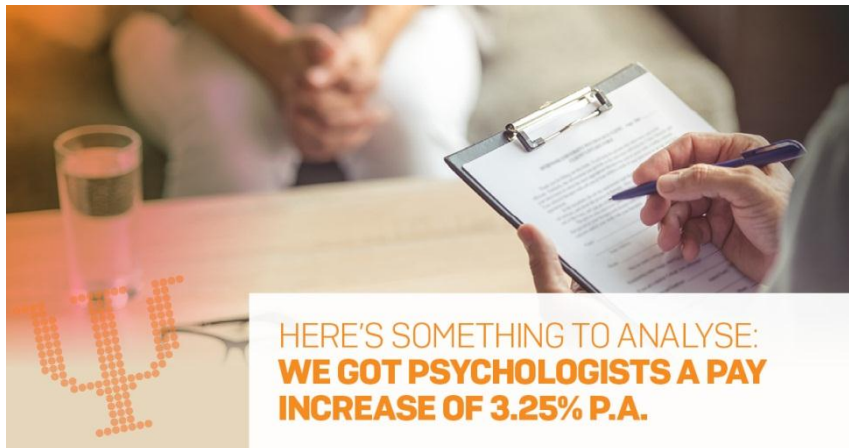
To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.

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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](#)

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## 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.

[follow on Twitter](#) | [friend on Facebook](#)

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