



## Stat Report 2015/16

### Annual Conference 2015

Next Friday, members from the MSAV, VPA Inc and AHP will come together and share experiences at work, explore the current and future industrial landscape, and find out more about our *No Pay? No Way!* campaign.

It's going to be a great day as Mary-Anne Thomas, Victorian Parliamentary Secretary for Health, will be joining us to outline the Andrews Government health policies. You'll hear first-hand how the Victorian Government will ensure Victorians will continue to enjoy world-class healthcare.

This year's conference is focussed on addressing the growing and structural issues around workloads and staffing. It will give you a better understanding of the industrial and political landscape we're operating in and the progress the Union is making.

And we'll look at the ways we can work together to tackle the growing problem of unpaid work.

But we're also really excited about a couple announcements we're going to make – so make sure you come along!

**The Annual Conference is free and open to all members and we [strongly encourage you to register](#) today to save your spot.**

#### Conference details:

**Date:** 29 May

**Time:** 9:30am to 4pm (registration starts at 9am)

**Venue:** DownTowner on Lygon at 66 Lygon St Carlton

[Register for Annual Conference here](#)

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

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



## Your rights at work – some key things to keep in mind

In the perfect world we would all go to work without fear of being harmed; without fear of having a workload that is unsustainable and without fear of having your fundamental rights at work undermined or ignored. Unfortunately we don't work in a perfect world and far too often people in management actually don't know the rules they're meant to be following. And this is all too often the case when it comes to your rights at work.

So here are a 3 key things you need to remember about your rights at work

1. When it comes to sick leave - employers only need to have a medical certificate or statutory declaration when claiming sick leave. They do not have a right to know your condition and they have no right to direct you to see a health practitioner.
2. If you're meeting with your management team - do not attend it until they have told you in writing what the meeting is about and supplied any information they may rely on at the meeting; and you've sought advice from the Union.
3. When in doubt contact the Union. If you've ever heard your employer say to not involve the Union then you can sure that it's something you should involve the Union in. Whenever you are confronted with an issue at work and you're not sure how it should be resolved then contact the Union.

## Explainer: Early childhood education, care and the Federal Budget

After the Budget was announced last week, the Union received a number of phone calls about what would happen to peoples' paid parental leave, childcare arrangements and payments and what happens when people return to work from parental leave. At the time the Union was no wiser than anyone else about what was happening or the full details of what the Abbott Government was announcing.

But since then we have reached out to get more information about this particular area of concern.

The Abbott Government has sought to replace the means-tested Child Care Benefit; the non-means tested Child Care Rebate; and the Jobs, Education and Training Child Care Fee Assistance program with a single means-tested Child Care Subsidy (CCS). The new Child Care Rebate will only cover up to 85 per cent to 50 per cent of eligible families' actual or benchmarked fees. The 85 per cent subsidy will be provided to families with an annual income of \$65,000 or less and the subsidy rate tapering to 50 per cent for families earning around \$175,000 or more.

While this sounds good many in the early childhood education and care industry that the new activity test will prioritise workforce participation objectives over the best interests of children.

The Abbott Government has also introduced a new Child Care Safety Net program to provide targeted support to disadvantaged families who face barriers to accessing child care. However, it has been pointed out that while these packages sound good the reality is that there is a serious lack of places for early childhood education and care. So while there is additional funding available, it is unlikely to be accessed given that demand hugely outstrips supply.

But then there is uncertainty around additional funding as the Abbott Government, instead of making the additional funding available immediately, has tied it to cuts to Family Tax Benefit Part B.

And the Abbott Government has introduced funding for 'in-home services' pilot program that extends child care fee assistance to services provided by nannies. The program was developed, we are told, to enable people who are unable to access mainstream child care services, such as emergency workers and shift workers, to access some form of child care. Analysis from Parliament indicates that with only 85 per cent of the capped hour rate (\$7 per hour per child) being provided and the typical hour rate for nanny services being estimated at between \$20 and

\$35 per hour, the cost of nanny services will, in all likelihood, remain too expensive for most families.

While some of the elements outlined in the Abbott Government's childcare package look great on paper, the implementation and access is another thing and it completely fails to deal with the lack of places available.

Don't count on this package getting the support of the Senate in its current form.

## Worth Reading: Paid Parental Leave: Why Break A Promise Once When You Can Double-Dip?

The Abbott government has suffered many misfortunes in its short life, lots of them self-inflicted. But one of this government's most surprising ailments has been a certain tendency towards policy on the run.

Coming into office, this is not something we would have predicted. The Coalition gave voters a detailed list of promises and policies before the 2013 election, set down in glossy type on the pages of its Our Plan brochure.

Like so many pre-election brochures, Our Plan hasn't been very useful as a guide to the government's intentions. You can find dozens of broken promises already.

One of the Coalition's biggest pre-election promises was broken just a fortnight ago: Tony Abbott's rolled-gold paid parental leave scheme. The gold-plated scheme has already been abandoned once, back in February, generating plenty of negative coverage. Now the government has gone one worse, announcing it will kick some parents off the existing scheme.

Read the entire article by Ben Eltham in New Matilda at:

<https://newmatilda.com/2015/05/21/paid-parental-leave-why-break-promise-once-when-you-can-double-dip#sthash.zSmfK12q.dpuf>

## Worth Reading: Abbott tells business: you can try unemployed before you buy

"Tony Abbott has come under attack for "dehumanising" remarks about the unemployed after he told businesses in Queensland that they would be able to have a "try before you buy look" at unemployed people.

As he attempted to sell the budget's work for the dole changes, the Prime Minister said the government had permitted for the first time the "real" work for the dole, where people can do up to four weeks work experience without losing their welfare benefits if they have been unemployed for six months.

"It gives you a chance to have a kind of try before you buy look at unemployed people," he said in an address to the Queensland Chamber of Commerce."

Read the entire article by Rosie Lewis in The Australia:

<http://www.theaustralian.com.au/national-affairs/abbott-tells-business-you-can-try-unemployed-before-you-buy/story-fn59niix-1227361109703>

## Coming Soon: The Super Superannuation edition of STAT Report

The Union is working on a special Superannuation edition to explore some of the big issues

around superannuation and how they may impact you and your retirement. Keep an eye out for this very special edition of STAT Report coming to your inbox soon.

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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.

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Don't miss out on your chance to win an \$8000 travel voucher or a great Gazelle Ultimate T-1 bicycle valued at \$2,199. Tickets only \$2. Booksellers' prizes also available.

*The Union Aid Abroad-APHEDA 2015 Raffle is kindly sponsored by Turner Freeman Lawyers.*



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