



Stat Report 2015/20

Scientists to Pay for South West Healthcare-Dorevitch Pathology Contract

Dorevitch Pathology has told scientists and other pathology staff working in the Warrnambool and Camperdown hospital pathology laboratories that if they are offered a job in the new contract they will be paid up to 25% less than they are currently.

Offering local pathology staff, many of them with over 20 years of loyal service with the hospital, a job where they continue to do the same work, exercising the same skills for a lot less money is nothing less than gross exploitation and abuse.

The last pay increase in the Dorevitch Pathology industrial agreement the company says will now apply to the Warrnambool and Camperdown staff was on 1 July 2007.

Dorevitch Pathology is a company that has very aggressively locked its workforce in a wage freeze for 8 years, and now wants to bring this same level of exploitation to Warrnambool and Camperdown. This is unconscionable, and should not be allowed to happen.

The frightening thing for scientists and other staff is that Dorevitch Pathology has made it clear that it will be another 8 years before they pay any wage increase for pathology workers.

We are only now discovering that the CEO and other executive managers of South West Healthcare failed to include the normal requirements in the pathology contract tendering arrangements that protect jobs and wages and conditions of existing staff. John Krygger has effectively thrown the pathology workforce to the wolves and now hides behind the dodgy contract to say there is nothing he can do to help.”

The Andrews Government gave significant policy undertaking with respect to protecting jobs and terms and conditions of employment in any outsourcing of public sector services, including a requirement that “terms and conditions of work transmit with employees to the new employer and are maintained with access to future wage improvements.”

It’s only a matter of time before these scientists leave to find better paying jobs or leave the sector entirely, leaving a huge hole in pathology in Warrnambool and Camperdown. This will effectively diminish the standards of care being offered in the region as such highly experienced staff won’t be replaced.

The Union can’t understand why the Health Minister, Jill Hennessy, has allowed South West Healthcare to enter into this contract when it is clearly contrary to Government policy. The Union calls on the Minister to urgently intervene to protect these workers and stop this contract before it is entrenched.

Paid Parental Leave: 5 things you need to know

Australia workers and unions fought hard for a number of decades to finally see paid parental leave introduced as a workplace right. And we're always happy to see members make use of entitlements like paid parental leave – it's good for you and your family and it's good for your employer.

But it's important to remember some key things about paid parental leave and how it is applied under our Agreement. That's why we've put together this list of 5 things you need to know about paid parental leave.

1. Full-time, part-time and eligible casual employees are entitled to paid and unpaid maternity, paternity/partner and adoption leave
2. You need to have completed at least 12 months of continuous service which includes any period of authorised leave or absence.
3. You can extend the period of unpaid parental leave to assist in reconciling work and parental responsibilities
4. You have to give your employer advanced notice of the expected date you intend to commence parental leave
5. When you return to work your employer must ensure that you return the substantive position before you went on maternity leave.

NOTE: The information provided relates to public sector agreements. If you work in the private sector please contact the Union as entitlements may vary.

Save Paid Parental Leave

Despite what the Abbott Government says, Australian mums and dads aren't fraudsters, rorters or double dippers – they're hardworking people who should receive paid leave to spend time with their newborn babies.

The Abbott Government shocked Australians with their Mothers' Day announcement to deny access to Government funded paid parental leave to 46% of Australian women. As a result, 80,000 families will lose out with \$11,500 to be ripped out of the budgets of 34,000 of those households.

It's a decision that could force many mums to return to work earlier because they and their families will not be able to afford to stay off work without any income.

It's time to stop the attack on working parents – and you can help by signing our petition calling on key Senators to vote against Abbott's paid parental leave plunder.

[Sign the petition & help save Paid Parental Leave](#)

Have your say on Cabrini Health bargaining claim

The current enterprise agreement with Cabrini Health is due to expire on 30 September this year. So it's time to get into the important work of developing the claim we take to the bargaining table with Cabrini Health in the next couple of months.

The Union has already held members' meetings and the next step is to quantify your views to build a claim that is widely supported. To make this happen we need all members at Cabrini Health to complete the bargaining survey.

You should have already received the survey in an email but in case you missed it, you can take the survey at: <https://www.surveymonkey.com/r/cabrini2015>

The survey will remain open for only one more week. So make sure you take the opportunity to participate in developing our claim.

We've also created an online forum to explore the sorts of matters you'd like addressed in the next enterprise agreement. Head over to <http://msav.org.au/forums/forum/bargaining-at-cabrini/> to join the forum but make sure you register first so you can have your say.

If you were registered on the old site you will need to register again on the new website.

Union: pathology service switch a risk to jobs

“A MEDICAL union fears scientist jobs will be cut and testing taken away from the Warrnambool Base Hospital after contracts for pathology services were awarded to a new provider.

South West Healthcare announced this week Dorevitch Pathology would take over pathology services at the Warrnambool Base Hospital and Camperdown hospital from July 1, replacing long-term provider Healthscope Pathology (Gribbles).

But the Medical Scientists Association of Victoria (MSAV) has warned healthcare standards in the region could be compromised under the new arrangement.

Executive officer Paul Elliott said Dorevitch had “extensive history” in taking pathology testing out of hospitals and sacking local scientists.”

Read the entire article by Jarrod Woolley in the Warrnambool Standard at: <http://www.standard.net.au/story/3154132/union-fears-warrnambool-pathology-service-job-losses/>

Union Membership Fees and End of Financial Year

In the last week you should have received you're an invoice for Union membership fees either in your email or via the post. We have moved away from mailing invoices to cut down on the costs associated with printing and mailing invoices. But as this is something new from the Union, your email service may have marked our email with your invoice as spam.

If you haven't received your invoice then contact the Union as soon as possible.

Make sure you pay your membership fees before June 30 to claim them in your tax return this year.

The membership fees for 2015/2016 financial year are:

MSAV	inc-GST
Full Time	\$608.90
Part Time	\$365.20
Sessional	\$187.60
Non-working	\$81.50

VPA Inc	
Full Time	\$608.90
Part Time	\$365.20
Non-working	\$81.50
Student	\$30.70
Sessional	\$187.60
Private practice	\$277.40

AHP	
Full Time	\$565.60
Part Time	\$339.40
Non-working	\$81.50
Sessional	\$113.10
Trainee	\$108.60

Worth Reading: What the (Superannuation) industry told Hockey

Industry bodies have made public the key positions of their submissions to the Government's Tax White Paper; commons themes include a lifetime cap on tax concessions, not change to the dividend imputation system, taking the whole system into account (alongside the Age Pension) and the cessation of tinkering as it is destroying confidence.

Industry Super Australia (ISA) believes that comfortable retirement will be out of reach for 50 per cent of Australians without policy change in superannuation.

Modelling by actuaries Rice Warner for ISA's submission to the Tax Review paints a stark picture. On average, 63 per cent of single women will fall below the comfortable retirement standard, as will 50 per cent of single men and 45 per cent of couples. This takes into account their super, the pension and other savings combined, in a fully mature super system.

"We know that 63 per cent of single women will not have enough to retire comfortably under existing policies," David Whiteley, chief executive of Industry Super Australia, said. "However this rises to an alarming 80 per cent when the proposed tightening of the pension asset test is added to the equation,"

To start closing the gap, Industry Super Australia believes the following measures should be adopted as soon as possible:

- Re-calibrating superannuation tax breaks
- Raising the Super Guarantee to 12 per cent
- Re-instating the Low Income Superannuation Contribution

"For a fair and efficient outcome, this would be a starting point. More will need to be done to restructure the retirement system to make sure as many Australians as possible can enjoy a comfortable standard of living after a lifetime of work," Whiteley said.

To read the entire piece go to:

http://investmentmagazine.com.au/2015/06/what-the-industry-told-government/?utm_medium=Email&utm_source=ExactTarget&utm_campaign=IMO211

Worth Reading: Magna Carta: second time around?

"The original supporters of Magna Carta would be shocked by the idea that their parchment would give rise to the rights we attribute to it today. However, the document remains a powerful symbol of freedom in the current context."

Read the entire piece and catch an audio excerpt at:

<http://www.abc.net.au/radionational/programs/bigideas/magna-carta-second-time-around/6546876>

Worth Watching: ATO Superannuation YouTube Channel

Tired of reading all that stuff about superannuation? Well the ATO have produced a bunch of videos about superannuation.

Check it out at: <https://www.youtube.com/playlist?list=PL5-ESUNqws-MBnrcl2KiiZS9tGwihZXz7>

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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.

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