



Stat Report 2019/09

In this issue of STAT Report we cover:

- New Agreement at Dorevitch
- Bargaining Updates
- Change the Rules National Protest
- 2019 Australian Rural & Remote Mental Health Symposium
- Productivity Commission inquiry into Mental Health
- The Zelda D'Aprano Activist Award
- Union Aid Abroad-APHEDA Raffle
- Campaign Corner
- Worth Reading
- Member Benefits

New Agreement at Dorevitch

After 12 years of working hard to get Dorevitch to the negotiating table we finally have a new agreement.

Since 2007 the MSAV has worked hard alongside delegates and members to secure a new Agreement that provides significant wage increases and preserves conditions of employment. The ballot for your approval of the new Agreement received an overwhelming 97% Yes vote.

The new agreement delivers a substantial increase in pay of 22% over 3 years. The first increase is 12%, which will be paid from 20 March once the agreement is approved by the Fair Work Commission.

We've also negotiated a \$5000 lump sum payment, pro-rata for part-timers and people employed for less than a year, which will be paid in your next pay. We expect the lump sum payment to be made very soon. The Union has also been able to protect existing conditions with an additional 5 days for Family and Domestic Violence leave included.

The agreement consolidates old agreements that have covered most members since 2004.

The new agreement ensures conditions are protected with a healthy pay rise, and more importantly, will bring Dorevitch members back into line with other pathology employers.

That's why the Union strongly encouraged members to vote Yes.

The new agreement is also a culmination of many years of negotiations and working with delegates to get Dorevitch management back to the negotiating table and agree on terms acceptable to MSAV members

It shows that we can win when we stick together, despite the efforts of management to oppose your demands for a new agreement. And it's why over the next few weeks we're going to be working with delegates to do a major membership drive. We know when we have more members we have a more powerful voice.

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.

A special thanks to Cathy Durkin, a loyal and courageous MSAV Rep who has been involved in the negotiations since 2007, and refused to give in to, at times, appalling management behaviour, including being locked out in 2009 .

Help share the great news with our social media tile below.

Paul Elliott
Secretary



Bargaining Updates

Transition to Retirement at Monash Health

Monash had introduced a form for staff wanting to use the Transition to retirement provisions –

the form required that a binding resignation be attached

The Union has been successful in getting the policy changed to remove that requirement see trail below. We have removed from the application form and policy the requirement for an employee to resign when requesting a transition to retirement arrangement. We will now seek the approval of the OHS Committee for the amended form and policy. We anticipate this will take place within the next week. Once approval has been granted, we will place the amended form and policy on the intranet.

Change the Rules National Protest

National protest – 10 April at 10:30am starting at Victorian Trades Hall. Join the Union's contingent – we'll meet outside 62 Lygon St at 10:15am.

[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 on Facebook to work on activities in your workplaces and neighbourhoods

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

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

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

2019 Australian Rural & Remote Mental Health Symposium

The 2019 Australian Rural & Remote Mental Health Symposium will be held from Monday 28th – Wednesday 30th October at the Adelaide Convention Centre, Adelaide, South Australia.

Australians living and working in rural and remote areas are only able to access mental health services at a fifth of the rate of those in urban areas. This inequality poses serious risks for a large population of Australians, resulting in increased suffering of those seeking help, support and treatment for mental health issues.

Connect with professionals working to advance the services and support mental health receives in rural and remote areas, from renowned keynote speakers and industry workers through to government, academics, researchers and individual service providers.

Registrations are now open at: <https://anzmh.asn.au/rrmh/registration/>

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>

Positions not backfilled?

Let us know

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>

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

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.

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: The Government wants to free up your bank data. Here's what that means for you

"Every click, scroll and purchase you make creates data. This information, which often has little physical presence beyond the hum of warehouse data centres, is increasingly valuable.

You're the reason it exists, so shouldn't you control it?

The Consumer Data Right (CDR), which begins to come online mid-year, aims to give Australians more agency to access and control parts of their personal information.

The government calls it a "game changer", but critics fear that without careful consideration, it could have serious privacy implications, among other concerns.

After the bumpy rollout of another ambitious digital project, My Health Record, [some are advising caution.](#)"

Read the entire article by Ariel Bogle on the ABC at: <https://www.abc.net.au/news/science/2019-03-20/consumer-data-right-bank-transactions-privacy/10898060>

Worth Reading: More people than ever need a second job to help pay the bills

"2018 saw a surge in people working in secondary jobs that has led to the first time there being more than one million people working multiple jobs. The surge was most pronounced in the last half of 2018 where 30% of the new jobs created were going to those already working in another job.

The period of extremely low wages has clearly come to bite workers, with more people now than ever before seeking another job to help pay the bills. The latest [quarterly labour account](#) released last week shows that while the growth of main jobs has slowed the number of secondary jobs has accelerated.

The labour account, unlike the monthly labour force figures, measures jobs not just "employed". As such it is able to provide greater detail on what has led to the strong employment growth of the past two years.

Over the long-term secondary jobs generally rise along with main jobs; but since the end of 2016, secondary job growth has become much more pronounced"

Read the entire article by Greg Jericho in The Guardian at: <https://www.theguardian.com/business/grogonomics/2019/mar/18/more-people-than-ever-need-a-second-job-to-help-pay-the-bills>

Worth Reading: The terror of climate change is transforming young people's identity

"Today, at least 50 rallies planned across Australia are expected to draw thousands of students who are [walking out of school to protest climate change inaction.](#)

These Australian students join children from over 82 countries who are striking to highlight systemic failure to address climate change.

But the strikes represent more than frustration and resistance. They are evidence of an even bigger process of transformation. My research investigates how young people's sense of self,

identity, and existence is being fundamentally altered by climate change."

Read the entire article by Blanche Verlie in The Conversation at: <https://theconversation.com/the-terror-of-climate-change-is-transforming-young-peoples-identity-113355>

Worth Reading: Data sharing by popular health apps found to be 'routine', prompting calls for more transparency

"It is the type of information a doctor might need: your age, sex, medical conditions, current symptoms, and a list of any drugs you take.

It is also the type of sensitive health data being handed over to app developers, their parent companies, and potentially dozens of third-party entities — posing an "unprecedented risk" to consumer privacy.

That is according to a new study, published on Thursday in the British Medical Journal, which found the sharing of user data from health-related mobile apps on the Android platform was routine and yet far from transparent.

Lead author Dr Quinn Grundy said health apps were a "booming market", but one with many privacy failings.

The study follows a recent report from the Wall Street Journal which found several apps, including period tracker Flo Health, were sending sensitive user data — including weight, blood pressure and ovulation status — to Facebook."

Read the entire article by Olivia Willis and Ariel Bogle in The ABC at: <https://www.abc.net.au/news/science/2019-03-21/health-apps-sharing-data-common-practice-study-finds/10923484>

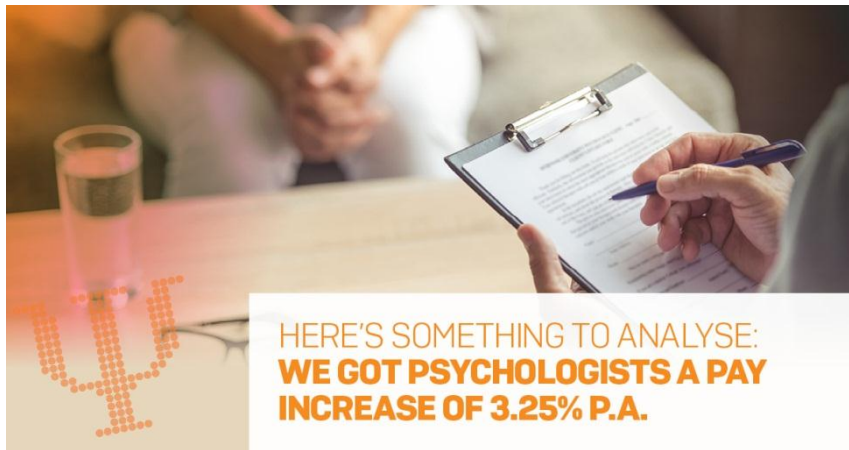
Join the Union

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.

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

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 A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

[unsubscribe from this list](#) | [update subscription preferences](#)

