



Stat Report 2016/28

Public Sector Bargaining Update

Join us on 16 November to discuss the next steps in Public Sector bargaining.

After 4 months of negotiations there has been no movement made towards reaching an agreement on the new enterprise bargaining agreement.

Employers have decided to waste time by refusing to declare their position on the claims we've lodged. Now after 20 meetings not a single offer has been made on any of our key claims.

There are no excuses for the failure to make a significant offer. The fact we are 4 months into negotiations and still no offer says, very clearly, we are not being taken seriously.

We know that to make ourselves heard we will have to take protected industrial action which disrupts services and hospital incomes.

That's why it's vital you attend the report back meeting on **16 November at 12.00pm in Meeting Room 1 at Victorian Trades Hall, cnr Lygon & Victoria Streets, Carlton.**

If you're not able to attend the report back meeting, contact the Union on 9623 9623 to discuss arranging a meeting in your workplace or how you can help with our campaign for decent jobs and healthy careers.

It Pays to Belong: MSAV secures outstanding Entitlements at the Alfred Hospital

Alfred Health has finally confirmed that loading should have been paid on the extra week of annual leave for shift workers.

After the Union intervened, Alfred Health conducted an audit and found that the loading for the extra week of annual leave had not been paid for the past 18 months. Anyone who does regular hours on a weekend and accrues extra annual leave will have been affected by this.

Those members who have been identified as being impacted by the failure of Alfred Health to pay the loading on the extra week of annual leave should see adjustments in their next fortnightly pay.

According to information the Union has received, the extra leave will be pooled together with annual leave, which presumably will show up on payslips. If you're affected by this and don't see any adjustments in your pay make sure you contact the Union as soon as possible so it can be resolved.

While it might have taken longer than we hoped to secure the payment of this entitlement, it's another very good example of why it pays to belong to the Union.

EBA 2016: Decent Jobs, Healthy Careers

After 4 months and more than 20 meetings there is still no offer.

It's very clear that we are not being taken seriously.

Find out about the next steps we take for Decent Jobs & Healthy Careers

Members Meeting: 16 Nov at 12pm at Victorian Trades Hall

Authorised by P. Elliott, Lvl 1, 62 Lygon St, Carlton South, VIC 3053



Medical Scientists and Physicists being sourced overseas

The Australian Government is allowing the skilled migration of medical scientists and medical physicists from overseas.

It has come to the Union's attention that the Australian Government is supporting the skilled migration of medical scientists and medical physicists. While it can be argued that there has been a shortage of medical physicists in Australia, we are aware that scientists in large numbers are applying for pathology technician jobs because there are so few scientists' positions available.

Pathology companies like Dodgy Doros want to be able to exploit overseas scientists on lower visa rates because experienced scientists will no longer apply for their jobs and have to accept a 30% pay reduction. Why would you!

The reality is that the outsourcing of public pathology has been devastating to pathology. Each round of privatisation has seen medical scientists dumped or forced into accepting downgrades to being technicians.

Rather than there being a genuine need, it appears the Australian Government has fallen for empty rhetoric from private pathology providers who are looking for another easily exploited group to use

If the Australian Government truly believed in its innovation rhetoric it would encourage more people to take up study in medical sciences in order to fill the growing need for medical scientists and medical physicists. And if the Andrews Government were serious about having a world-class healthcare system, it would immediately put an end to allowing public hospitals to outsource and privatise pathology services, especially to pathology companies that exploit and abuse their workforces.

The Union is seeking more information about this situation.

What's happening with Christmas?

You may have heard the news that the Andrews Government has failed to declare Christmas day a public holiday.

The Victorian Government has taken an extraordinary step by failing to make the 25th December a public holiday in Victoria. This means our members will have hundreds of dollars taken from their pay checks while missing out on spending time with their loved ones, or being properly

compensated for it.

While the Minister is at home spending time with his loved ones, his decision will not only hurt our members but also hurt some of the lowest paid people in Victoria. The Government should reverse the decision and bring Victoria's treatment of the Christmas period in line with the rest of the country.

That's why the Union is supporting the call by Victorian Trades Hall Council to have this decision immediately reversed so that people can plan their budgets for the holiday period and be compensated for missing out on their families' Christmas celebrations.

Make your voice heard – make Christmas Day a public holiday -

<https://www.megaphone.org.au/petitions/don-t-be-a-grinch-make-christmas-a-public-holiday>

Help save Paid Parental Leave

In the last edition of STAT Report we wrote about the latest attempt by the Coalition Government to wind back hard won paid parental leave provisions.

The paid parental leave scheme was always designed to be a complementary measure to those schemes already offered by employers. And where those employer schemes didn't cover 26 weeks of paid parental leave, the government topped up those provisions. No families are double-dipping. None.

But if these proposed changes go through the Parliament it will result in tens of thousands of families losing out and forcing parents back into the workforce sooner without the availability of adequate childcare options. This will only cause greater stress and could actually result in a reduction in workforce participation as women, predominantly the primary care-giver, are unable to find childcare. Ultimately it will make it more difficult for families to make ends meet.

Sign the petition telling the Senate to save paid parental leave at:

<http://www.australianunions.org.au/ppl>

**6 months full-time
at home, then
affordable early
education and care.**



NPAAC public consultation on Requirements for the Clinical Governance and Supervision of Medical Pathology Laboratories

The National Pathology Accreditation Advisory Council (NPAAC) has released the *Requirements for the Clinical Governance and Supervision of Medical Pathology Laboratories (Fourth Edition 20xx)* for public consideration and comment. A copy of the draft document, and associated information, is available from the NPAAC website at

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

NPAAC is seeking the views of the pathology sector and interested parties on the draft Requirements for Governance and Supervision of Medical Pathology Laboratories (Fourth

Edition 20XX) with a view to finalising the document.

The public consultation period closes Friday, 25 November 2016 and details on how to make a submission can be found on the website mentioned above.

Should you have any further queries, please direct them to the NPAAC Secretariat via email at npaac@health.gov.au

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.

Do you need access to Domestic Violence services?

If you're experiencing domestic violence and need help, here is a list of Victorian services which may be able to assist you.

[Safe Steps \(formerly Women's Domestic Violence Crisis Service of Victoria\)](#)

[Aboriginal Family Violence Prevention and Legal Service Victoria \(FVPLS\)](#)

[Centre Against Sexual Assault \(CASA\) Forum](#)

[Community Legal Centres](#)

[Court Network](#)

[Domestic Violence Victoria](#)

[Elder Rights Advocacy \(ERA\)](#)

[Elizabeth Morgan House Aboriginal Women's Service](#)

[inTouch Multicultural Centre Against Family Violence](#)

[Men's Referral Service](#)

[No To Violence](#)

[QLife Australia](#)

[Seniors Rights Victoria \(SRV\)](#)

[The Jewish Taskforce Against Family Violence](#)

[Victoria Legal Aid \(VLA\)](#)

[Victorian Aboriginal Child Care Agency](#)

[Women with Disabilities Victoria \(WDV\)](#)

[Women's Housing Ltd](#)

[Women's Information Referral Exchange \(WIRE\)](#)

[Women's Legal Service](#)

[Women's refuges](#)

Worth Reading: Questions still need answering in

Australia's largest health data breach

"In what is Australia's biggest data breach of medical information, more than 550,000 customers of the [Australian Red Cross Blood Service](#) had personal and medical details exposed online and leaked to an anonymous hacker [last week](#).

According to the Blood Service, the data leaked was contained in a backup of a database of its online web site. One [part](#) of the database contained the answers to an online questionnaire which donors complete in order to book an appointment with the service. The questionnaire covers information about the donor's name, age and address but also medical questions related to the donor's current health, state of pregnancy and finally about whether the donor has in the last 12 months, engaged in at-risk sexual behaviour.

The backup database had been left, not on the Blood Service website, but on a server managed by the Blood Services's website developer, [Precedent](#). The database was found there by an anonymous hacker who had been scanning sites for security vulnerabilities and stumbled across the completely unprotected database."

Read the entire article by David Glance in The Conversation at:

<https://theconversation.com/questions-still-need-answering-in-australias-largest-health-data-breach-67916>

Worth Reading: Radical Medicare revamp will fail patients as Health Care Homes trial funding falls short, say doctors

"A Medicare overhaul is set to introduce a tiered system for people with chronic diseases that would see the most unwell patients receive \$1795 in GP visits to manage their condition.

But doctors who have championed the revolutionary model say the government appeared to be cost-cutting, and it could fail from a lack of funding, leaving patients worse off."

Read the entire article by Kate Aubusson in The Age at:

<http://www.theage.com.au/national/health/radical-medicare-revamp-will-fail-patients-as-health-care-homes-trial-funding-falls-short-say-doctors-20161106-gsj6y9.html>

Worth Reading: Dispelling the myths: why the gender pay gap does not reflect the 'choices' women make

"According to the [World Economic Forum](#), there is no country on earth where women make as much as men for the same work. In their 2016 Global Gender Gap Report, it is estimated that, at current rates, it would [take another 170 years to close the global pay gap between men and women](#).

The pay data for Australia certainly isn't bucking this trend. It doesn't matter which way you look at it, there is consensus that the [gender pay gap exists](#). Even though the overall gap in Australia has reduced slightly over the past two years, according to data from the ABS [women still make 16.2% less than men](#).

Yet, somehow, talking about the pay gap can [still be controversial](#)."

Read the entire article by Lisa Annese in The Guardian at:

<https://www.theguardian.com/sustainable-business/2016/nov/08/dispelling-the-myths-why-the-gender-pay-gap-does-not-reflect-the-choices-women-make>

Join the Union

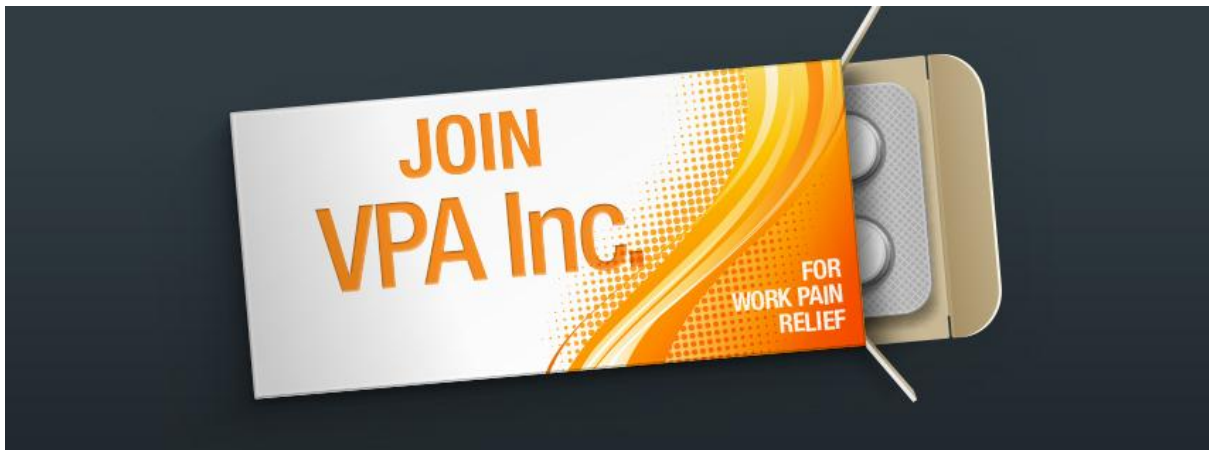
Are your workloads increasing? Are your stress levels increasing? Are you doing longer

hours at work? Join the Union for work pain relief!

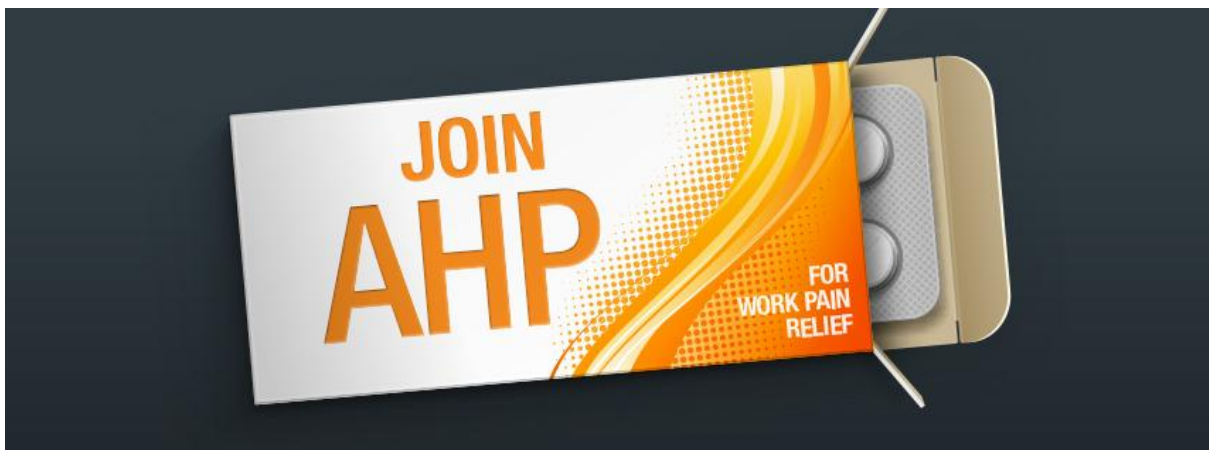
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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 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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