



## Stat Report 2014/12

### What you need to know about Easter Saturday and the Agreement

If you haven't already thought about it, we're sure that you'll have received some kind of notification from your employer about the upcoming Easter holiday period. There have been some weird and wonderful interpretations of our agreement, and unfortunately the Victorian Hospitals' Industrial Association (VHIA) continues to issue incorrect advice.

Under the public sector agreement (and many private sector agreements), full time employees can choose to be paid for Easter Saturday, take a day off in lieu within 4 weeks, or have a day added to annual leave. Part-timers in the public sector are entitled to pro-rata payment for Easter Saturday

You may have heard that if you ordinarily work Monday to Friday only and do not work on Easter Saturday you are entitled ONLY to take one day off in lieu, within four weeks of the Easter Saturday public holiday. This is incorrect!

You may have also been told that part time employees are only entitled to Easter Saturday provisions if they work every day from Monday to Friday. This is also incorrect.

Been given information to the contrary? Is your employer refusing to give you your correct entitlement? Contact the Union immediately so we can pursue any claims to that effect.

**Please note that this advice refers to the public sector. If you're in the private sector please contact the Union about your entitlements.**

### MSAV | VPA | AHP Annual Conference – 30 May 2014

The MSAV | VPA | AHP Annual Conference is on **Friday 30 May at 9am for a 9:30am start to 5pm.**

The Annual Conference will feature plenary sessions on the state of public health in Victoria and the current industrial landscape and challenges for the MSAV, VPA Inc and AHP. Plus the Annual Conference will also be an excellent opportunity to hear from some great speakers including leaders from other unions in the health sector.



# ANNUAL CONFERENCE

## 30 MAY 2014

### CLICK HERE TO REGISTER



With this year being an election year, Annual Conference will look at the political landscape and the campaign to ensure Victorians have a government that looks after health care and puts workers first.

Annual Conference is free and open to all members.

Check out the **Agenda** – [click here](#) | Register your attendance – [click here](#)

## Supporting Working Parents: Pregnancy and Return to Work National Review

The Australian Human Rights Commission was asked last year to undertake a national review on the prevalence, nature and consequences of discrimination in relation to pregnancy at work and return to work after parental leave. The objectives of this National Review project include:

- To provide national benchmark data and analysis on the prevalence, nature and consequences of discrimination at work related to pregnancy and during, or on return to work after parental leave;
- To engage stakeholders including government, industry and employer groups, unions and workers to understand perspectives and experiences, and consider the prevalence data and its implications;
- To identify leading practices and strategies for employers supporting pregnant employees and men and women returning from parental leave; and
- To provide recommendations for future actions to address the forms of discrimination identified through the project.

The Commission is expected to present a report, including recommendations, by June 2014.

But since starting its work, the *Supporting Working Parents: Pregnancy and Return to Work National Review* has received a significant number of complaints that indicate that discrimination against pregnant employees and against men and women returning to work after taking parental leave continues to be a problem in Australian workplaces.

To date the National Review has undertaken a national telephone survey and has released a *Headline Prevalence Data* report measuring discrimination in the workplace related to

pregnancy, parental leave and return to work following parental leave.

While it would be great to say the results will shock you, unfortunately much of what has been released by the Human Rights Commission won't shock many. According to Elizabeth Broderick, Sex Discrimination Commissioner, the major conclusion that can draw from this data, is that discrimination has a cost – to women, their families, to business and to the Australian economy and society as a whole.

The Review has found that one in two women in Australia reported experiencing discrimination in the workplace during their pregnancy, parental leave or on return to work. While prevalent at all stages, discrimination was more commonly reported as occurring upon return to work (35%) followed by when requesting or on parental leave (32%), and during pregnancy (27%).

Commonly reported types of discrimination women experienced during pregnancy, or when on parental leave, included reductions in salary, missing out on training, professional development and promotional opportunities. The most common types of discrimination women reported experiencing on returning to work after parental leave included negative comments about breastfeeding or working part-time or flexibly and being denied requests to work flexibly.

As a result of this discrimination, the vast majority of mothers (84%) reported a significant negative impact related to mental health (including stress, and a negative impact on their confidence and self-esteem), physical health, career and job opportunities, financial stability and their families. It has a negative impact of women's workforce participation with high numbers of women having to leave the workforce or change their employer.

The data from the national telephone survey is available at:

<https://www.humanrights.gov.au/supporting-working-parents-pregnancy-and-return-work-national-review-0>

Public submissions received by the National Review can be found at:

<https://www.humanrights.gov.au/submissions-supporting-working-parents-pregnancy-and-return-work-national-review>

**Have you experienced some form of discrimination as a result of seeking maternity or parental leave or returning to work? Let us know on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)**

## Professional Development Seminar for Psychologists

The next professional development seminar is on 7 May and is open only to VPA Inc members.

Professor James Ogloff will be our guest speaker, and he is the Director of the Centre for Forensic Behavioural Sciences and Director of Psychological Services for the Victorian Institute of Forensic Mental Health.

**Title:** Practical Approaches to Managing Personality Disorders

### **Abstract:**

Despite continued views to the contrary, the research literature shows that most people with personality disorders can be managed successfully. Epidemiological studies show that as many as 15% of people meet the criteria for a diagnosis of personality disorder. Increased clinical effort must be employed to assist these clients.

This workshop will highlight the principles that can assist clinicians to treat and manage personality disorders. The theoretical approach taken builds on the empirical reality that features of personality disorders are extreme variants of normal personality traits. The treatment approach draws on Integrated Treatment, drawing together successful approaches from various modalities.

## **Professional Development Seminar**

**Wednesday 7 May 2014, 12pm to 5pm, at the Treacy Centre Parkville**

**NOTE:** The starting time for this PD may change. Any changes to the starting time will be communicated with people that have registered as soon as possible.

To register for this Professional Development Seminar please email us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## **Campaign to retain Low Income Super Contribution goes live**

A new campaign has been launched by *Women in Super* to retain the Low Income Super Contribution (LISC).

The repeal of the LISC will affect about 3.6 million Australian workers earning up to \$37,000 per annum. That is, approximately one third of working Australians, almost 80% of female part-time workers and about 40% of rural based workers. Working mums, labourers, students, apprentices will all be affected.

The Low Income Super Contribution acts as a 'tax rebate' of up to \$500 compensating workers earning up to \$37,000 for the tax they have paid on their compulsory super contributions. Repealing the LISC means that this group will be the only group of working Australians who do not to receive a tax concession on their super contributions. In fact, they will be taxed more on their super contributions than on their take home pay.

Mathias Cormann, Minister for Finance, and Acting Assistant Treasurer, has confirmed that the Government intends to repeal the MRRT and all the spending measures linked to it including the LISC. In fact, in his letter, Mr Cormann stated that the Government will only revisit incentives for low income earners once the Budget is 'back in a strong surplus'.

Removal of the LISC will have a huge, negative impact on working women and their ability to save for retirement.

The Keep Super Fair website is now live and needs as much support as possible to help ensure the LISC is not repealed.

The Union strongly encourages you to go to the website, be counted and email your local MP to register your support for the LISC; then make sure you share it with your networks online.

Visit <http://keepsuperfair.com.au> to register your support for LISC

## **Anna Stewart Memorial Project**

Indigenous women and women from non-English speaking backgrounds in particular, are still under represented in the membership as well as in paid union positions.

The aim of the Anna Stewart Memorial Project is to increase women's involvement in the union movement. During the two week project, women union members from diverse workplaces and occupations are placed with their own, and sometimes with another union, for two weeks.

They experience the full range of union work, including mass meetings, enterprise bargaining negotiations and hearings at Fair Work Australia.

In addition, all participants meet for three and a half days group training during the project at the Victorian Trades Hall Council to discuss women, work and union issues.

**The Project runs from 5 May to 16 May.**

If you're interested in participating in the Anna Stewart Memorial Project please contact the Union on 9623 9623 or at [enquirv@msav.org.au](mailto:enquirv@msav.org.au) to discuss your participation in detail.

## Worth Reading: “Unlocking skills in hospitals: better jobs, more care”

“Enabling less highly-trained hospital workers to play a bigger role could improve jobs for doctors and nurses, save public hospitals nearly \$430 million a year and fund treatment for more than 85,000 extra people.

Doctors, nurses and allied health professionals such as physiotherapists and occupational therapists are all squandering their valuable skills on work that other people could do.”

Read more at: <http://grattan.edu.au/publications/reports/post/unlocking-skills-in-hospitals-better-jobs-more-care/>

NOTE: This weeks' *Worth Reading* demonstrates that the 'conversation' regarding the substitution of lower qualified staff to replace health professionals is well underway using the well-rehearsed lines of being based on cost saving and 'better jobs' and 'more care'.

This is something that we highlighted in last week's STAT Report piece "[Dumbing down in health a recipe for long-term damage to Australia's healthcare system](#)"

## 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](#)

## Union Shopper Competition

Union Shopper is currently running a fantastic competition with an awesome \$2000 home theatre package prize.

Enter today by visiting [www.unionshopper.com.au/win2014](http://www.unionshopper.com.au/win2014) | **Entries close 30/11/2014.**

Let your union mates know that they can enter, too. You'll get an additional entry in the draw for each friend who enters as a result of your referral.

Good luck!

## Benefits for Union Members

As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

ACTU Member Connect makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

There is more information about a range of other benefits union members can access at <http://www.memberconnect.com.au/> or you can

## Union Office Closure over Easter and ANZAC Day

The Union's offices will be close on Tuesday 22 April 2014 with staff taking a day in lieu of Easter Saturday.

The office will also be closed on ANZAC Day (25 April) due to the public holiday.

## Keep Blood Safe Hotline

Do you have a story about how changes at the Red Cross Blood Service are already affecting your work, or could likely affect your work?

Send them to [alexs@msav.org.au](mailto:alexs@msav.org.au) or call 0432 364 515 - we'll make sure you remain anonymous.

**Sign the petition at:**  
<http://bit.ly/KeepBloodSafe>

Join the campaign at:  
<http://www.facebook.com/KeepBloodSafe>



call ACTU Member Connect on 1300 362 223.

## 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.



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