

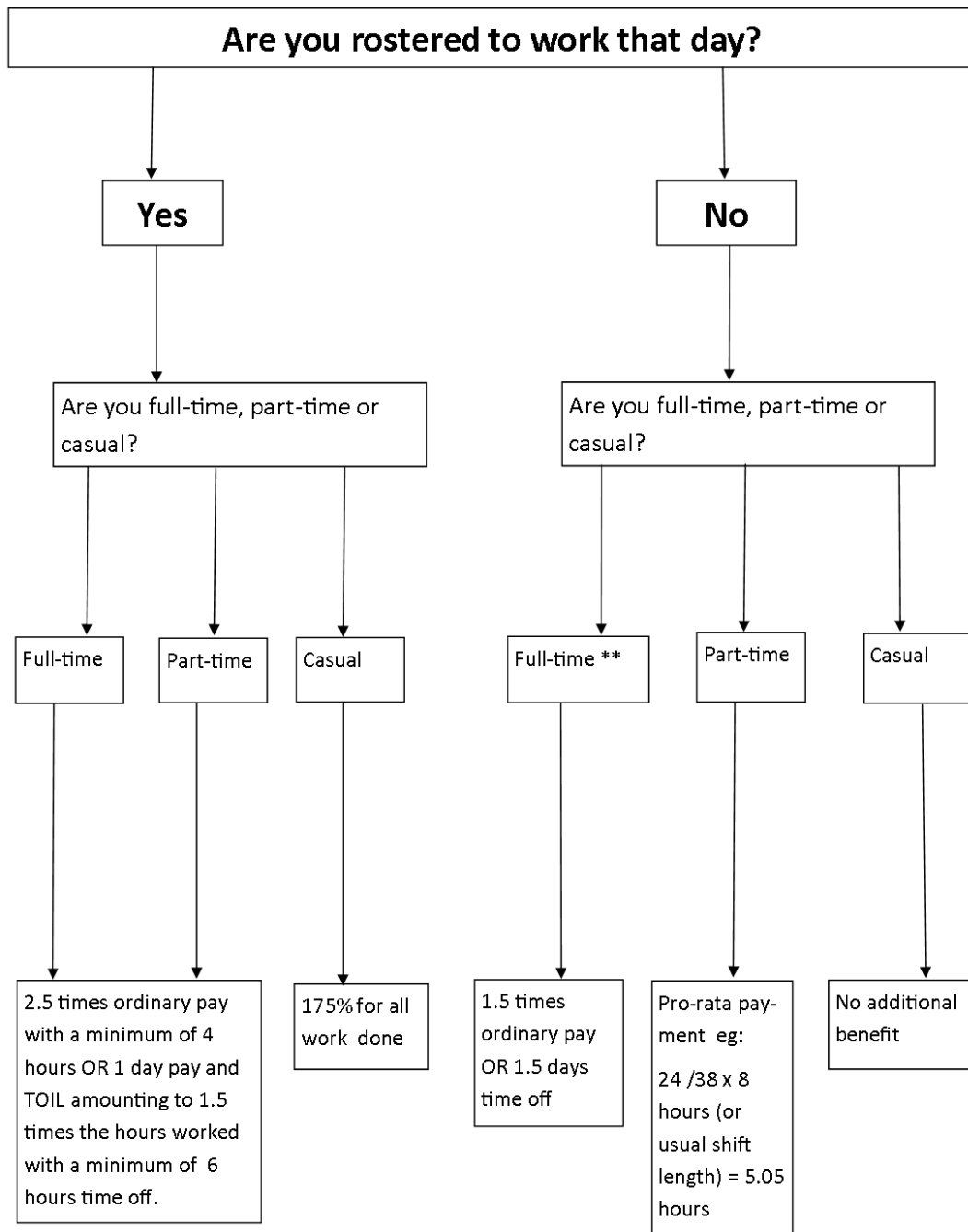


Stat Report 2016/06

Public Holiday Payments

As we approach another public holiday and with Easter on the horizon we thought it's a good time to remind everyone about public holiday payments and the payments over Easter. This year we decided to take a different approach and have created this handy flow chart showing entitlements for members working in the public health sector.

PUBLIC HOLIDAY PAYMENTS



** For Easter Saturday: 1 days ordinary pay or where mutual consent, within 4 weeks following the date on which the Public Holiday occurred the employee may take a day in lieu or 1 day added to their annual leave.

If you're uncertain about your entitlement, or work in the private sector, please call the Union on 9623 9623 or email at enquiry@msav.org.au

Women still losing out at every stage of life

A new report released by the Australian Council of Trade Unions (ACTU) reveals that Australian

women are financially disadvantaged at every key stage of their life: in childhood, at the workplace, through pregnancy, motherhood and as a carer, and in retirement.

The ACTU's [Gender Pay Gap - Over the Life Cycle report](#) shows that whether given less pocket money as a child, lower wages as a graduate, a poorer household income in pregnancy and as a mother or much lower savings in retirement, girls and women still face overwhelming inequality and lack of opportunity.

Women make up 42% of the workforce but currently earn 17.2% less than men. The findings provide a three year update of Australian women's pay and conditions since the ACTU's original Gender Pay Gap report was published in 2013.

Key findings from the report include:

Childhood:

- Young girls receive 11% less pocket money than boys;
- Less than one in 20 girls considers a career in science, technology, engineering or mathematics (STEM) compared to one in five boys.

The Workplace:

- Women are earning less on average to men than they were 20 years ago;
- Women earn \$284.20 less per week than men;
- 70% of part-time work is undertaken by women;
- 60% of women are graduates in recent years, however female post-graduates earn 82% of the salary of a male post graduate;
- Just 24% of Australian Board Directors and 17 % of Chief Executives are women.

Pregnancy, motherhood and caring:

- Women, during their child bearing years (25-44) earn up to 40% less than men in the same age group, regardless of whether they have children;
- Women spend twice as much time doing unpaid work including caring for children, older people or people with a disability, housework and volunteering in their local community;
- Mothers who return to work after 12 months parental leave after the birth of their first child suffer a wage penalty of 7% in their first year. Twelve percent (12%) in the following year;
- One in three (32%) mothers who are discriminated against look for another job or resign.

Retirement:

- The average superannuation balance for women at retirement is \$138,150 for women compared with \$292,500 for men;
- 60% of women aged between 65-69 years have no Super at all;
- It is estimated that 38.7% of single women will retire in poverty;
- Twice the amount of Superannuation tax concessions from government flow to men than women.

Unions are calling for:

- A government funded parental leave scheme of 26 weeks paid at no less than the national minimum wage plus superannuation;
- Fifteen hours of free childcare for every child per week for all families;
- A right to request flexible work arrangements that clearly set out an employer's obligations to properly consider and make reasonable efforts to accommodate requests.

You can download the ACTU's report here: <http://www.actu.org.au/media/886499/the-gender-pay-gap-over-the-life-cycle-h2.pdf>

Bargaining at Forensicare

Enterprise bargaining begins soon for Forensicare and in preparing for bargaining to commence with Forensicare. the VPA wants to make sure it knows what the key issues are.

To best capture the issues important to you, the VPA has created a survey which takes approximately 15 minutes to complete.

This is not the same survey as the one distributed to public sector members so it is important that VPA members at Forensicare complete this particular EBA Survey.

[Take the VPA's Forensicare EBA Survey today and let us know what's important to you.](#)

Bargaining at the Australian Red Cross Blood Service

The Australian Red Cross Blood Service has put out a notice of representational rights, one of the first steps towards commencing enterprise bargaining. And the MSAV will be at the table.

One of the first steps we need to take is to develop a claim to lodge with the management at ARCBS. In order to do this the Union will organise a members meeting to discuss what issues are important to you and your colleagues.

In the meantime the Union strongly encourages all members at ARCBS to make sure their colleagues are members too. By having more members we can strengthen our collective voice and strengthen our bargaining position.

If you have any questions or concerns please contact the Union on 9623 9623 or at enquiry@msav.org.au

Public Sector Bargaining: Have your say on your EBA

The Union is preparing for public sector enterprise bargaining to commence around June this year. [Take our EBA Survey today](#) so we know what's important to you and your colleagues.

As we face a more hostile industrial landscape with the Turnbull Government threatening to attack our rights at work; and a government that has little regard for public healthcare, we look forward to working with you to protect our professions and to getting a great deal in 2016.

[Take our EBA Survey today and let us know what's important to you.](#)

Annual Conference 2016

The MSAV, VPA and AHP joint Annual Conference will be held on 10 June at the Downtowner on Lygon.

This year's Annual Conference will explore some key themes in our sector affecting our workplaces. In particular this year's conference will consider in more depth how to tackle the issue of unpaid work and explore what lies behind the culture of our workplaces that indirectly encourages people to do unpaid work.

And we'll be joined by the secretaries for the Victorian Allied Health Professionals Association and the Health and Community Services Union as part of panel discussing the state of the health sector and the work they are doing as part of their public sector bargaining.

The Conference will also cover what rights members have during enterprise bargaining. This will be especially relevant to Job Reps and members actively involved during negotiations.

Make sure you save the date.

Support the Healthy Futures campaign

The Union strongly believes that climate change is union business. We know that climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms.



displacing people and straining our health systems.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal, oil and gas.

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

We know that if enough of us raise our voices, HESTA will do the right thing for health and help pave the way to a safe and healthy future.

Psychologists: If you need help at work you need the VPA Inc.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

Common beaches of employment entitlements and negotiation of enterprise agreements

In addition to the above, VPA routinely assists members over issues such as harassment and bullying, under classification, organisational re-structuring, incorrect calculation of leave entitlements and health and safety. In addition, it negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

Worth Reading: 100 women for 100 years

“In 1916, Prime Minister Billy Hughes gave a speech that changed our nation. He didn't talk about the economy or immigration or war. He talked about science and research. His language was beautiful and visionary. He talked about a country whose future was 'bright with promise'. He talked about science 'making the desert bloom like a rose' and leading to 'healthier and better lives'.

One hundred years later and his vision stands strong. It was the speech that led to the founding of Australia's national science agency, the Commonwealth Scientific and Industrial Research Organisation.

We've come a long way in changing people's lives for the better, and for that we are proud. But we are most proud of our people. Our people are the only reason we continue to do work that matters. As Australia has changed, so has the community within CSIRO – and as at 2016, we are a truly diverse group.”

Read the entire article by Carol Saab on the CSIRO Blog at: <https://blog.csiro.au/100-women-for-100-years/>

Worth Reading: Behind The Glossy Posters, Turnbull's Ideas Boom Looks More Like A Bust

“Bright yellow posters appeared all over the country this week. They are part of the government's \$28 million campaign to push its innovation policy.

But look behind the glossy imagery, and The Ideas Boom looks more like a bust. A close examination of the Turnbull government's research and innovation policies suggests that the Ideas Boom might be the last thing Australia needs right now.”

Read the entire article by Ben Eltham in New Matilda at: <https://newmatilda.com/2016/03/10/behind-the-glossy-ads-turnbulls-ideas-boom-looks-more-like-a-bust/>

Join the Union

Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Is your workload increasing?

You're not alone. To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership.

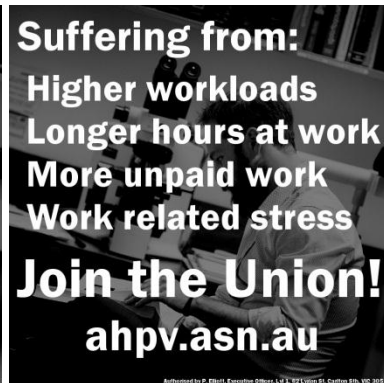
And you can help right now by sharing one of the images below through Facebook.



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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](#)

Get the most out of the Union's website

The Union's website has a number of special features for members. These features, like the Members section and the Forums, require you to have a log-in and password.

But to ensure that your privacy is protected we have created the website in such a way that you will need a separate log-in and password for the Members section and the Forums section. It might seem to be inconvenient but it does better protect you and your private information. It also means that we can be more certain about the source of a hack if such an event is ever to arise.

Australian Unions Member Benefits app

Over the last month Australian Unions launched some new and exclusive Member Benefits - did you see our recent email telling you about this? If not, check your inbox! Search for "Lifestyle Rewards" for



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.

your login code.

Our program has expanded to include:

- Discounted movie tickets for Village, Hoyts, Palace and Event cinemas.
- Discounted electronic gift cards including major theme parks, zoos and aquariums.
- A discounted accommodation booking site.
- A new secure member only website and smart phone app.

All this is free to all members of affiliated unions. If you have not got a login and would like join in [register for Member Benefits now.](#)

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