



Stat Report 2017/10

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Industrial action at Monash IVF

Last week the protected action ballot closed and was overwhelmingly supported. As a result, we have become aware of rumours that you won't be paid if you take protected industrial action - disregard these rumours as it is simply not true. Some employers like to think they can frighten our members with mistruths. We always apply a policy of not commencing any industrial action unless it has been approved by members and we avoid any industrial action that would result in our members suffering financially.

The fact that these rumours have started is an absolute give away that Monash IVF is terrified of how effective members taking industrial action will be.

We will be holding members' meetings at both the Clayton and Hawthorn sites next Wednesday, May 3. We will be at Clayton at 12pm, and go immediately to Hawthorn roughly between 1 and 1:30pm.

We will discuss the latest draft of the proposed EBA as well as the result of the protected action ballot and next steps. With the situation escalating it is important to have as many of you as possible attending these meetings so we can also address the matter surrounding protected industrial action.

For anyone not at Clayton or Hawthorn please don't hesitate to contact the Union on 9623 9623 if there is anything you need to discuss.

What can we expect in the State budget?

Next week the Victorian Government will be handing down this year's budget and there's something strange about it. Now before you get too far ahead, the strangeness relates to the fact that there hasn't been the usual amount of 'leaks' about what might be in the budget.

However what we have been hearing in the media so far is there will be funding for more roads, in particular the so-called North-East link. We're expecting to see funding for improving V-Line

services in Gippsland and for the all-night weekend public services in Melbourne. There's also an expectation that the Andrews Government will put funds towards retaining and creating jobs but the details are thin and we'll have to wait until the budget is announced about how funds would be distributed or used.

But there is some early good news with the Victorian Government indicating that \$70-million will be included in this year's budget to improve services for people with mental illnesses at risk of committing crimes, in an effort to prevent them from entering the justice system, which includes funds to improve the Thomas Embling Hospital.

Once the budget has been released next week we'll provide you with a thorough overview of how the budget will help or hinder public health.

Update on Public Sector bargaining

The work of drafting and redrafting clauses in our agreement remains ongoing and once the drafting has been finished there will only be one more step (i.e. final Government approval) to go before we're able to vote on the new agreement.

We will distribute a detailed explanation of all of the changes in the new agreement shortly.

In the meantime, we're keen to continue to share with members the details of the agreement and what we've been negotiating. Please get in touch with us and let us know when it's a good time to meet with members in your workplace by calling 9623 9623 or via email at

enquiry@msav.org.au

Social media and the workplace: Not always a great mix

Social media is a lot of fun. It's a great way of keeping up with what your friends and family are doing, wherever they are in the world. But there are some big downsides to social media, especially when they include the workplace.

The increasing use of mobile devices combined with social media means there is an ever-increasing blur in the distinction between work and private life. And let's not forget that employers are regularly monitoring and watching social media for what employees are saying.

Like other areas of the law, industrial law has been slow to react with the increasing use of social media. However there have been a range of matters brought before the Fair Work Commission (FWC) relating to the use of social media by employees. FWC will consider if the conduct in question:

- Is likely to cause serious damage to the relationship between the employer and employee
- Damages the employer's interest
- Is incompatible with the employee's duty as an employee

Unfortunately workers have to be extremely careful in using social media when talking about their work and workplace. There is little doubt that a lot of social interaction exists in the workplace but it is vital to avoid some of the following pitfalls:

1. Social media is not private interaction; unless you set the strictest privacy levels for your content to protect yourself from being monitored by your boss.
 2. Make sure you don't follow or friend the boss and work colleagues. It seems harsh but the number of work colleagues that have access to your social media can be an important determinant in any FWC proceedings.
 3. Don't mention your boss and the company you work for. FWC will consider whether there has been a direct reference to the company or anyone individual. This doesn't mean you can't discuss wages and conditions or genuine grievances but make sure you don't mention the boss or the company.
 4. Don't discuss patients and definitely don't name them. This is particularly relevant for health sector workers as it can result in immediate termination of employment because of
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breaches of the privacy of a patient or patients.

5. The degree of offence of the comments posted to social media will be an issue consider by FWC
6. Only post material that you would be happy to post in a public forum or shout out at in the middle of the MCG
7. There is definitely one golden rule for social media use and that is don't drink or use drugs and use social media.

If you have any questions make sure you contact the Union.

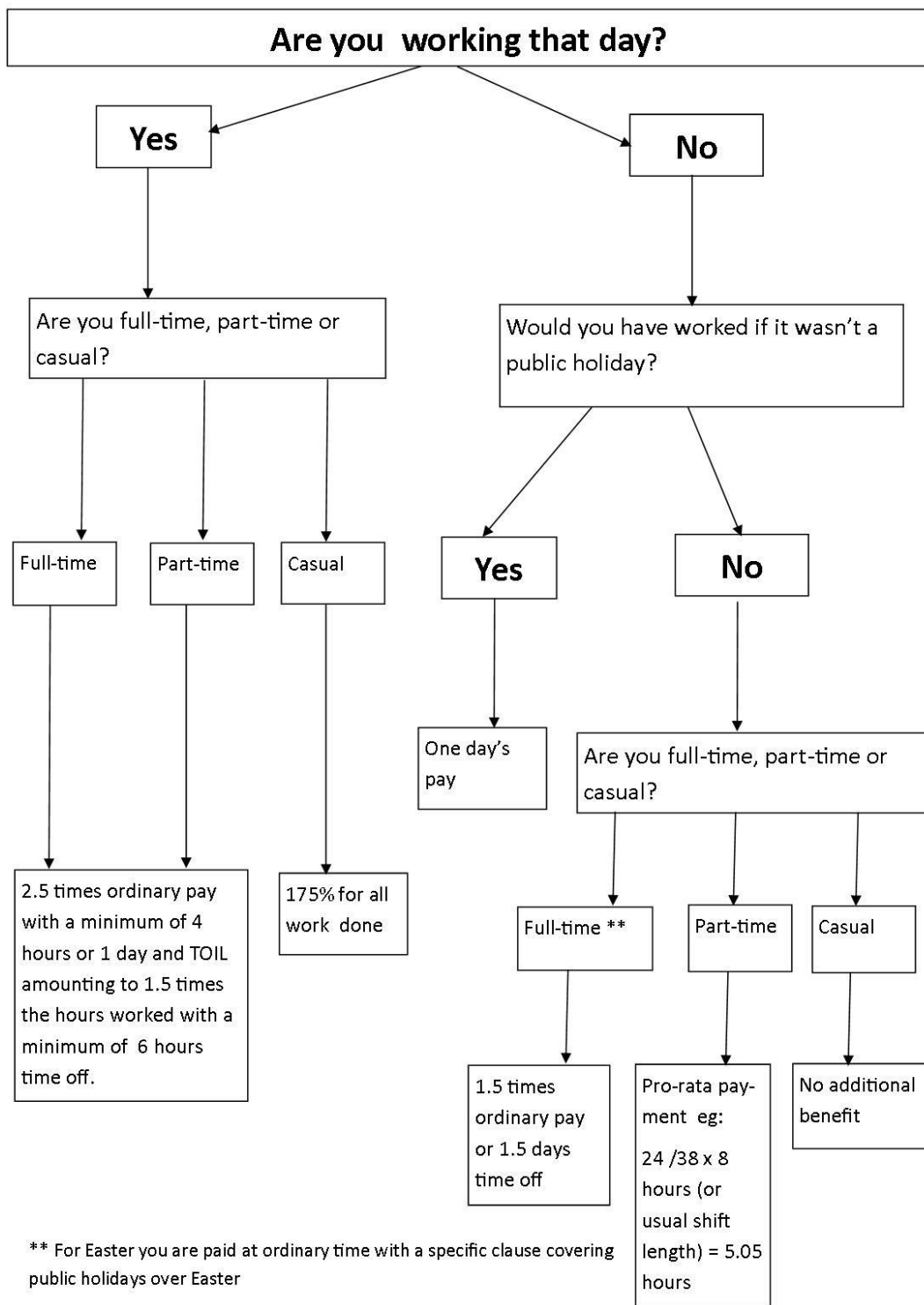
Public holiday entitlements

The Easter holiday has been and gone. Unfortunately some health services have failed to properly pay members their public holiday entitlements. What's worse is that some of these health services are well known to us for regularly failing to account for public holiday entitlements. But while we're finalising drafting for our new agreement, the old agreement remains in place and it 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 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 you are paid at ordinary time with a specific clause covering public holidays over Easter

If you have not been properly paid your public holiday entitlement make sure you contact the Union on 9623 9623 or at enquiry@msav.org.au

VPA Professional Development – 10 May 2017

VPA PD Wednesday 10 May 2017 from 1.30pm to 4.30pm at ANMF House – 540 Elizabeth St, Melbourne

Don't miss your chance to hear about the implementation of the Victorian 10 Year Mental Health Plan and the work of the Workforce Reference Group established by the Minister.

The VPA is represented on the Workforce Reference Group by Dr Rosemary Kelly and one of the key projects of the Workforce Reference Group is to look at the attraction and retention of workers in public mental health including psychologists.

This seminar will be an opportunity to give feedback on issues affecting psychologists working in public mental health, as well as being informed about current developments.

Speakers will include Emma Cadogan and Clare Handley, Senior Project Officers, from the Mental Health and Drugs Workforce Team in the Department of Health and Human Services.

Registration and a light lunch will start from 12.45pm. Please inform us if you are joining us for lunch or not.

RSVP at <https://goo.gl/forms/BFjpefg3pQ2NzwrR2>

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.](#)

Here's a 'real-life' case where the VPA has acted on behalf of VPA members.

When a patient of a major public health service committed an act of serious self-harm, Psychologist 'D', who had seen the patient many months previously, was subjected to disciplinary proceedings concerning her clinical notes. After enduring unfounded allegations by the employer, the psychologist decided to resign. VPA was able to negotiate on her behalf to obtain an attractive severance package in recognition of the injustice to which she had been subjected.

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, the VPA negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

[Check out 7 more reasons to join the VPA Inc.](#)



VPA Professional Development
10 May 2017
1:30pm to 4:30pm

Authorised by P. Elliott, E.O. VPA, Lvl 1, 221 Lygon St. Carlton VIC 3053

ψ vpa
victorian psychologists
association inc

Improving healthcare's ecological footprint

You're invited to attend two one-day forums for people from diverse health backgrounds to learn, collaborate, network, raise challenges and share progress in the pursuit of environmentally sustainable healthcare operations.

Day One will help you prepare for the inevitable energy price hikes and market instability, while Day Two will provide practical skills and insights into how the healthcare environment can operate more sustainably with less impact on the environment.

What: Healthcare Sustainability Environmental Sustainability Forum

Where: Western Centre for Health Research and Education, 176 Furlong Road, St Albans, Victoria, 3021

When: Thursday 1st June and Friday 2nd June

Cost: \$40 per day

[Click here for more information](#) on what to expect from these two engaging days, and to register.

We hope this Forum has something for everyone interested in addressing the environmental impacts of the health sector. You're invited to attend for one or both days.

The [Climate and Health Alliance](#) is pleased to be presenting this Forum in partnership with the [Institute of Healthcare Engineering Australia](#) and [Western Health](#), and supported by the [Australian Healthcare and Hospitals Association](#).

Oh the places you could go with Union Aid Abroad- APHEDA!

Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

[Buy your ticket online](#)

The annual raffle raised over \$80,000 last year. Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong and helps build unions and social movements.

As well as knowing your money goes to great things, you'll be in the draw for some terrific prizes.

[Buy your ticket online](#)

FIRST PRIZE: Take the holiday of your dreams with an \$8,000 travel voucher.

Can be used on domestic or international travel through Flight Centre stores.

Can be used to take one big holiday or a number of smaller trips.

SECOND PRIZE: Ride off into the commuter sunset on a fabulous Gazelle bicycle (valued at \$2,499). Dutch-made, the Ultimate S8 is a sporty trekking bike with a lightweight aluminium frame.

THIRD PRIZE: Escape into a world of books with a \$500 book voucher from Abbey's Bookshop, an Aladdin's cave of words and pages! Abbey's has been an institution for book lovers since 1968.

How to buy your tickets:

- [Buy online](#)
- [Download and complete this form](#) [PDF]; or
- FREECALL 1800 888 674, fax (02) 9261 1118 or email office@apheda.org.au

If you have supported our raffle in the past, please keep an eye on your letter box for a book of tickets that our volunteers will be sending out to you this week.

So, spread the word and help us raise more than \$100,000 this year.

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.

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: Explainer: the proposed changes to Australian citizenship

"The federal government today announced three broad changes to the criteria for Australian citizenship. These are:

- a new residence requirement;
- a new process for determining an applicant's integration into the community; and
- changes to the citizenship test.

Citizenship is an important mechanism to foster integration and make people feel fully connected and committed to Australia. There is a risk, however, that if citizenship is too hard to attain, a two-tier system of permanent residency will develop in Australia: those who are full citizens, and those who failed to become citizens – though they are permanent residents."

Read the entire article by Alex Reilly in The Conversation at:

<https://theconversation.com/explainer-the-proposed-changes-to-australian-citizenship-76405>

Worth Reading: Australian politics explainer: how women gained the right to vote

"Between 1894 and 1908 a wave of women's enfranchisement swept across Australia. Beginning in South Australia in 1894 and ending 14 years later in Victoria, Australia's six colonies allowed women to vote.

With the passage of the [Commonwealth Franchise Act in 1902](#), Australia became just the second country in the world – [after New Zealand in 1893](#) – to give women the vote. At the same time, the Commonwealth became the first country in which women could stand for parliament. It was this coincidence of voting and representation rights that made Australian women the "[most fully enfranchised](#)" in the world.

The development of voting rights for women was not a "[gift](#)", as contemporary politicians and – later – historians framed it. Instead, it was the result of concerted activism led by a group of white, middle-class, urban women, with pockets of working-class support, and fortified by a Protestant temperance vision."

Read the entire article by James Keating in The Conversation at:

<https://theconversation.com/australian-politics-explainer-how-women-gained-the-right-to-vote-74080>

Worth Reading: Investing in rural health brings dollar returns to local economies (and improves health)

"When we talk about rural health, it's easy to focus on health inequalities between the [roughly 10%](#) of Australians who live in rural and remote areas and those who live in our cities.

Statistics show the further Australians live from the major cities, the [less their life expectancy and the poorer their health](#).

But rural health is not just an issue about equitable access to health care services; it's an economic issue that impacts on national, community and family budgets and life's opportunities.

The government [isn't investing enough](#) in rural and remote health because of its failure to recognise the comprehensive impact of health care funding as a driver for local economic development.

The federal government's [development plan for Northern Australia](#) doesn't appear to mention health and health care services at all.

This is despite international research showing investing a dollar in rural health care can generate more than a [ten-fold](#) economic return."

Read the entire article by Lesley Russel in The Conversation at:
<https://theconversation.com/investing-in-rural-health-brings-dollar-returns-to-local-economies-and-improves-health-73454>

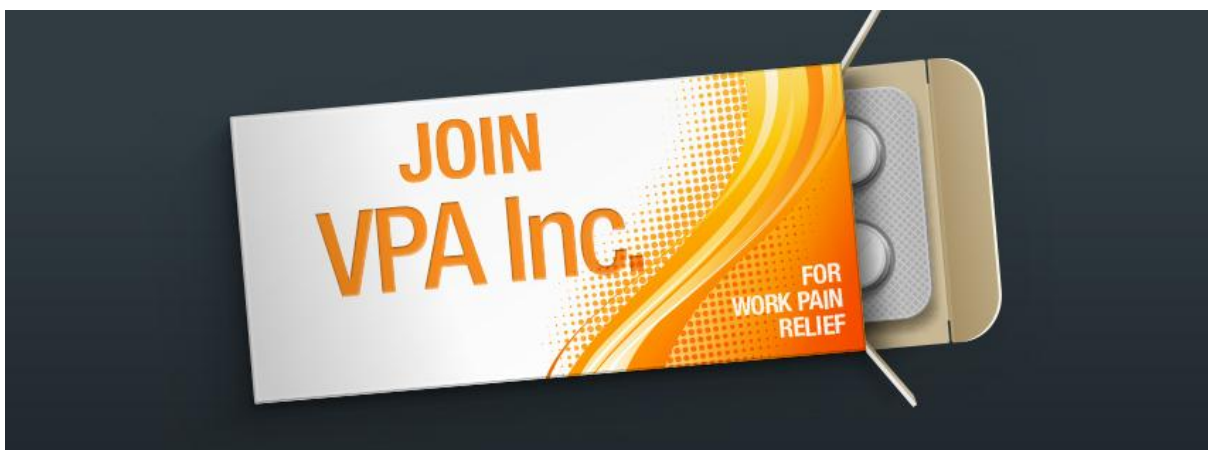
Join the Union

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](#)



[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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