



Stat Report 2014/20

Will dodgy Dorevitch stick to its Pay Commitment?

A few weeks ago we reported on the Union's attention being brought to a memo issued by Dorevitch Pathology in June last year stating that the company would be increasing staff wages.

The memo from Neville Moller notes that staff would see an increase of a total of 2.5% in pay with an additional 0.25% increase in superannuation contributions, which would be delivered in two instalments over the 2013/2014 financial year.

So far members have reported that other workers at Dorevitch have been given the promised increase in wages, but to-date no medical scientists have enjoyed an increase in their wages and there is no indication of when the two instalments will be processed.

Interestingly, Dorevitch believes that 2.5% is an increase in pay above CPI. Unfortunately, such statements confirm that Dorevitch and its management team are painfully out of touch with reality in Australia, with CPI increasing at 2.7%. And it totally ignores that wages at Dorevitch have fallen vastly behind industry standards.

With the new financial year only a week away, it will be interesting to see if Dorevitch comes good on the pay increase or whether it's another dodgy Dorevitch promise.

We'll be following up with Dorevitch Pathology in the first fortnight after June 30 to see if they have come through with their promised pay increase.

No Pay? No Way! Campaign

The Union continues to field queries and concerns about workloads and the adequacy of rostering at some healthcare services.

We know that more and more services are creating situations where if someone rings in sick, the workloads sky-rocket. This is not the fault of individual staff members, this is the fault of managers and supervisors cutting budgets to the bone and leaving rosters incapable of meeting sudden changes like people phoning in sick.

These are significant concerns to the Union and why we're preparing to launch the "No Pay? No Way!" campaign.

Every call we receive about workloads and rostering adds to the growing evidence of the health system being placed under enormous strain, with no evidence from either the Government or healthcare providers that ever-increasing workloads are being addressed. Indeed the Budgets of the Victorian and federal Governments will add to the workload issues by refusing to invest in the health workforce.

We'll have more information about the campaign for you after Job Reps from across the Union meet on 2 July to discuss the campaign in more detail.

You can start building a buzz around the campaign by using one of our email signature graphics at: http://msav.org.au/documents-mainmenu-29/cat_view/61-campaigns-general

Important Advice on Vaccinations

We included this item in last week's STAT Report but given the number of queries received by the Union since then we thought it worthwhile to include it in this week's STAT Report.

The Union has received information from members about efforts by some of Victoria's health providers to force members to have a range of vaccinations; not just insisting on the influenza vaccination being taken.

In one circumstance the Union understands that a service is insisting members take a range of vaccinations.

Well here are the facts:

Just like for influenza vaccines, you cannot be forced to take a vaccination and you do not need to state why you are refusing to take the vaccine. But if you feel it necessary to give a reason then all you need to say is that you don't want to take the vaccine.

If you have any questions call the Union on 9623 9623.

Returning to Work from Parental Leave

It has come to the Union's attention that some public sector employers are pressuring members to sign new work contracts on their return to work from parental leave, if there are agreed temporary variations in working hours upon returning.

Signing a new employment contract is not necessary and can have significant implications for terms and conditions of employment, always to the detriment of an employee's interests. For example, it may be difficult to get your full-time hours back if you sign a new contract with part-time hours.

Whilst agreed variation in hours needs to be in writing, there is no need to sign a new employment contract with an employer to record this. There are simple ways of recording the agreed changes in hours that do not involve entering into a new employment contract.

It is clear that the strategy of asking employees to sign a new contract is being pursued by some health services to con members into permanently altering their hours of work.

Under the provisions of the public sector EBA, returning to work part time after parental leave is a temporary arrangement until the child is of school age, at your substantive classification. It is by no means a new employment arrangement as suggested by some employers.

By signing a new contract of employment, the change in hours would be permanent, and you will not be entitled to return to the substantive position you held before taking parental leave.

The parental leave clause is a result of many years of hard work and is being seriously undermined by this employer strategy. The Union strongly advises not to sign any new agreement when returning to work from parental leave, and to contact us at the office if such an arrangement is suggested by your employer.

If you have any questions or concerns please contact the Union on 9623 9623.

Our Community Counts – March for a Fair Australia

There was an incredible turn out of people at the Bust the Budget rally on the 12 June - voicing their dissatisfaction about cuts to health, education and pensions - including members of the MSAV, VPA and AHP. But this is only the beginning.

On Sunday 6 July, community groups, churches, environment groups and unions will join together to march for a fair Australia. Will you join us?

The “Bust the Budget” rally showed the continuing anger about the state and federal budgets and their impacts on poor and vulnerable Victorians.

We want governments that respect healthcare and health workers, not one that cuts jobs and services.

Join with us, community groups, churches, environment groups and other unions for the “Our Community Counts” rally and march for a fair Australia.

Rally Details

When: 6 July at 1pm

Where: Queen Victoria Gardens – opposite the Arts Centre in St Kilda Road

Sign up and help promote the “Our Community Counts” rally at:

<https://www.facebook.com/events/504621386304317/>

Download, Print and Share the rally poster at: <http://msav.org.au/news-mainmenu-2/latest-news/1900-our-community-counts-march-for-a-fair-australia>

Together we can send the Abbott and Napthine governments a powerful message that Australians will not accept attacks on the poor, the young, the elderly and the vulnerable.

Global solidarity to “Bust the Budget”

In the meantime check out this great video of workers from around the globe who sent us their messages of solidarity for the Bust the Budget rally. The video was screened during a combined union delegates meeting in Sydney on 12 June.

We think it's a great video – check it out for yourself



[Don't see a picture above? Click [here](#) to watch the video]

Keep Super Fair

Australian workers who currently earn up to \$37,000 per year get a tax rebate from the Federal Government's Low Income Superannuation Contribution (LISC).

For eligible workers this contribution can be up to \$500, paid annually into their super account, on the tax paid on their superannuation contributions. The LISC rebate was introduced to make superannuation tax concessions more equitable.

The Abbott Government is now proposing to abandon it.

Without the LISC, the lowest-paid 3.6 million working Australians would receive no tax break on their compulsory super contributions, while the highest-paid workers would continue to receive a tax break of 30 per cent.

This change will disproportionately impact on women. In fact 1 in 2 working women will be affected.

The Union thinks it's unfair to penalise people for saving for their retirement.

Make your voice heard to Keep Super Fair at <http://keepsuperfair.com.au/>

Notice of Nominations for MSAV Council

Notice is hereby given to all Members of the Medical Scientists Association of Victoria that nominations for election to the MSAV Council are now open. To be eligible to nominate you must be a financial member of the MSAV.

The positions that are open for election are:

- President
- Vice President
- Executive Officer
- Assistant Executive Officer
- Treasurer
- Six (6) Councillors

Note that Executive Officer and Assistant Executive Officer positions are four (4) year terms with the President, Vice President, Treasurer and six (6) Councillor positions being two (2) year terms.

Candidates must have two (2) financial members support the nomination.

To obtain a nomination form please email enquiry@msav.org.au with the position for which you are nominating.

Nominations must be received by the Returning Officer in writing no later than 5pm on 30 July 2014.

Completed nominations can be sent to:

The Returning Officer
Level 1, 62 Lygon St
Carlton South, VIC, 3053

Notice of Nominations for AHP Committee

Notice is hereby given to all Members of the Association of Hospital Pharmacists that nominations for election to the AHP Committee are now open. To be eligible to nominate you must be a financial member of the AHP.

The positions that are open for election are:

- Two (2) Members of the Committee

Note that the two (2) Committee positions are for two (2) year terms.

Candidates must have two (2) financial members support the nomination.

To obtain a nomination form please email enquiry@ahpv.asn.au

Nominations must be received by the Returning Officer in writing no later than 5pm on 30 July 2014.

Completed nominations can be sent to:

The Returning Officer
Level 1, 62 Lygon St
Carlton South, VIC, 3053

NPAAC Public Consultation on Draft Documents

The Union has been given notification that NPAAC is conducting public consultations into two draft documents:

- Requirements for Procedures Related to the Collection, Processing, Storage and Issue of Human Haemopoietic Progenitor Cells
- Guidelines for Point of Care Testing

Copies of the draft document can be downloaded at:

<http://www.health.gov.au/internet/main/publishing.nsf/Content/health-npaac-publications-draft.htm>

Submissions to the public consultation period must be received by 23 July 2014.

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](#)

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 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.



Get Active! Help change Victoria!

Volunteer at: <http://www.weareunion.org.au/volunteer>

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