



## Stat Report 2017/02

In this issue of STAT Report we cover:

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### Update on Public Sector Bargaining

*Since returning for 2017, the Union has resumed bargaining for our new public sector agreement. And with the new year comes fresh optimism that we can get this agreement done.*

As reported in STAT Report over the past couple of months, the negotiations were being dragged out with no offer made on our key claims ahead of the summer holiday period. But as we have returned for the new year there appears to be some momentum building around finalising the new agreement.

The negotiations since returning to work have been positive and progress is being made. The Union has now received a package of responses to our key claims. This is a great sign that negotiations are finally being taken seriously. But there remains a lot of work to do around a range of issues as well as ensure there are no attempts to undermine other elements of our hard won rights at work.

With such a positive re-start to negotiations and with the progress already made, the Union is confident that a new agreement can be reached though much later than we had hoped.

A meeting of Job Reps will be held this Wednesday at Trades Hall to discuss the package presented to the Union and consider our response.

More details about the package and our response will be included in the next edition of STAT Report.

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# 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](mailto:enquiry@msav.org.au)

Authorised by P. Elliott, Executive Officer, MSAV, Level 1, 62, Argon St, Carlton VIC 3053

## Paid Parental Leave

There continues to be a lot of speculation about the future of Australia's paid parental leave scheme given the Turnbull Government announced it would continue to work to cut the scheme. We all remember the deft words used to besmirch the scheme with suggestions that people were 'double dipping'.

It took over 30 years to secure paid parental leave and for the Australian parliament to recognise the need to enhance women's participation in the workforce while acknowledging the need to support women while they take a break from work to have and raise children. We're mindful that it took hard work to win paid parental leave. It took determination to keep showing politicians that supporting women through pregnancy and child birth leads to greater workforce participation by women.

Right now though nothing has changed and the current Paid Parental Leave scheme remains in place as it was first introduced.

If you're working in the public sector here's a quick guide to maternity leave:

### *How much notice do I have to give?*

For most employers, you need to give at least ten weeks' notice of the expected date of birth, and at least 4 weeks' notice of commencing leave. Notice periods may vary for some private employers.

*How soon can I start maternity leave?*

You may commence parental leave at any time within six weeks immediately prior to the expected date of birth. If you wish to continue working during this period, your employer may require medical clearance for you to do so.

*Can I go back to work part time?*

YES. You have a right to request that you return to work on a part time basis, so that you can effectively meet your responsibilities as a parent, until your child is school age. Generally, the only way an employer can deny such a request is on genuine operational grounds.

*Can my role be changed while on maternity leave?*

NO. You must be allowed to return to your substantive classification. If your substantive position no longer exists, relevant organisational change provisions may apply.

*Can I access other types of leave while on Parental Leave?*

YES. You may access any annual leave or long service leave in lieu of, or in conjunction with parental leave.

*Can I work somewhere else while on maternity leave?*

NO.

Things are a little different if you're working in the private sector so get in contact with the Union on 9623 9623 so we can discuss your parental leave arrangements.

But 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 which is further compounded by the unavailability of adequate childcare options. This will 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>

## Public Holiday Entitlements

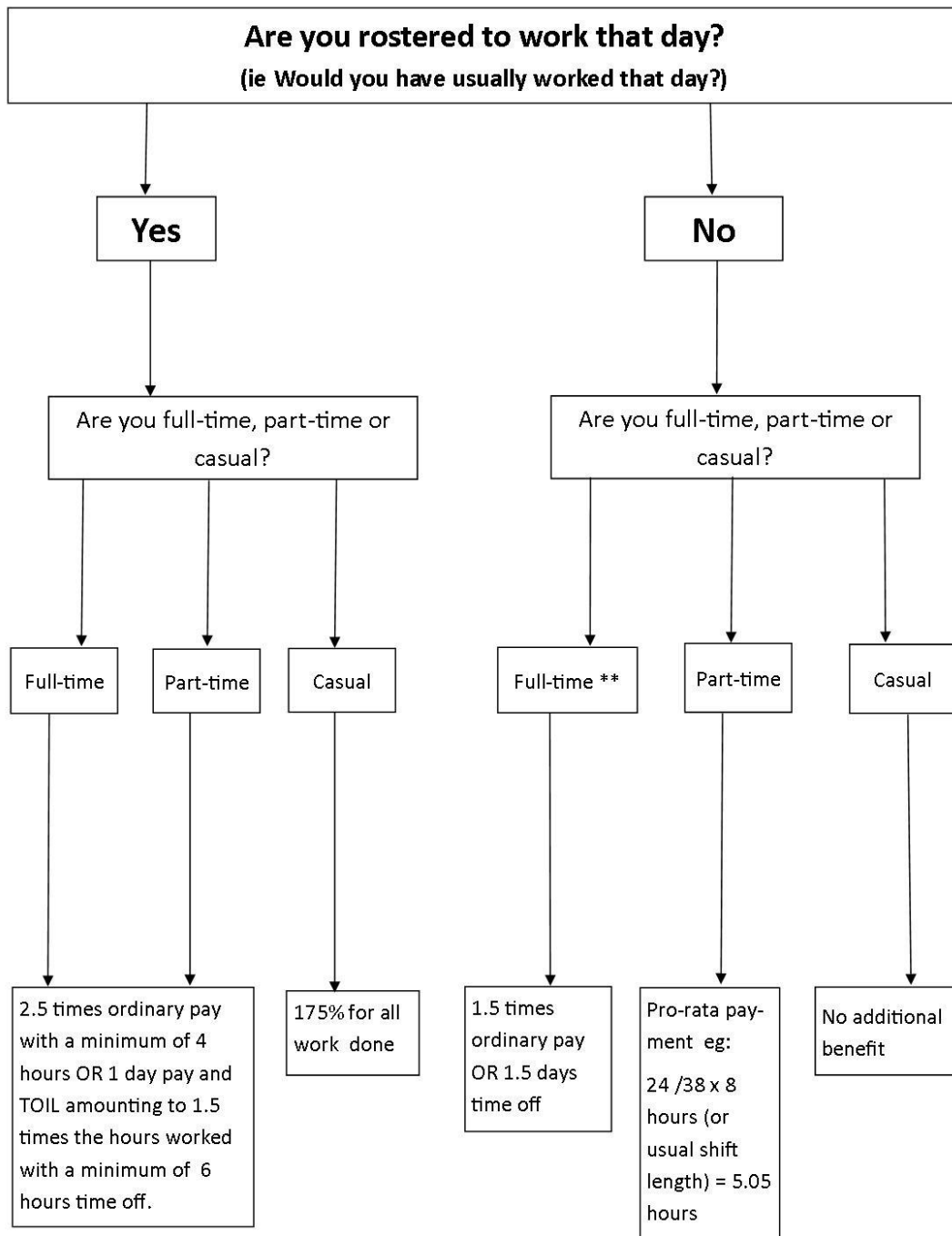
Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it's for the Grand Final, Melbourne Cup Day, New Year's Day or over Easter and Christmas.

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.

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# 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](mailto:enquiry@msav.org.au)

## Midsumma Pride March

In 2017 Midsumma celebrates 30 years of championing diversity, cultivating queer perspectives and creating experiences that flip the status quo. And this year, like last year, the Union is proud to be supporting and joining the Midsumma Pride March on 29 January.

It's going to be lots of fun as we join up with other Union members who are proudly supporting our diverse LGBTIQ+ community.

Come march with us at Melbourne's Midsumma Pride March on 29 January. Details can be found at: <https://www.facebook.com/events/1614586922182240/>

## 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>

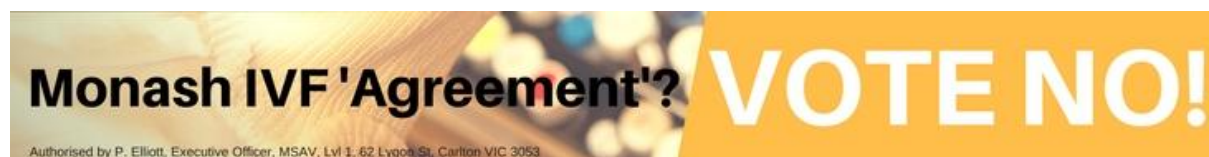
## Support the Healthy Futures campaign



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](#)

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[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: Superannuation funds grow for fifth straight year, industry beats retail

“Superannuation research house, Chant West, said growth funds, which is where most Australians have their super, achieved a median return of 7.2 per cent, with every fund surveyed finishing in the black.

A fund with more than 60 per cent of its assets in assets such as shares and property is regarded as a "growth" fund.”

Read the entire article by Andrew Robertson on the ABC website at:

<http://www.abc.net.au/news/2017-01-20/superannuation-funds-grow-industry-beats-retail-again/8196894>

## Worth Reading: A world without antibiotics? Global push needed to avoid going back to the future

“There was a media frenzy before Christmas about the shortage of three commonly used antibiotics: vancomycin, acyclovir, and metronidazole.

Vancomycin remains an important antibiotic in the treatment of methicillin-resistant *Staphylococcus aureus* ('Golden Staph'), the quintessential hospital-acquired 'superbug'.

Acyclovir is an antiviral that is used against severe manifestations of Herpes Simplex Virus infections such as Encephalitis.”

Read the entire article by Michael Gannon on the ABC website at:

<http://www.abc.net.au/news/2017-01-14/opinion-michael-gannon-a-world-without-antibiotics/8178586>

## Worth Reading: Private health insurance premium plan sparks fears of patient exodus

"The federal government is expected to approve a 5% increase in private health insurance premiums next month but industry watchdogs and consumer advocates fear it will push more to drop their policies or forgo essentials in order to pay for them.

On Monday the federal government's deadline closed for submissions from private health insurers seeking to increase their premiums.

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Under federal legislation any increase must first be approved by the health minister, who can refuse if it appears contrary to public interest. Providers will be notified of the decision in mid-February before any changes take effect on 1 April."

Read the entire article by Helen Davidson in The Guardian at:

<https://www.theguardian.com/australia-news/2017/jan/16/private-health-insurance-premium-plan-sparks-fears-of-patient-exodus>

## Worth Reading: Hospitals feel the heat too from extreme weather and its health impacts

"As [southeastern Australia swelters](#) through another heatwave, how well equipped are our hospitals to cope with severe weather events?

Hospitals lie at the heart of our ability to manage the significant potential health impacts of extreme weather events. Many people would be surprised to hear that the vast majority of our hospitals have not been [designed with these risks in mind](#). And they have [not been adapted](#) to ensure they can maintain healthcare services during such events.

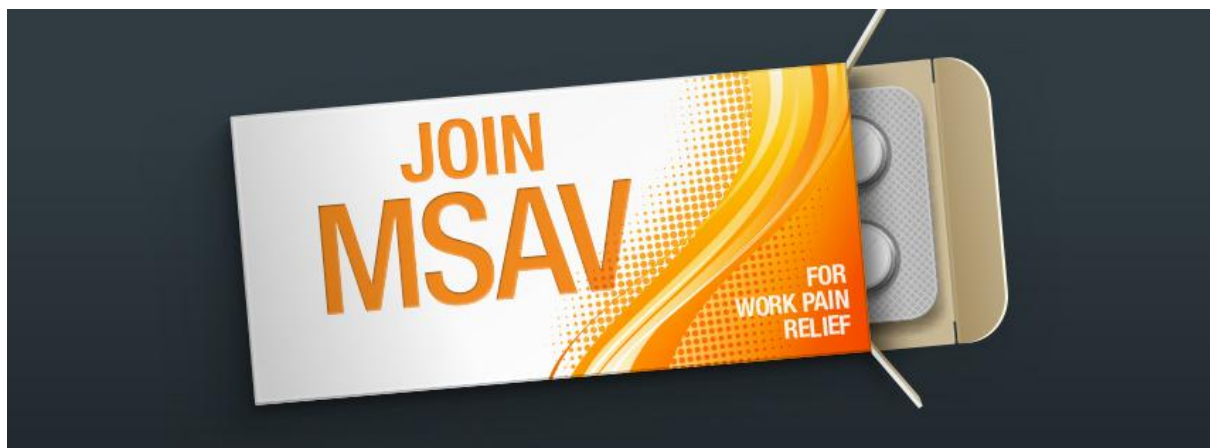
The recent [thunderstorm asthma outbreak](#) in Melbourne, which was [linked to eight deaths](#) and put 8,500 people in hospital, is a vivid example of the health impacts of extreme weather. Such events can be life-threatening, especially for the aged, obese and critically ill."

Read the entire article by Martin Loosemore and Anumitra Mirti Chand in The Conversation at: <https://theconversation.com/hospitals-feel-the-heat-too-from-extreme-weather-and-its-health-impacts-70997>

## 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.



[Share on Facebook](#)

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[Share on Facebook](#)



[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](#)

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## 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.](#)



## 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.

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