



## Stat Report 2016/31

### A massive year for the Union

2016 has been a massive year of achievement for the Union.

While it has felt that this year has produced some shocking moments, we're proud to have continued to work hard and advocate strongly on behalf of our Members to protect our rights at work and to protect our professions.

But unfortunately there are a number of policy areas that remain under attack as we head into the festive season. Under the Turnbull led Coalition Government we're seeing a government determined to slash and burn the paid parental leave scheme we worked so hard to secure. We're witnessing a government ignorant to the realities of working Australians and the growing pressures they face at home. It's a government prepared to pursue blind ideology to make our lives harder because they refuse to understand the productivity benefits that paid parental leave delivers.

We have a federal government that continues to attack workers' rights. The re-establishment of the Australian Building and Construction Commission (ABCC), the reason Turnbull declared a double dissolution election, is proof positive the government is not interested in protecting workers when they haven't tackled the dodgy building companies that rip off contractors and sub-contractors.

On top of all of this Turnbull's Government hangs on to a policy of forcing us to work until we are 70 years old. The Coalition's policy to increase the retirement age to 70 has not been dropped so sits menacingly for all of our members working towards retirement.

The Turnbull Government is continuing its attacks on our universal healthcare system. The Government is maintaining its position of forcing people to make co-payments to see their GP and to get pathology tests done. We're already witnessing an increasing number of people who are not going to their GP or getting pathology tests done because they can't afford these additional up-front payments. We witnessed the disgraceful display by Malcolm Turnbull accusing people about making misleading statements around Medicare during the election campaign, which have been now proven to be true.

And the Turnbull Government is heading into 2017 continuing to undermine services for people experiencing family violence and for Aboriginal and Torres Strait Islander people. And it's no surprise they've stepped up their attack on workers' rights to undermine our conditions and our professions.

But amid all of this the Union has been having a massive year.

We have been holding strong in advocating for our key claims in public sector bargaining. We've secured a new agreement with the Red Cross Blood Service, we're close to wrapping up negotiations for a new agreement at Ramsay Healthcare and we're continuing to strongly advocate for members for a new agreement with Monash IVF.

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The Union has successfully recovered tens of thousands of dollars of unpaid wages to members because of the sheer-bloody-mindedness of some health services refusal to properly pay public holiday entitlements. And we've secured tens of thousands of dollars for members who have been incorrectly paid, under-paid or refused their entitlements. The Union has also been involved in countless situations to stop bad management practices around rostering, sick leave entitlements and bullying.

## Public Sector Bargaining Update

After 6 months of negotiations and well over 40 meetings, the Union is very disappointed that a new enterprise agreement with public sector hospitals has not yet been settled as Christmas approaches.

The State Government gave a commitment to all public sector unions that it would make enterprise bargaining negotiations fair and reasonable. But after months of negotiations, the Union is very concerned that there is nothing resembling fair or reasonable negotiations as delaying tactics continue to be used.

Medical scientists, psychologists and pharmacists are crucial to Victoria's world-class healthcare system but with the ongoing delays in reaching a new enterprise bargaining agreement it appears the State Government is only interested in saving the budget and not protecting people's lives.

It's particularly disappointing that we're still no closer to reaching an agreement despite the State Labor Government giving a commitment that it would make enterprise bargaining negotiations fair and reasonable. The Union has been working with public sector employers and the State Government to make sure that medical scientists get decent jobs and healthy careers.

But now with Christmas just days away our members won't be getting the gift of a new agreement. The Union is very concerned that instead of trying to negotiate in good faith, employers have decided to waste time.

With the ongoing delays in reaching a new enterprise bargaining agreement, it appears the State Labor Government is only interested in making savings to the budget rather than ensuring Victorians get the world-class healthcare we deserve.

It's clear that we are going to have to pursue industrial action in the new year to make the Government hear us.

**Boost the campaign for Decent Jobs and Healthy Careers:** visit [our website to download](#) tools you can use on social media and in your workplace.

## Bargaining across the Victorian healthcare sector

While it might feel like the Union has been concentrating entirely on Public Sector bargaining, the Union has been busy with other agreements throughout the course of 2016.

### **Monash IVF**

The Union commenced discussions with respect to bargaining in March with negotiations over a new agreement really getting going in May. Despite several meetings there is still no agreement, with Monash IVF seemingly in denial about what they are proposing. Unfortunately, what has been proposed is well below industry and community standards, and Monash IVF can't understand why employees see it as unacceptable.

And with lots of anger and frustration among members it is highly probable there will be industrial action taken in 2017. Of course the Union is always open to finalising negotiations without having to pursue industrial action but it will require Monash IVF to reconsider their position.

### **Ramsay Healthcare**

Ramsay Healthcare's enterprise bargaining agreement expired in November this year but the Union ensured we were ahead of the game by commencing bargaining negotiations in

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September.

Progress is being made towards securing a new agreement but members' sentiment is that the wages being offered is the major stumbling block and isn't acceptable. We're now waiting for a final position from Ramsay Healthcare before reconvening in the new year and deciding on the next course of action.

### **Red Cross Blood Service**

Negotiations for a new agreement with the Red Cross Blood Service were surprisingly uneventful. It's fair to say that bargaining for the last agreement was protracted and didn't leave much dignity for the Blood Service in how it was treating its scientific workforce.

But we're very happy to report that this year's negotiations were far less antagonistic and much more productive. The Union was able to work with the management to have the existing agreement rolled over along with modest wage increases.

## Union closure over the Festive Season

The Union wishes all of our members and supporters a safe and happy festive season.

We're **closed from 23 December and will reopen on 4 January** and over this time there will be no-one available to deal with standard industrial matters or respond to queries.

*For urgent matters only call 0418 543 682 during office hours only.*

We look forward to working with you all in 2017 to continue fighting for our rights at work and our professions.

## Changes to Victorian Health Complaints you need to know about

In April this year, the Victorian Parliament passed the Health Complaints Act 2016 which replaces the current health complaints legislation. The new legislation creates a new office called the Health Complaints Commissioner (HCC) which will begin operating from 1 February 2017.

Under the changes, anyone will be able to make a complaint to the HCC about a health service with the definition of health service is broader, in an attempt to address the rapidly changing and expanding provision of health in Victoria.

The Health Complaints Commissioner will have greater powers to investigate complaints about unsafe, unethical or impaired non-registered practitioners including the ability to initiate their own investigations.

The new HCC will also be able to make public warning statements and prohibit practice where there is a serious risk to the life, health or welfare of an individual or the public. This comes about to address concerns around non-registered healthcare providers with the introduction of a national Code of Conduct for the delivery of safe and ethical healthcare. It's also important to know that Victoria will recognise prohibition orders in force in other states and territories.

A set of complaint handling standards for all health services will be developed within the next two years and a practice protocol outlining the standard of service the public can expect from the HCC will be developed within the same timeframe.

Get more information about the changes and follow the latest developments at:

<http://www.health.vic.gov.au/hsc/>

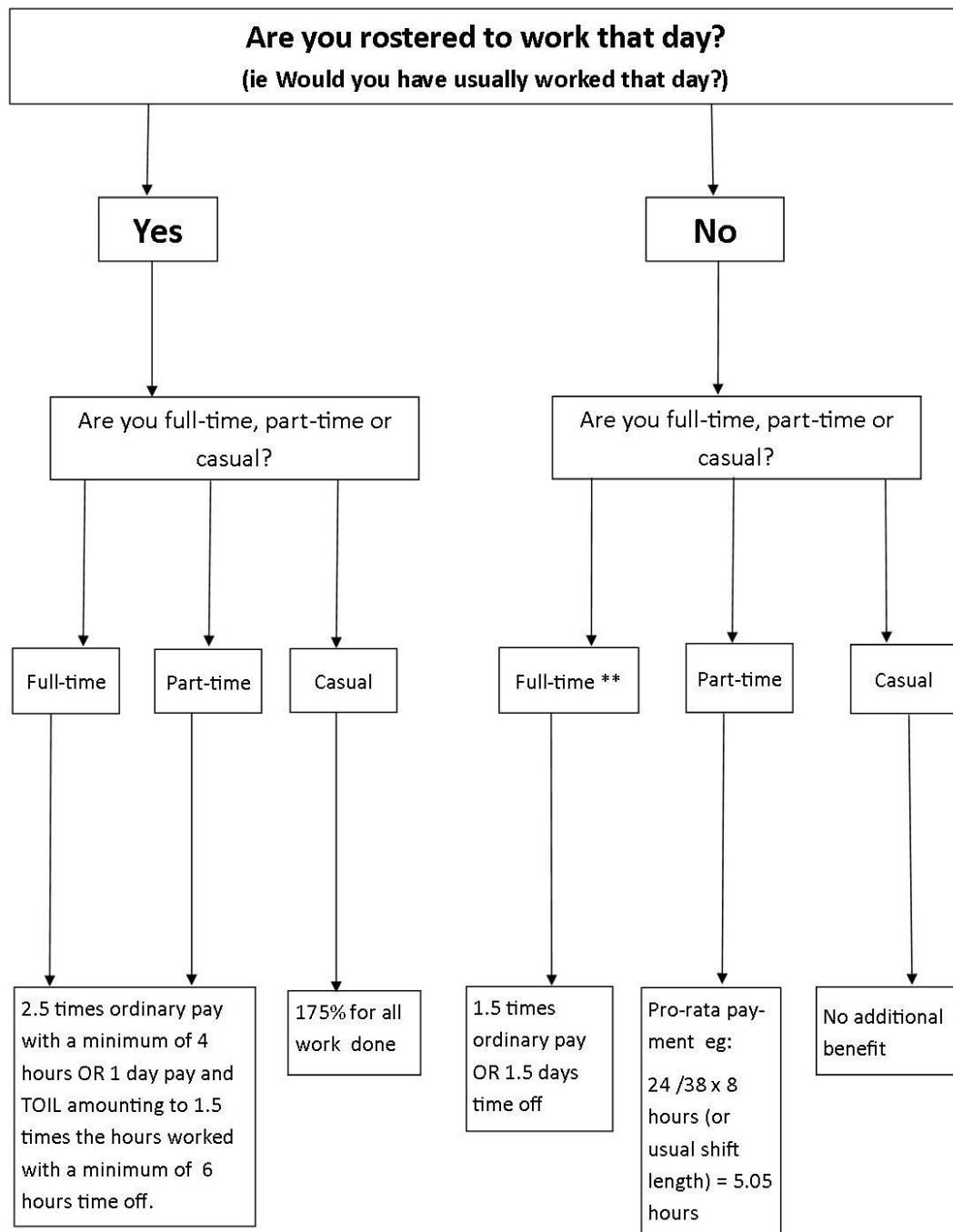
## Public Holiday Entitlements

Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it's for the Grand Final, Melbourne Cup Day or over Easter and Christmas. Unfortunately this particular provision in our agreement is complex with individual entitlements varying due to a number of

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different factors, e.g. part-time employment, shift work or whether you're normally rostered on the day of the public holiday. It is important that members remind themselves of their entitlements and the easiest way to check is to use our handy flow-chart below.

## 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 still have queries about your entitlement please contact the Union on 9623 9623 or via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

# Happy Holidays and Season's Greetings

The Union wishes all of our members and supports a safe and happy festive season.

Our office will reopen on  
Wednesday 4 January  
2017.



## Support Family Violence Leave for all workers

Survivors have suffered for too long behind closed doors. We all have a part to play in ending violence: it's time that employers played theirs. Tell employers that everyone has the right to paid days away from work if they are subjected to family violence.

Make your voice heard: <http://bit.ly/FDVLeave>

## Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Find out how you can help stop gendered violence in our workplaces by downloading the "[Stop Gendered Violence at Work](#)" report and signing up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

## Help save Paid Parental Leave

If the proposed changes to Paid Parental Leave 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.

This is a hard won workplace right, sign the petition telling the Senate to save paid parental leave at: <http://www.australianunions.org.au/ppl>

## 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](http://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](#)

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

[Women's Legal Service](#)

[Women's refugees](#)

## Worth Reading: The gender pay gap is harming women's health

“Despite the fact more women are employed than ever [before](#), a gender pay gap is still a reality in Australia. Most recent figures show a pay difference of around 23%, with [men earning on average A\\$26,853](#) more than women a year.

But it's not just the long-term financial consequences of the pay gap being felt by women. Evidence shows it also impacts on their physical and mental health.”

Read the entire article by Allison Milner, Anne Kavanagh and Belinda Hewitt:

<https://theconversation.com/the-gender-pay-gap-is-harming-womens-health-68919>

## Worth Reading: Science To Be Replaced By Anecdotes

“Scientific research programs will be cut back and replaced by a recent experience the guy down the shops had, it was revealed today.”

Read the entire article at The Shovel at: <http://www.theshovel.com.au/2014/10/30/science-to-be-replaced-by-anecdotes/>

## Worth Reading: How to be a healthy user of social media

“We can learn a lot about people through how they use social media. For example, Twitter language can be used to predict the [risk of dying from heart disease](#).

Analyses of Facebook updates show [women tend to be warmer than men, but just as assertive](#), and [people high in extraversion](#) tend to express positive emotions, whereas those with neurotic tendencies are more likely to write about being lonely and depressed.

Concerns exist about the negative effects social media can have on mental health, [especially for young people](#).

The incidence of [cyberbullying](#), [sexting](#) and [victimisation](#) has risen. People manage their profiles, presenting an image of a perfect life, while hiding real struggles they might have. Despite having thousands of “friends”, some people still [feel completely alone](#).

The potential for social media to be used to detect signs of mental illness is reflected in Facebook's implementation of a [suicide watch program](#).”

Read the entire article by Peggy Kern in The Conversation at: <https://theconversation.com/how-to-be-a-healthy-user-of-social-media-70211>

## Worth Reading: Can you tell fact from fiction? Take The Conversation 2016 FactCheck quiz to find out

“2016 was the year that gave us “post-truth” as the [Oxford Dictionaries Word of the Year](#), assurances that people “[have had enough of experts](#)”, and an increasingly powerful tide of fake news.

Through all this, FactCheck ploughed on. Our experts fact-checked the [2016 Australian federal election](#), claims from lobby groups, and assertions across the political spectrum. All FactChecks are [blind reviewed](#) by a second expert to ensure accuracy.

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We think facts matter more than ever. So who got it right and who got it wrong in 2016?

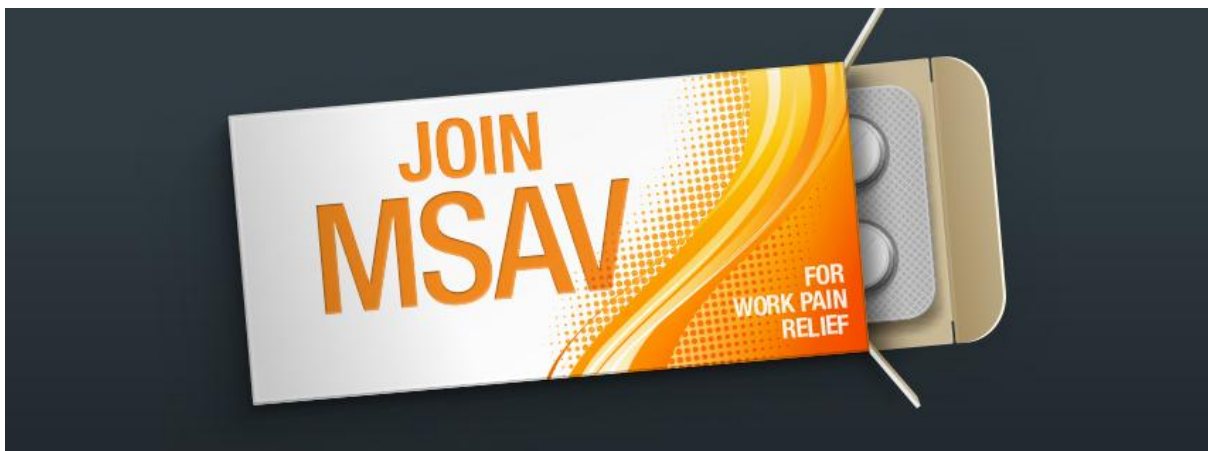
Take The Conversation's 2016 FactCheck quiz to find out."

Take the quiz put together by Lucinda Beaman and Sunanda Creagh in The Conversation at:  
<https://theconversation.com/can-you-tell-fact-from-fiction-take-the-conversation-2016-factcheck-quiz-to-find-out-70212>

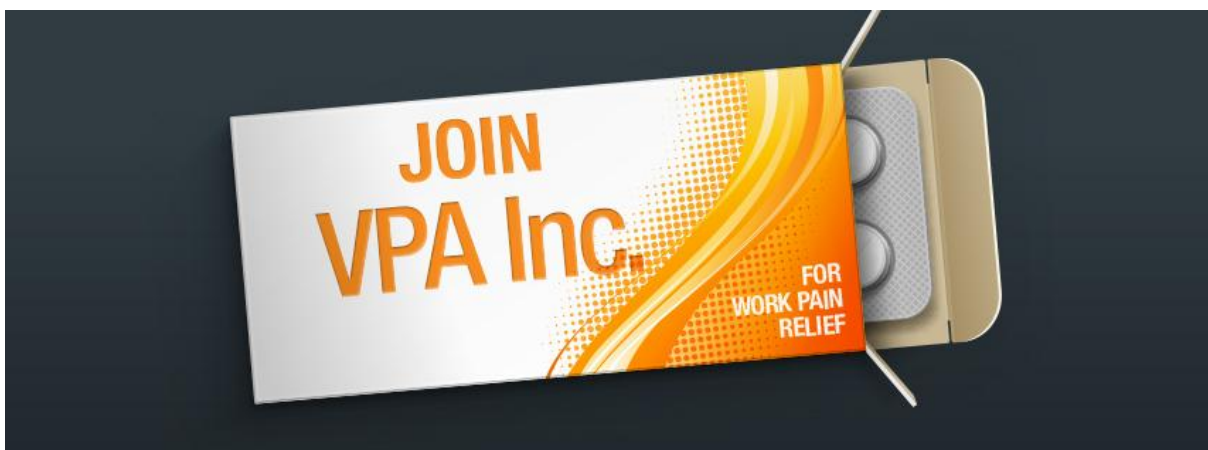
## Join the Union

**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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[Share on Facebook](#)

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[Share on Facebook](#)

## 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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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.

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