



## Stat Report 2014/43

### The “We Are Union” Campaign

If you haven't heard by now Victoria has changed its Government although if you haven't we suspect you've been hiding in a cave somewhere on Mars.

This was a massive outcome and the first time in over 50 years that a first term government in Victoria was not re-elected. This year's election also proved how important it is for unions and union members to be involved in the democratic processes of our state and nation.

Every week for months Trades Hall and the We Are Union team conducted street stalls, knocked on doors, did phone banking sessions and handed out leaflets at train stations. Union members came together to make thousands of phone calls and to knock on thousands of doors to speak to people about our issues – about increased privatisation of public services, the crisis in healthcare and the crisis in emergency services.

The We Are Union campaign proved that when Victorian Unions rally together to talk to the community about our issues we can have a big impact. While it was a huge campaign it relied entirely on union members to make it happen.

We're going to work hard to develop solid relationships with the new government and we're going to ask you to support our efforts to make sure the new Andrews Government follows through with their promises, especially in healthcare.

Together we made a huge difference and changed governments. You can tell how big a difference our campaign made when Liberal MP Josh Frydenberg had this to say:

“ IT WAS OUTRAGEOUS TO SEE HUNDREDS OF UNIONISTS STAND ON THE BOOTHS AND DOORKNOCK HOMES...  
... IT IS A PRACTICE THAT SHOULD NOT BE ALLOWED TO SET IN. ”

- Josh Frydenberg  
*Protecting our democracy from the working class*

VICTORIAN LIBERALS  
- FOR OUR TYPE OF PEOPLE

Congratulations to every member that supported the We Are Union campaign. But now the real work starts in making sure the new Andrews Government keeps its promises and it'll be up to

union members to do it.

## Are you being incorrectly classified by your employer?

Recently the union was advised by a member, who had been performing scientific duties, that they were being incorrectly employed as a Technician under the Health Professionals Award, rather than as a Medical Scientist under the Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Agreement.

Aside from being incorrect, the Health Professionals Award has much lower rates of pay, no disciplinary procedure, no paid parental leave, as well as lower sick leave entitlements to name a few. Most importantly, the Health Professionals Award lacks the career structure and progression provided by the classification provisions in our agreement - Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Agreement.

It was with these classification provisions that the union was able to successfully lobby on behalf of the member to be classified correctly, under the correct industrial agreement.

Think you are being incorrectly classified? Have any questions? Contact the union on 9623 9623 or by email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au).

## Industrial Action at Melbourne Pathology

Frustrations for scientists employed by Melbourne Pathology have turned into industrial action. From next Wednesday morning MSAV members will place bans on releasing results and answering phones.

These negotiations commenced in July 2013, and Melbourne Path management have refused to make a fair and reasonable offer on wage increases. The best management have been prepared to put on the table has been an offer of a 1.5% increase attached to significant conditions trade-offs. This was of course overwhelmingly rejected by members.

Instead of resuming negotiations Melbourne Path management have refused to meet with the MSAV since members rejected their offer.

Members are acutely conscious of the fact that Melbourne Path recently signed off an Technicians Agreement that provides for 8.5% wages increase in 18 months – management refuse to make the same offer to scientists.

## The Christmas close down period and you

It has come to our attention that a number of employers are already trying to coerce members into taking annual leave to cover their close down periods.

It is very clear from our public sector Enterprise Bargaining Agreement and most of our private sector agreements that there is no capacity for your employer to force you to take annual leave or long service leave for this purpose.

It is not acceptable for your employer to make arrangements about close down periods under the assumption that staff will be required to use annual leave or long service leave to cover it.

**Remember: there is no requirement for anyone to agree to take annual leave or long service leave to cover regular working days over the Christmas and New Year period.**

**Contact the Union for assistance on 9623 9623 if you need further advice.**

## Association of Hospital Pharmacists Committee

## Vacancy

A vacancy currently exists for a committee member of the AHP committee of management. The AHP is calling for nominations from AHP members who are interested in joining the committee and become directly involved in the important work of representing hospital pharmacists and managing the affairs of the AHP.

Interested AHP members should contact Victor Reginato or Paul Elliott on 9623 9624.

## Join the campaign - No Pay? No Way!

Show your support for the campaign by downloading & using one of our graphics for your email signature.



## Worth Reading: More reasons why the Abbott budget is so hard to sell

“The Abbott government’s problems began long before the 2014–15 budget, but now the budget is at the heart of them. It has failed to win support from the voters, and failed to win support from the Senate.

Why? I think there are two reasons. The first is that its measures, taken together, fail the test of fairness. That’s well known, and the opinion polls show the public’s reaction.

The second is not well known, but it may have been grasped intuitively by many Australians, which is why the government’s appeals to national interest have fallen flat. In short, the sum of the government’s actions is not to reduce the budget deficit, but only to rearrange it.”

Read the entire article by Tim Colebatch in Inside Story at: <http://insidestory.org.au/more-reasons-why-the-abbott-budget-is-so-hard-to-sell>

## Worth Reading: Real-life decisions: why price signals for Medicare are flawed

"Amid last week’s furore over the on-again, off-again Medicare co-payment proposal, Prime Minister Tony Abbott emphasised during Question Time that his government wanted “to see price signals in the system” in relation to public health and Medicare.

The principle of price signals is a compelling one – it forces people to weigh the benefits they receive against the costs of the resources they are using. This helps prevent wasteful use of our national resources, which is what economic efficiency is all about.

That said, there is a fundamental flaw: in an essential health system such as Medicare, flat-charge price signals have the capacity to hurt most those who are least able to afford its services.

A recent survey assessed 47 international studies on the behavioural effects of co-payments for health care. It found low-income people in poor health reduced their use of health services

proportionally more than others.

Australian daily life is littered with instances of seemingly minor imposts exerting a far greater influence on behaviour than anyone could possibly have imagined. Why would health care be any different?"

Read the entire article by Adam Shoemaker and Ross Guest in The Conversation at: <http://theconversation.com/real-life-decisions-why-price-signals-for-medicare-are-flawed-34851>

## Worth Reading: A rich history of failure: Australian history according to undergraduates

*"What follows is a collection of excerpts from genuine undergraduate history essays across Australia. Compiled by Professor Neve R. Stenning-Stihl, here is Australian history as you've never known it:*

Australian History is a broad subject in which many influences and events have gathered to form what is known as the past.

British migrants who came to Australia from 1788 didn't bring much cultural baggage because the boats were so small. On the convict ships, bibles were given to convicts and women. Women ripped out the pages for hair curls. This was to teach moral upright behaviour."

Read the entire article by Professor Neve R Stenning-Stihl on The Monthly: <http://www.themonthly.com.au/blog/professor-neve-r-stenning-stihl/2014/07/07/1404700048/rich-history-failure-australian-history-a>

## 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.

Some of the excellent organisations that make up our [Australian Unions Member Benefits](#) family have made some generous contributions to our festive season



## Share STAT Report

Is there a copy of STAT Report on your Union noticeboard or in your staff room?

hampers this year which are sure to bring joy to five lucky union members to share with workmates, family and friends!

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

## 2014 Holiday Hamper Competition

### Hampers One, Two and Three

- \$100 deposited into a new or existing [ME Bank Everyday Transaction Account](#)
- 2 x DVDs from Madman: '[Party Tricks](#)' and '[The Lunchbox](#)'
- 1 x bottle of Moët & Chandon champagne from [IFS Insurance Solutions](#)

### Hamper Four

- \$100 deposited into a new or existing [ME Bank Everyday Transaction Account](#)
- 2 x DVDs from Madman: '[Party Tricks](#)' and '[The Lunchbox](#)'
- \$50 Bunnings voucher from [Discount New Cars](#)

### Hamper Five

- \$100 deposited into a new or existing [ME Bank Everyday Transaction Account](#)
- 2 x DVDs from Madman: '[Party Tricks](#)' and '[The Lunchbox](#)'
- \$50 Bunnings voucher from [Discount New Cars](#)

**COMPETITION:** To enter email [Member Benefits](#) before 5pm EDT Wednesday 17th December 2014. One entry per union member.

## A cracking deal from Cracka Wines

Australian Unions and [crackawines.com.au/unions](http://crackawines.com.au/unions) have put together a special Deluxe Entertainer's mixed dozen for this year's festive season packed with a range of premium whites and reds to enjoy this summer. Whether it is wines for casual drinking you are after or for a Christmas Day feast the Deluxe Entertainers dozen has it all.

Picked by the Cracka team of wine experts the Deluxe Entertainer's Dozen includes 11 bottles of wine from top winemakers such as Geoff Merrill, Cumulus and Grant Burge plus a 750ml bottle of Moët & Chandon Brut Imperial Champagne for a toast on Christmas day.

Including your exclusive 5% Unions discount this Deluxe Entertainers Wine Pack, with an RRP of over \$300 is yours for only \$122.55 plus delivery, which is only \$6.95 to most households in Australia.

## Need some new tyres?

This festive season [Tvresales.com.au](http://Tvresales.com.au) continues to

deliver up to 50% savings off RRP on the leading brand tyres, making tyre buying easier than it has ever been before. Being 100% online with much lower overheads, means tyresales.com.au can pass huge savings directly onto you. Even better still, union members can get access to an additional 10% off the already heavily discounted prices by simply using the redemption code "UNIONS" at the cart checkout.

The tyresales.com.au service and pricing includes free fitting and balancing and all purchases are backed by a full 12 month warranty and money back guarantee. With over 1,000 new car dealer fitment locations Australia wide - you can get the tyres fitted wherever is most convenient for you. Simply go to [tyresales.com.au](http://tyresales.com.au), search by vehicle or tyre size, and then select the tyres you want to buy - it's that easy!

Don't forget to use your discount code "UNIONS" to save an additional 10% off the price.

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

Authorised by Paul Elliott, Executive Officer, 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](mailto: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](#)