



## Stat Report 2020/04

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### Preparing for Public Sector Bargaining

Right now, the Union is gearing up for the next round of Public Sector bargaining. It feels like we only just finished negotiating the last Public Sector agreement but it is time to get back to the negotiating table for a new agreement.

Over the coming months the Union will be seeking members input and feedback on the log of claims to be lodged to kick start the negotiations in June. We expect to be sending to members a survey by the end of February which will be open for a number of weeks. By using surveys, we are able to gather a great deal of information as well as gauge your thoughts and opinions on a range of enterprise agreement related matters.

In undertaking the next round of bargaining, we will also use the information that members have supplied through the *No Pay? No Way!* surveys. The depth of information that is provided from these surveys enables the Union to form a solid evidence-base of the impact of workloads on your health and well-being. It has proven extremely helpful to the Union to present the lived experiences of members and the growing sense of crisis that is rising among members about unsustainable workloads.

In recent bargaining campaigns it has been particularly useful to point out the frequency of unpaid work, the impact of growing workloads, the worries about patient care and the failure of management to re-prioritise work when there are not enough staff on due planned and unplanned leave situations. Our data and evidence in the

last negotiation resulted in the new leave backfill clause in the current agreement. It's through the survey that we were also able to successfully establish the need to undertake real, planned workforce expansion for those working in mental health.

Due to the size of our union and the geographic spread of members, using tools like surveys is an important part of our tool kit to engage and consult with members.

The Union will also conduct a series of meeting in workplaces across Victoria. These will be opportunities to provide further input into the log of claims and they're always a great way to catch up and to find out the sorts of issues that are important to your colleagues. The Union will also be considering alternative ways for meetings to happen across Victoria to make sure members get their say on the log of claims.

We expect to release the bargaining survey towards the end of February.

In the meantime, start thinking about the sorts of issues you think need to be highlighted in this next round of bargaining, and talk to a colleague who is not a union member to join now and make our negotiations more successful

Paul Elliott  
Secretary



## Union Round Up

### **Community Health Sector Agreement**

We are still waiting for a decision from the Fair Work Commission to clarify the technical issue that was raised in relation to the proposed Agreement variation.

### **Ramsay Health**

The Union continues to negotiate with Ramsay Health. At this point Ramsay want to:

- insert new classification definitions for sleep scientists, Pharmacists
- remove access to yearly increments until part time pharmacy members have completed a full year's service but not to other allied health groups
- Require staff to take leave at times when there are low admission numbers (i.e. Christmas)

Ramsay Health are also claiming they cannot give more than a 2.25% per annum increase and have threatened that the increases will be less if Professional Development allowances are to be increased.

Members can contact Heidi if they want more information on 9623 9623 or at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Monash Health – Backfill**

The Union has pursued Monash Health over backfill of staff on leave at a range of sites & successfully had leave backfilled. In order to continue to pursue these matters if it is vital staff report and notify management and the union of unfilled leave where you can see there will be less staff on the roster.

### **Monash Health – Finger scanning**

The Union is continuing with consultation over Kronos / finger scanning, which affects Dietitians in the short-term but will likely affect others too. The Union thanks members who attended meetings and held Monash managers to account.

The met with management on 30 January and learned that

1. The window of time for clock on and off is different in different departments for example if you're 6 minutes late you will be asked why but those in IT won't be asked unless they are 25 minutes late
2. HR couldn't tell us how your data is protected but they'll find out & get back to us
3. A Kronos app is coming in late 2020 that will allow login from your phone but only at geo-fenced Monash sites. Logging in from non-Monash sites (ie your home) will not be possible.

We have asked for updated information to be provided to all Allied Health staff as a common complaint is that members haven't heard anything from Monash other than initial information sessions.

### **Eastern Health – Pharmacy**

The consultation period was extended to 21 January after some changes were made to the original proposal. If you have any feedback or need to review the change impact documentation please contact Heidi on 9623 9623 or at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Eastern Health – Pathology**

Members are waiting on the finalisation of change process – several members will be redeployed under the current proposal. The announcements on the final structure are expected during the week of 17th February.

If you have any questions please contact Heidi on 9623 9623 or at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Australian Clinical Labs**

Several members have come to us raising concerns about discrepancies between their start and finish times entered into Deputy, and the start and finish times approved in the system. It appears that on several occasions, time records have been changed in Deputy without workers' knowledge, which may impact their entitlement to overtime rates.

Has this happened to you? [We are surveying members at Clinical Labs to better understand the following:](#)

1. Have you entered one start or finish time in Deputy, which has subsequently been changed by someone else without your consultation?
2. If yes, how often does this occur?
3. In your opinion, has this resulted in you receiving the incorrect pay? (For instance, not receiving overtime rates)
4. Do you have any evidence of these discrepancies occurring? (For instance, screenshots of time entries before and after approval)

If you have any other information or concerns, please contact Lisa at [lisaa@msav.org.au](mailto:lisaa@msav.org.au) or on 03 9623 9623.

## **Certification for Medical Scientists**

Late in 2019 the Australian Institute of Medical Scientists announced the registration of a national certification body for medical laboratory scientists.

According to the AIMS, the new governing body will be called the [Australian Council for Certification of the Medical Laboratory Scientific Workforce \(ACCMLSW\)](#) and it will utilise a not-for-profit, limited liability company governance structure that, along with consumer representation, allows for the formal participation of representatives from all key scientific disciplines.

The certification scheme is scheduled for formal commencement on 1 July 2020 but piloting for the certification process has commenced in preparation for the full launch.

According to AIMS, the proposed certification scheme is the current Competency-Based Standards (CBS) framework. AIMS suggests that consultations and discussions for the development of the certification model confirmed that the current CBS was a useful guide for competent professional practice, although there is also scope for it to continue to develop and evolve over time. The proposed certification scheme will include elements of competency assessment and promote professional development activities that support competent professional practice.

The new body has developed a code of ethics and is currently seeking people to be involved with pilot testing of the scheme. There is also a fee attached to applying for certification.

It is unclear, however, what status the new body has with respect to employment standards and whether scientists will be refused employment unless they are certified. It is also unclear what privacy standards are being applied given the public are invited to check the certification status of scientists and there is no detail or information about privacy on the new body's website. And there is no detail about how this new body intersects with higher education and existing bodies like AIMS. It is also disappointing that AIMS did not bother to engage Unions in their consultation given the potential impacts, and stated purpose, that certification could have on the employment of medical scientists.

The Union supports certification for medical scientists in order to protect the profession from rogue elements but certification must be done properly. At the moment we're not confident that the new body will be able to properly undertake the ambitious plans it was designed for; or for that matter be able to start 'certifying' people by 1 July 2020.

[You can read the final report here](#)

[Download a copy of the implementation plan](#)

[Download a copy of the implementation timeline](#)

The Union is seeking your feedback and comments about the Australian Council for Certification of the Medical Laboratory Scientific Workforce.

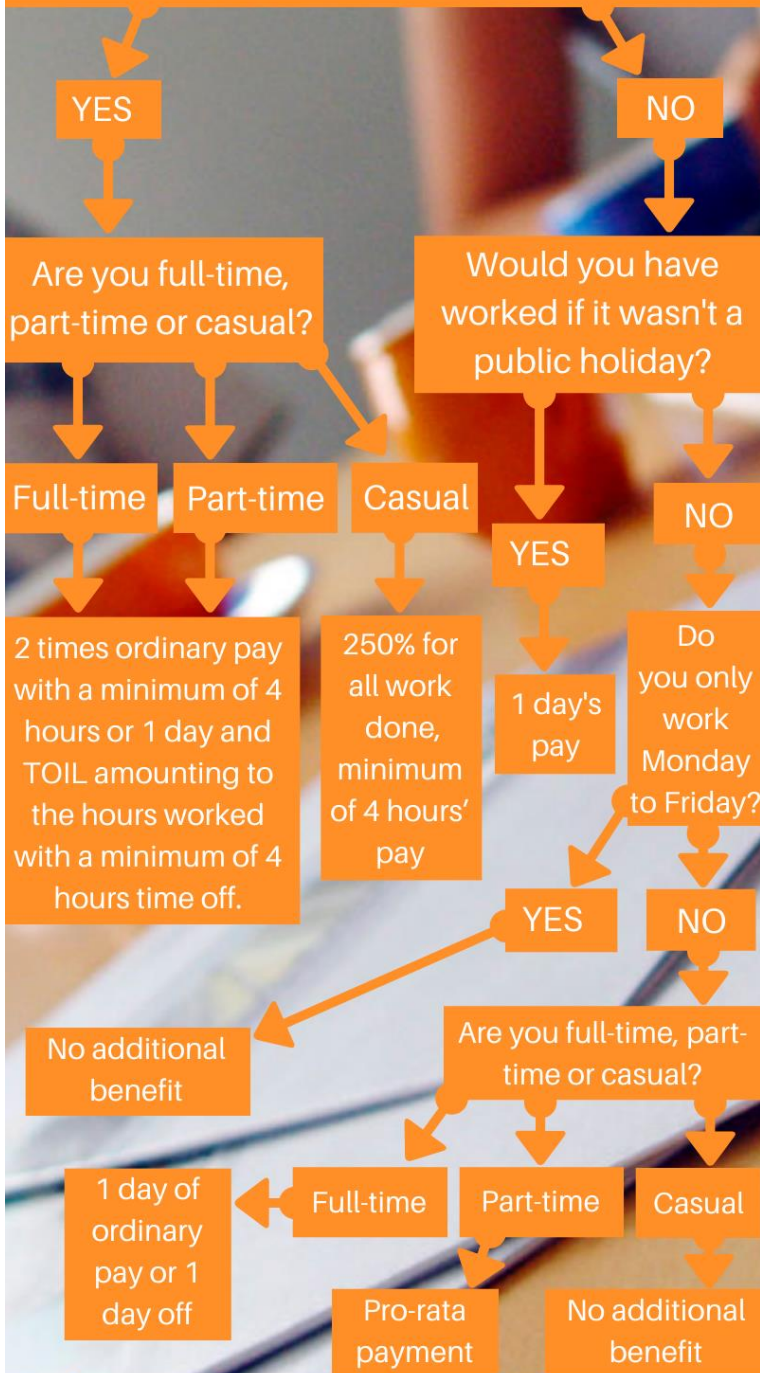
[Send your comments and feedback here](#)

## Public Holiday Pay

Have you been paid properly for the Australia Day public holiday? It's important to know if you've been properly paid for it and the public holidays over the Christmas and New Year period. To make sure you know what your entitlements are and whether you've been properly paid, use the flowchart below. The flow chart applies mostly to public sector members so if you have any questions about your public holiday pay and you work in the community or private sectors, please contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

# Public Holiday 2020 Payments

Did you work that day?





# Women's Rights at Work Festival

It's that time of year again - the annual festival for Women's Rights at Work, WRAW Fest 2020 is starting soon!

The Union proudly supports WRAW Fest and we certainly encourage members to get involved and get active. You already know like we do that women play an essential role in society in both paid work and unpaid caring work, and yet it is clear the system is rigged against women.

Here are some facts:

- Two thirds of women have experienced sexual harassment or violence at work.
- One in five mothers are sacked from their job because of pregnancy
- Women are more likely to be working in insecure, precarious, and low paid jobs.
- The gender pay gap is 14% for full-time workers, and 20% overall.
- Women retire with half as much superannuation as men and subsequently, many women are now facing poverty in retirement.

## **We Are Union Women's Conference 2020**

We've spent decades researching the problem, talking about the problem, and asking for the problem to be fixed. There are clear solutions. Yet nothing changes.

Enough is enough. No more asking politely. No more roundtables, committees, inquiries, reports. No more morning teas, ribbons or 'champions for change.'

At the 2020 We Are Union Women's Conference, we're bringing together unionists to discuss our upcoming 'Safe, Respected, Equal' campaign for working women. [RSVP for the Conference here.](#)

[Make sure you check out all the other great events happening as part of WRAW Fest from March 1st to March 8th](#)

# Women and Leadership Australia Scholarships

## **Scholarships of up to \$5,000 for current and aspiring female leaders**

Women and Leadership Australia is offering scholarships of \$2,000 to \$5,000 to women working in the health sector to help support their participation in a range of career building leadership development programs.

The initiative is providing junior through to executive managers with scholarships to support their growth and development. The scholarships assist with participation in one of three flagship development programs. The programs provide highly collaborative learning environments uniquely tailored to the needs of female leaders.

Find out more and register your interest by completing the Expression of Interest form here prior to Friday, March 20: <https://www.wla.edu.au/health.html>

# Union Bushfire Appeal

The Union is working with the Victorian Trades Hall Council to collect a list of people who can help rebuild our communities when the bushfire threat has passed and it's safe to rebuild.

## **Sign up to help out**

If you can help build a fence, cook and serve food, handle hazardous material, drive a bus/truck or volunteer your time [please fill out this short form.](#)

## **Make a donation**

Like the rest of Australia, we too are reeling from the stories coming from bushfire affected areas. Those working on the front line are telling us that they need money right now and don't need donations of goods at this time – [make a donation](#) today!

## **Bushfires – Hardship**

We understand that some members may find themselves in hardship due to bushfire related circumstances. We want to make sure that you don't have to worry about the small but important things. If you're affected by the bushfires and experiencing hardship please reach out to us and we will provide what assistance we can.

Email on [enquiry@msav.org.au](mailto:enquiry@msav.org.au) or call us on 9623 9623.

**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](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: Five tips for replanting your garden after bushfires

"Bushfires have devastated towns and regions around Australia. Bushfires don't discriminate: they burn large forests, small farms, and backyard gardens alike.

Many people are now returning to their homes and starting to rebuild their lives. Creating a garden can be an important part of the process of recovery and reconnecting. So, how should you go about replanting?

We asked some of our scientists, including Linda Broadhurst (Director, Australian National Herbarium), David Bush (Director, Australian Tree Seed Centre), Tanya Doody (ecohydrologist and Principal Research Scientist), Suzanne Prober (ecologist and Senior Principal Research Scientist) and Andrew Sullivan (leader of the CSIRO Bushfire Behaviour and Risks team)."

Read the entire article by Kate Cranney in the CSIRO Blog at: <https://blog.csiro.au/five-tips-for-replanting-after-bushfires/>

## Worth Reading: Bubbles for your beer, out of thin air!

"More than 32 billion tonnes of carbon dioxide (CO<sub>2</sub>) is released into the atmosphere every year. So it's hard to imagine a shortage, right? No one wants to drink a flat beer, and here at CSIRO we don't want that either! So, to tackle future shortages, we looked to our scientists to find a solution.

Around the time of the 2018 World Cup, a thirsty Europe was in fear of a beer drought. Naturally, panic ensued. The dramatically low supplies of CO<sub>2</sub> (aka beer bubbles) left brewers flat. Thankfully, the shortage only lasted a few weeks. Yet it is one of the worst supply situations to hit European CO<sub>2</sub> markets in decades."

Read the entire article by Emily Lehmann in the CSIRO Blog at: <https://blog.csiro.au/bubbles-for-your-beer-out-of-thin-air/>

## Worth Reading: Charging your phone using a public USB port? Beware of 'juice jacking'

"Have you ever used a public charging station to charge your mobile phone when it runs out of battery? If so, watch out for "juice jacking".



Cybercriminals are on the prowl to infect your mobile devices such as smartphones and tablet computers and access your personal data, or install malware while you charge them.

Specifically, juice jacking is a cyber attack in which criminals use publicly accessible USB charging ports or cables to install malicious software on your mobile device and/or steal personal data from it.

Even a 60-second power-up can be enough to compromise your phone's data. This is because USB cables allow the transmission of both power and data streams simultaneously. Victims can be left vulnerable to identity theft, financial fraud, and significant stress."

Read the entire article by Ritesh Chugh in The Conversation at: <https://theconversation.com/charging-your-phone-using-a-public-usb-port-beware-of-juice-jacking-130947>

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## Worth Reading: Are you experiencing eco-grief?

"Have you heard of eco-grief? It's the emotional cost of ecological loss. Eco-grief is a by-product of natural disasters that can ripple through communities after a natural disaster.

We spoke to Fiona Martin, registered psychologist in our Health and Wellbeing team, about dealing with eco-grief.

"It's absolutely reasonable to feel upset, frustrated, overwhelmed and disheartened. These are very ordinary responses to extraordinary circumstances," she said.

Research shows people are increasingly feeling the effects of these changes in their daily lives.

Climate change, and the [associated impacts to land and environment](#), has recently been linked to a range of negative mental health impacts. Since the start of the latest disasters, Fiona has noticed an increase in eco-grief.

"Climate change anxiety and eco-grief is starting to take a toll on people's mental health," she said."

Read the entire article by Louise Jeckells in the CSIRO Blog at: <https://blog.csiro.au/are-you-experiencing-eco-grief/>

## Worth Reading: 'Death by a thousand cuts': women of colour in science face a subtly hostile work environment

"It's hard for women to succeed in science. Our research shows it's even harder for women of colour.

We interviewed women of colour working in scientific and technical organisations across Australia about their experiences. As well as direct discrimination, they face a barrage of brief, everyday racial slights and indignities that one described as “death by a thousand cuts”.

In addition, we found women of colour often hesitate to tackle these affronts themselves as they are wary their claims will be doubted and they will be perceived as “too emotional”.

Read the entire article by Meredith Nash and Robyn Moore in The Conversation at:

<https://theconversation.com/death-by-a-thousand-cuts-women-of-colour-in-science-face-a-subtly-hostile-work-environment-130204>

## Worth Reading: All these celebrity restaurant wage-theft scandals point to an industry norm

"The latest celebrity-chef-linked wage-theft scandal, with the high-end restaurant Dinner by Heston Blumenthal in Melbourne allegedly underpaying its staff by [A\\$4 million](#), is the tip of the iceberg for wage exploitation in the hospitality industry.

Blumenthal joins a line of celebrity chefs linked to cases of million-dollar wage theft.

There's former Masterchef judge George Calombaris's company underpaying staff by [\\$7.8 million](#). There's Shannon Bennett's [Vue de monde restaurant](#) accused of forcing staff to work up to 30 hours of unpaid overtime each week. There's Neil Perry's [Rockpool Dining Group](#), accused of “audacious” time-sheet tampering potentially worth up to \$10 million in unpaid overtime."

Read the entire article by Richard Robinson and Matthew Brenner in The Conversation at:

<https://theconversation.com/all-these-celebrity-restaurant-wage-theft-scandals-point-to-an-industry-norm-131286>

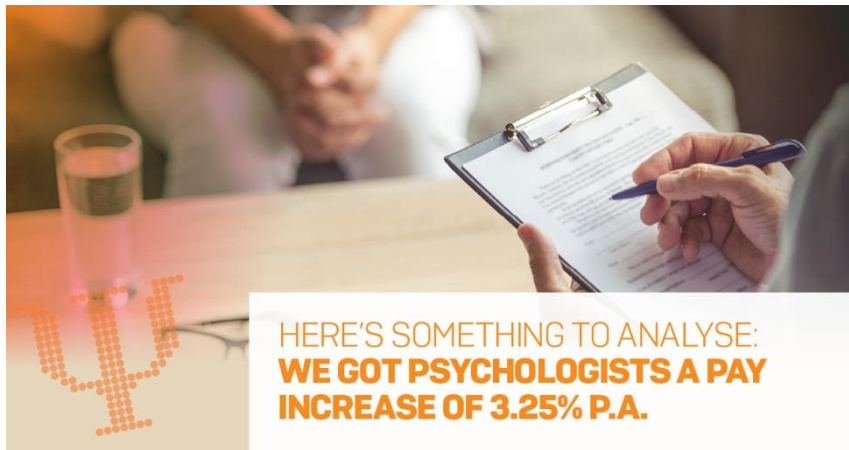
## Join the Union

**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.



[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

As a Union member you get access to exclusive Member Benefits. The 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 – that means you! 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.