



Stat Report 2019/31

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Morrison Government attacking freedoms in Australia

The Morrison Government is launching unprecedented attacks on our freedoms in Australia. Claiming they're for our protection against dangerous elements, they represent a severe limiting of our freedoms. And apparently freedoms we have taken for granted for far too long.

They are not designed to protect us but to protect big business and Morrison's corporate mates.

Scott Morrison's union busting bill is designed to silence working people and make it hard for all workers to win pay rises, protect their jobs, stop gendered-violence in the workplace, ensure workplaces are safe and fight rampant wage theft. It is an extreme piece of legislation that will make it easier for governments and businesses to shut down unions giving bosses a say in who leads unions rather than it being decided solely by members.

The right to come together is a fundamental human right and at the heart of our democracy. It is a right protected by the UN and two International Labour Organisation treaties that Australia has signed.

Australia already has one of the most restrictive set of regulations on workers' organisations among democratic nations. This extreme new law would place Australia even further outside the rest of the world and more aligned with authoritarian, undemocratic countries.

The Morrison government has overseen raids on journalists and is now attacking working people's freedom to run their own unions. These are dangerous attacks on fundamental pillars of democracy. To balance the power

of corporations and governments, people need a free press and the right to form unions whose own democratic processes are free from interference.

These proposed laws also put the rights of millions of working people on the line. It is part of the Liberal Party's and big business' attempts to continually bully and intimidate unions because unions stand up for working people and hold governments and employers to account. Union members earn on average \$275 a week more than people who are not union members.

You don't have to be a union member to know that unions have a critical role to play in a healthy democracy and its alarming to see a government try to assert this much control. And it remains a concern as the Morrison Government continues to demonise unions and their members by suggesting they're thugs. The truth is that the average union member is a 46-year-old woman who is a nurse. But the truth doesn't stop Morrison or his big business mates from demonising unions and their members.

Scott Morrison is going after ordinary working people who serve on Union management committees, 90% of whom are unpaid volunteers, but refuses to do anything about what has already been discovered in banks, is being uncovered in aged care corporations and what his own ministers are doing.

These are people who volunteer some of their time to help run their union, and they will be subject to higher standards than company directors, just because they work for a union. We've seen countless scandals and examples of unethical behaviour from members of the Morrison government who are not held to account. And we see the same unethical behaviour exhibited everyday by employers across every industry.

If these laws applied equally to corporations, we would see banks, multinational pizza chains and the restaurants of celebrity chefs closed down for repeatedly breaking workplace laws and their top executives sacked and heavily fined. Senators will have the opportunity to either stand up for your rights or deny them. And we will be keeping an eye on who voted to deny our rights.

All workers in Australia benefit from the work of unions. If unions are shut down or silenced, who will stand up to the powerful? Who will make sure workers get their rights and entitlements? Who will fight to improve workers' rights? We already know that it isn't going to the Liberal Party.

We need to be loud, clear and firm: The Senate must [stop Scott Morrison's union busting bill](#).

It's not just attacks on unions. These bills are being put through the parliament to make it more difficult for people to protest. We're witnessing State Governments introducing their own legislation to limit the ability of people to peacefully come together and protest. These are just more attacks on our freedom to associate and to come together.

And here's a timely reminder of what unions have done for us



Paul Elliott
Secretary

Union Round Up

Australian Red Cross Blood Service

Members have voted overwhelmingly to endorse our bargaining claim, with over 90% of members who voted supporting the claim. The claim you voted on was simple and straightforward and made up of the following points:

- Pay rise of 4% per annum
- Increase of base Annual Leave entitlement to 5 weeks per year
- Standalone Family and Domestic Violence Leave paid entitlement of 10 days per year
- Enhanced ability for Scientists to seek reclassification across grades
- Enhanced protections to ensure that jobs are appropriately sized to ensure that workloads match time fraction.

The next bargaining meeting is scheduled for the week commencing 11 November. At this meeting, our claim will be formally served on Blood Service management as our endorsed bargaining claim.

If you require more information please contact Matt by email at matth@msav.org.au or on 9623 9623.

Monash Health – Biometric Data Dispute

The Union continues to strongly recommend that members:

- Attend any consultation forums offered
- Ask about options for non-consent / opting out
- Ask about timelines for implementation
- Tell them what you think
- If questions aren't answered on the spot ask when you will receive the answers and how the answers will be given for example in an email, or at another forum.
- Communicate any information you receive with the Union to heidib@msav.org.au

We continue encouraging members to sign the Pledge against Forced Biometric Sign-On and send it to us.

It's vital we show Monash Health the degree and level of anger and frustration about this issue and their on-going refusal to respect staff and their privacy. [Download the Pledge here.](#)

Cabrini

Members are strongly encouraged to check their pay slips with respect to overtime and recall payments.

Based on a number of reports from members, the Union is investigating whether or not Cabrini has been properly calculating overtime and recall payments. Cabrini acknowledges that there have been issues with these calculations which is why it is important for members to check pay slips.

If you believe you have not had your overtime or recall properly paid please contact the Union on 9623 9623 or at enquiry@msav.org.au

Melbourne IVF

Congratulations to the scientist members at Melbourne IVF who successfully defeated the woefully pathetic offer from Melbourne IVF. It was well and truly voted down with 90% of those who voted, voting No. The clear No vote sends an unequivocal message to management that their offer was completely unacceptable. And it's also clear that scientists at Melbourne IVF have had enough with management failing to recognise and value the workforce that makes it possible for them to be in business.

It's vital that you keep up the pressure with the agreed industrial action. In the meantime, the Union will seek to establish future meetings to continue bargaining with management.

If you have any questions please contact Rosemary on 9623 9623

What is unpaid work costing you? Take the No Pay No Way Survey today!

CMHL Governance Leadership Committee

The Centre for Mental Health Learning (CMHL) is in the process of transitioning from initial establishment governance, to ongoing sustainable governance structures.

The expression of interest process for the new CMHL Governance Leadership Committee is now open.

The CMHL vision is to be the centrepiece for mental health learning in Victoria; leading and driving innovation that strengthens and sustains a flexible, curious, knowledgeable and recovery-focused workforce.

The Centre for Mental Health Learning (CMHL) Governance Leadership Committee will provide strategic advice and decision-making for CMHL operations. In doing so, the committee will provide oversight for all scoping, planning, design, implementation, review, financial, and quality functions of the CMHL. The committee will also provide leadership and advice in the development and maintenance of principles, guidelines and standards of learning and development, consistent with sector needs, and Government and departmental reform agenda.

Expression of Interest Forms

- [Submission form](#) (note on most computers/devices you will need to download this first before completing)
- [Skills matrix explanatory notes](#)
- [Terms of reference](#) (draft, to be confirmed once GLC commenced)

Expression of Interest Deadlines

| | |
|---------------------------------------|----------------------------|
| Fri 01 Nov 2019 | Submissions open |
| Thur 28 Nov 2019 | Submissions close |
| Mon 09 Dec 2019 & Thur 12 Dec 2019 | Panel Interviews |
| Mid – late Dec 2019 | Panel assessment process |
| Mid Jan 2020 | Notification to applicants |

Further Information

Inquiries to Rosemary Charleston CMHL Director - rosemary.charleston@cmhl.org.au or 8387 2739

No Pay? No Way! Survey 2019

We know there has been a failure across our workplaces in dealing with the extra work. Instead workplaces try to build an expectation that you'll just do more and more work in the same amount of time. And in 2019, we know that tens of thousands of hours of unpaid time will be worked to cope with unreasonably high workloads.

To make our advocacy work even stronger, the Union wants to continue building a better understanding of the nature and extent of unpaid work, and more importantly, how unpaid work has changed and the impact it has on you over time.

That's why the Union needs you take the "No Pay? No Way!" survey.

Please take a few minutes to do our survey and help us continue fighting to grow our workforces, ease extreme workloads and eliminate stress related injuries.

[MSAV members take this survey](#)

[AHP members take this survey](#)

[VPA Inc members take this survey](#)

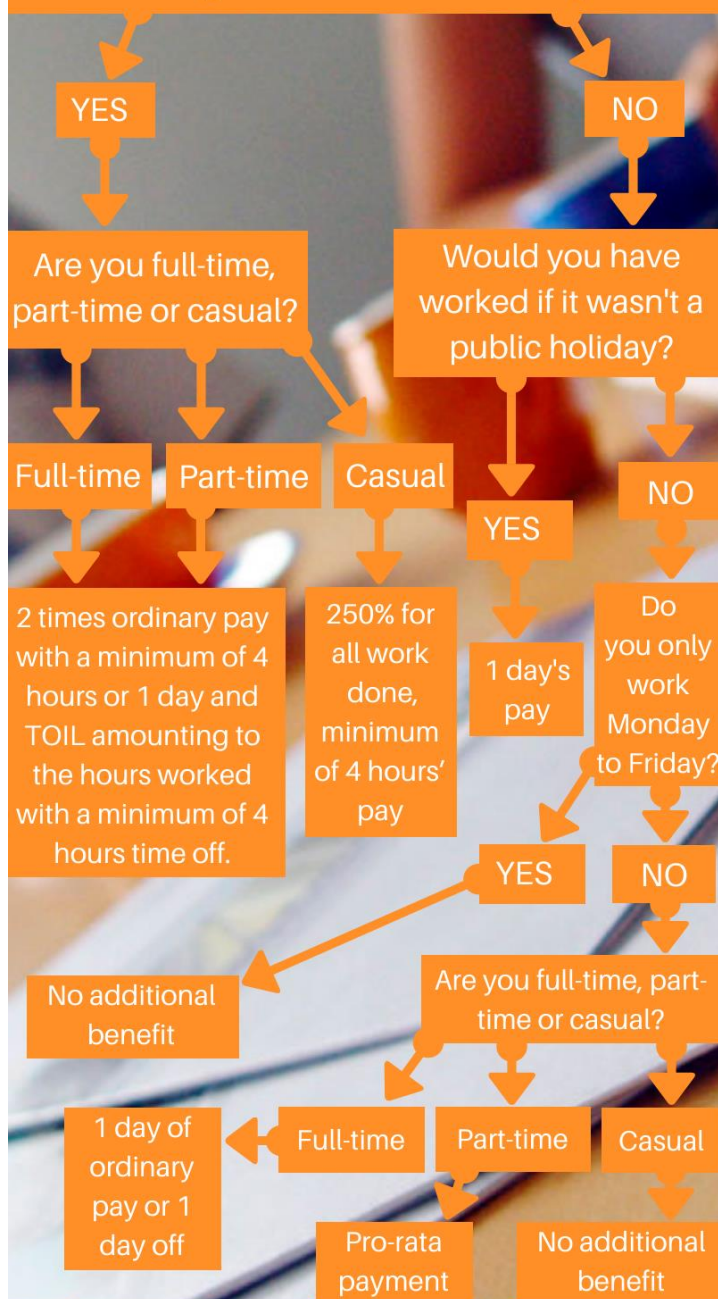
Melbourne Cup Public Holiday and Your Pay

Tuesday 5 November was the Melbourne Cup public holiday. And with a public holiday comes the public holiday pay. So, here is our advice about what you should have been paid for the day. Use our handy flowchart to find

out what your entitlement should be. If you think you haven't been paid your proper entitlement then make sure you contact the union.

Public Holiday 2019 Payments

Did you work that day?



Positions not backfilled?

Let us know

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: Climate emergency declared by 11,000 scientists worldwide who warn of 'catastrophic threat' to humanity

"More than 11,000 scientists around the world have signed a scientific paper declaring a climate emergency, backing protesters across the world demanding action.

"Scientists have a moral obligation to clearly warn humanity of any catastrophic threat," the paper said.

The UK, Scotland and Ireland are among the countries that have declared a "climate change emergency", along with more than 1,000 subnational jurisdictions, including many in Australia, such as the ACT, the City of Sydney and the City of Melbourne.

Last month, the Federal Government voted down an attempt to declare a climate emergency across the country, with the Morrison Government's Emissions Reduction Minister, Angus Taylor, labelling it a "symbolic" gesture."

Read the entire article by Michael Slezak in the ABC at: <https://www.abc.net.au/news/2019-11-06/climate-change-emergency-11000-scientists-sign-petition/11672776>

Worth Reading: Attorney-General Christian Porter targets Market Forces in push against environment groups

"The government has the activist group Market Forces squarely in its sights as it considers ways to stop environmental organisations persuading financial and other businesses to boycott companies in the mining sector.

It is also targeting funders of class actions, in its proposed crackdown on those running climate change campaigns that hit firms.

Attorney-General Christian Porter singled out Market Forces in a Monday statement that said he was co-ordinating advice across several portfolios on what could be done to protect resource businesses from such activism."

Read the entire article by Michelle Grattan in The Conversation at: <https://theconversation.com/attorney-general-christian-porter-targets-market-forces-in-push-against-environment-groups-126357>

Worth Reading: Is the Morrison government 'authoritarian populist' with a punitive bent?

"In a recent interview Malcolm Turnbull raised the possibility that these days many so-called "conservatives" in the Liberal Party might be better described as "authoritarian populists".

It would be easy to dismiss his comments as being those of a bitter former leader. But maybe Turnbull has a point, and perhaps it might even be applied more broadly to the Morrison government.

Although the term “authoritarian populism” is often associated with far-right parties, it has also been used to describe mainstream governments, such as those of Margaret Thatcher (1979-1990).

Thatcherite populist rhetoric mobilised the people against big government and elite special interests, which was combined with authoritarian measures such as increased policing of ethnic minorities and militant unions."

Read the entire article by Carol Johnson in The Conversation at: <https://theconversation.com/is-the-morrison-government-authoritarian-populist-with-a-punitive-bent-126032>

Worth Reading: 3 in 4 people with a mental illness develop symptoms before age 25. We need a stronger focus on prevention

"The Productivity Commission has revealed 3.9 million of us are living with mental illness, and it's costing the country an estimated A\$500 million per day.

The Commission, which the government tasked with looking at the impact of mental health on economic participation and productivity, has released its draft report today, ahead of a final report due in May next year.

Among a broad range of findings, it reports one million people with mental illness are not accessing services, 75% of people who have mental illness develop symptoms before they turn 25, and Aboriginal and Torres Strait Islander Australians are more than twice as likely as non-Indigenous Australians to be hospitalised due to mental illness and to die by suicide. The report then outlines five key areas for reform."

Read the entire article by Anthony Jorm in The Guardian at: <https://theconversation.com/3-in-4-people-with-a-mental-illness-develop-symptoms-before-age-25-we-need-a-stronger-focus-on-prevention-126180>

Worth Reading: If not now, when?

"It's scarcely an exaggeration to say that eastern New South Wales has been on fire this week. Around a million hectares have burned, almost as much as the area [destroyed](#) by the last three fire seasons combined. [Three people](#) have died, at least 150 properties have been destroyed, and Australian Defence Force reservists are [on call](#) if extra help is needed to get the blazes under control.

While most of these fires have broken out in the northern half of the state, on Tuesday this week the forecast of [unprecedented catastrophic fire conditions](#) was extended to the Greater Sydney, Illawarra and Hunter regions. In areas where the largest and most troubling fires were already burning, the forecast strong winds left fire services [extremely concerned](#) that the worst was still to come. Resources were paper thin, with [950 firefighters](#) currently on the ground.

This is spring, remember. And let's also not forget the [fifty fires](#) currently burning in Queensland, or the fires that hit the [Sunshine Coast](#) in October."

Read the entire article by Sarah Perkins-Kirkpatrick in Inside Story at: <https://insidestory.org.au/if-not-now-when/>

Join the Union

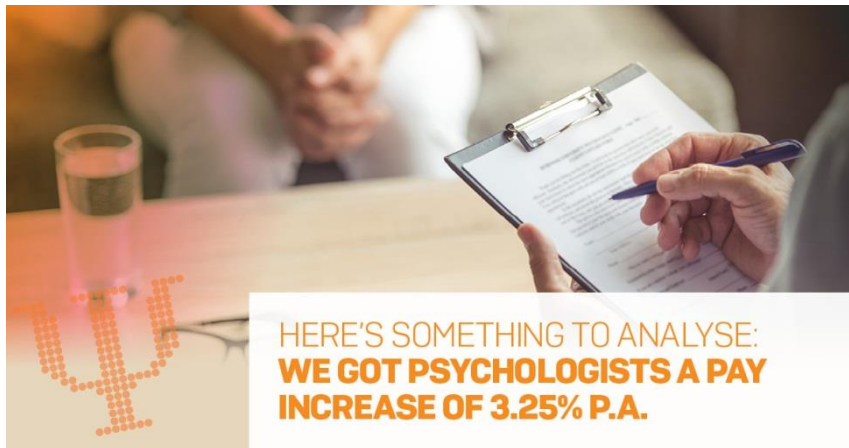
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

To protect our professions 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](#)

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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