



Stat Report 2017/01

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The year ahead for the Union

Happy New Year and welcome back for 2017. This year will certainly be a big year for the Union.

We've picked up where we left public sector bargaining at the end of last year – still waiting for an offer after 6 months of negotiations.

There remains ongoing frustration with the State Labor Government and public sector hospitals as they continue to drag their heels on responding to our key claims. And unfortunately we are not seeing any change to this strategy despite it being a fresh new year. Despite working with the government, the department and hospitals, we're continuing to have circular discussions that result in no progress being made.

Needless to say, we will continue to pursue our claims through the negotiations in our typical 'no-compromises' way. Hopefully we have a breakthrough next week.

We're continuing our work on "*No Pay? No Way!*" which continues to be a major campaign for the Union and as the EBA negotiations have illustrated there continues to be an expectation that members do more with fewer resources and staff. And this year we're going to start including in our "*No Pay? No Way!*" survey questions about your health and well-being. It is still that case that too many members are doing unpaid work and allowing poor management practices to continue. By doing unpaid work you're putting additional pressure on yourself and letting your managers off the hook for not properly managing workloads and staff needs.

We will increase efforts to bring to light examples of quality standards being compromised, particularly in contracted pathology services. Stay tuned for some news on this front.

And of course we're going to be working with other unions to protect our hard won Paid Parental Leave scheme along with fighting back against cuts to Medicare, including the introduction of co-payments. We're already seeing people deciding not to go to the doctor because of the rapidly increasing out-of-pocket expenses, including for pathology tests. And we're now getting more and more reports that people are choosing to not get pathology tests done because of the co-payments.

Plus we're going to continue to advocate for our super funds to cease investing in projects contributing to climate change and the need for our healthcare system to do more to address the

increasing health risks associated with climate change. Working with the Climate and Health Alliance (CAHA) we were disappointing to find out that there is no ongoing dialogue about climate change within our healthcare system and that many people working in healthcare don't know if their health service has environment policies or how their health service may be attempting to address the impacts on our health because of our rapidly changing climate.

2017 presents challenges for the Union but we're eager to confront them. We know working together we can continue to fight for decent jobs and healthy careers.

Important Information about Bargaining at Monash IVF

Monash IVF management has advised the MSAV that it intends to put the Monash IVF Scientists 'Agreement' out to a vote. This is despite the fact that no agreement was ever reached in the negotiations! And the Union takes this action as further proof of what we said back in September 2016 - your employer is keen to put you at a significant disadvantage in comparison to industry standards.

The Union strongly recommends that you vote NO to the 'agreement'.

Here are some examples of what Monash IVF wants you to agree to:

Classification Structure and Wages: A flat and linear structure with no increments

- Maximum pay for a scientist competent in all procedures is \$208.74 per week or \$10,854 per annum **less** than their competitor in Victoria
- The difference at Grades 7 and 8 are up to \$14,000 per annum less
- Higher grades only available as management positions at management's sole discretion
- No Higher Qualification Allowances despite recruitment of scientists with Masters or PhDs
- No Annual Leave Loading – despite being an entitlement under the Modern Award

No Disciplinary Procedure Clause in 'Agreement'

- Disciplinary process dictated by company policy, and can be changed at whim
- No guarantee of a clear transparent process or procedural fairness

Overtime: Overtime should be paid as soon as a scientist works beyond their ordinary finishing time but the 'Agreement' is ambiguous on this point.

On Call Allowance: An insulting \$25 per 24 hours Monday – Saturday – (\$50 on Sundays and Public Holidays) is being offered and it does not apply to scientists Grade 7 or Grade 8.

Ordinary Hours: You can be rostered to work to 8.00 pm at ordinary rates - under the Modern Award shift allowances apply to the whole shift if ordinary hours are worked after 6.00 pm

What's next?

We will send out a more detailed analysis of why the **MSAV recommends that you VOTE NO** to the proposed 'agreement' – it is important to register your NO vote otherwise a YES vote might prevail!

What happens if the Agreement is voted down?

Negotiations will resume for an Agreement which includes proper salaries and terms and conditions of employment and we will organise a protected action ballot to allow members to vote to be able to implement bans and take other protected industrial action in support of a fair Agreement.

Make sure your colleagues know that the Union recommends voting NO to the proposed agreement – share this graphic below

ATTENTION Monash IVF Scientists

Monash IVF management intends to put the 'agreement' out to a vote despite no agreement being reached in the negotiations

What Monash IVF wants

- Pay scientists up to \$11,000 per annum **less** than their competitor in Victoria
- No Higher Qualification Allowance or Annual Leave Loading
- No Disciplinary Procedure Clause
- Maximum \$25 per hour for On Call Allowance
- Rostered to work to 8pm at ordinary rates

This 'agreement' will put you at a significant disadvantage compared to industry standards

VOTE NO!



Need more info? Call 9623 9623 or email enquiry@msav.org.au

Authorised by P. Elliott, Executive Officer, MSAV, Level 1, 62 Argon St, Carlton VIC 3063

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 practise 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

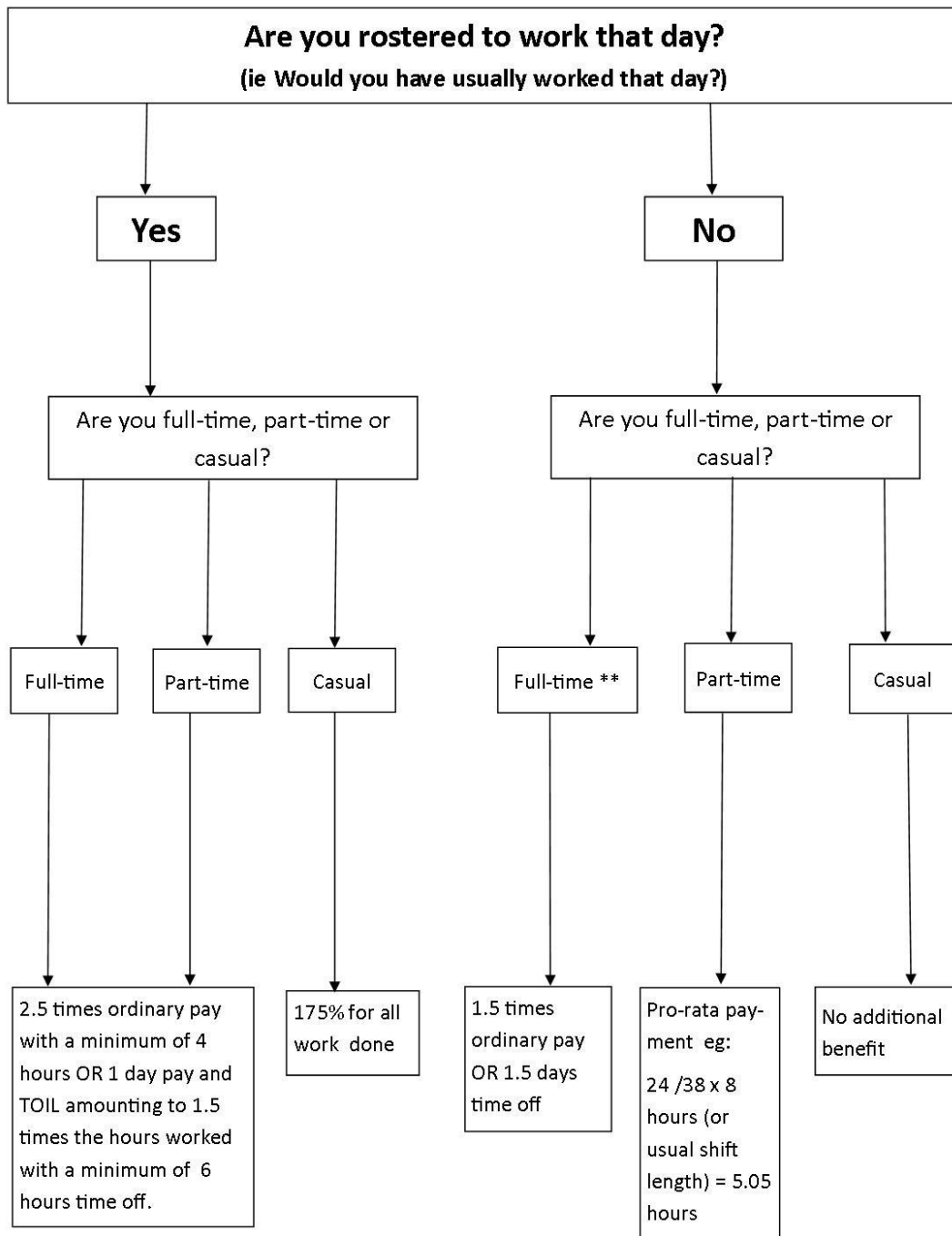
Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it's for the Grand Final, Melbourne Cup Day, New Year's Day or over Easter and Christmas.

Unfortunately we've already started receiving reports about some health services failing to pay public holiday entitlements. It's disappointing that we find ourselves, yet again, having to chase healthcare services for an entitlement that hasn't changed for many, many years.

In the meantime, it's important that check your public holiday entitlement 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 or you believe you haven't been paid your public holiday entitlement please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

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.

Sign 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.

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: Australians can have zero-emission electricity, without blowing the bill

“Australia’s low-cost electricity, thanks to cheap coal, was once a source of substantial competitive advantage. While [Australia’s electricity prices are still below the OECD average](#), the urgent need to reduce greenhouse gas emissions is a major challenge to cheap electricity.”

Read the entire article by Paul Graham in The Conversation at:

<https://theconversation.com/australians-can-have-zero-emission-electricity-without-blowing-the-bill-69869>

Worth Reading: How crowdfunding can connect people to their heritage and community

“The glistening white sails of Sydney Opera House and the red brick and bluestone of Geelong’s industrial mills have little in common at first glance. But for both these places crowdfunding has led people to connect with these buildings.

[Hubcaps to Creative Hubs \(#Hc2CH\)](#) is a research project led by Deakin University. It aims to document the changing narrative of Geelong by creating a series of short films on how the community conserves and transforms the region’s rust-bucket heritage into places of creative enterprise.”

Read the entire article by Fiona Gray, Cristina Garduno Freeman and Matt Novacevski in The Conversation at: <https://theconversation.com/how-crowdfunding-can-connect-people-to-their-heritage-and-community-69615>

Worth Reading: Health check: is it safe to microwave your food?

“Today every kitchen would seem “under-equipped” without a microwave, with its efficient ability to cook, defrost and reheat a variety of different foods. The handy appliance uses [microwave radiation](#) to do so. This is a type of electromagnetic radiation similar to radio waves and infrared light.

Although generally recognised as safe, the internet is awash with articles about the dangers microwave radiation poses to your food. Some claim using microwaves can cause “[cataracts and cancer](#)”. Other posts says it “[zaps the nutrients right out of your food](#)”.

Read the entire article by Senaka Ranadheera, Duane Mellor, Nenad Naumovski and Robyn McConchie in The Conversation at: <https://theconversation.com/health-check-is-it-safe-to-microwave-your-food-66776>

Worth Reading: Primary boss Peter Gregg charged over Leighton payments

“Primary Healthcare managing director Peter Gregg has been charged with two counts of falsifying books and records, prompting calls from analysts for him to step down from the listed company.

The charges relate to Mr Gregg's time as an executive of contracting giant Leighton Holdings and, if found guilty, Mr Gregg could face up to two years in prison on each charge.”

Read the entire article by Sarah Danckert in the Sydney Morning Herald at:

<http://www.smh.com.au/business/primary-boss-peter-gregg-charged-over-leighton-payments-20170109-gtonk8.html>

Worth Reading: The French disconnection: how to say no to unpaid work

“In all the decades I have worked, I have never once used the "out-of-office" notification for my emails. I'm not sure whether that's because in my first career, as a full-time journalist, we were always encouraged to be available. But in France, as of January 1 this year, that is all about to change. Employees will be able to say no to out-of-office tech checks as French companies will be forced to guarantee their employees have a ["right to disconnect"](#) from technology.”

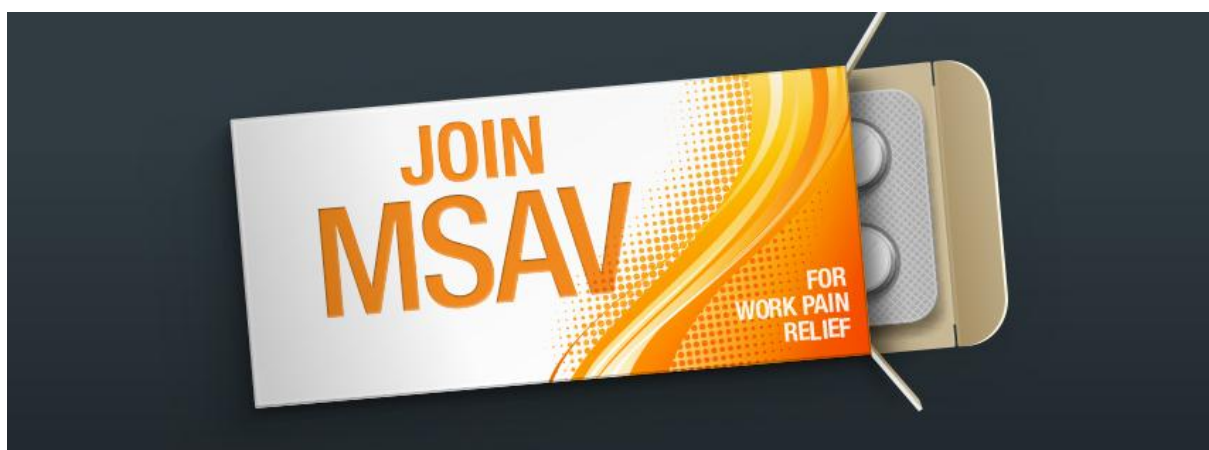
Read the entire article by Jenna Price in the Sydney Morning Herald at:

<http://www.smh.com.au/comment/the-french-disconnection-how-to-say-no-to-unpaid-work-20170102-gtkoe3.html>

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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