



Stat Report 2017/25

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Great news about the new agreement

We have great news.

The Andrews Government has finally signed off on our agreement – at last!

It's taken much longer than we hoped it would to have the Government sign off. But now that it has finally happened it means the new agreement will be put to you to vote on soon.

We have commenced discussions to finalise the timeframe for voting and agreement approval and will confirm these by the end of this week.

We will provide comprehensive advice to members about the voting process and details about the new agreement and all of the key changes: stay tuned for these.

We're excited about the new agreement. We worked hard during negotiations to ensure the key issues that members like you highlighted were included in our new agreement. Here are some of the highlights:

- Increase to wages of 3.25% each year over the 4 years
 - Good will payment of \$750
 - Uplift to Grade 2 rates of pay
 - Additional annual leave – one week plus loading
 - Workforce management and leave replacement
 - Scientist progression from Grade 1 to Grade 2
 - Filling vacant positions
 - Rostering protocols
 - Overtime deeming
 - Use of other leave with parental leave and return to work from parental leave
 - Training and meetings during meal breaks
 - Family and Domestic Violence Leave
 - Higher duties
-

We will now organise meetings in workplaces to discuss the details of the agreement.

We look forward to sharing the details of our new agreement with you.



VPA: Professional Development Seminar

VPA PD Wednesday 13 September 2017 from 2pm to 4.30pm at Royal Australasian College of Surgeons - Hughes Room - 250-290 Spring St, East Melbourne.

The seminar's theme will be on anger management with Dr Tony McHugh presenting on *Regulating and managing anger: An evidence based CBT approach*

This seminar will address the following topic areas:

1. The problem of anger
2. Anger treatment: the evidence base
3. Major contemporary theories of anger
4. Assessment of problematic anger and discriminating who is suited to treatment and
5. Various evidence supported strategies for treating dysfunctional anger

By its conclusion, participants will have received important training to enable them to assist clients with dysfunctional anger for its impact on themselves and their significant others.

More details will be announced as soon as possible but in the meantime make sure you [save your spot and RSVP today](#) for the next VPA Professional Development Seminar. The seminar will commence following the VPA Inc's Annual General Meeting.

Registration and light refreshments will start from 12.30pm. If you have already RSVP'd you don't need to RSVP again.

RSVP at <https://goo.gl/forms/ry7aE1ewW9T80rnr2>

Annual General Meetings

It's that time of year again for the Unions' Annual General Meetings. But in order to be able to attend you'll need to be a financial member. If you're not sure whether or not you're a financial member contact us on 9623 9623.

Here are the dates and venues for the upcoming Annual General Meetings.

HSU#4

Wednesday 27th September 2017
12:00pm Refreshments for 12:30 start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

MSAV

Wednesday 27th September 2017
12:00pm Refreshments for 1:00pm start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

VPA

Wednesday 13th September 2017
Royal Australasian College of Surgeons
Hughes Room
250-290 Spring St, East Melbourne.
12:30pm Refreshments for 1:00pm start to be followed by Professional Development Seminar at 2:00pm-4:30pm.

AHP

The date and venue for the Annual General Meeting will be announced as soon as possible.

Expressions of Interest/Nominations - Psychologist member on the HSU Vic #4

Expressions of Interest/Nominations are called for the position of Psychologist member on the HSU Vic #4 BCOM. The vacancy arises due to the resignation from the BCOM of Dr Stephen Edwards.

This is an opportunity to represent psychologists in the decision making forums of the Union. You will be joining Dr Jacinta Bleeser (Vice President of the HSU#4 Branch) and Dr Megan Chapman on the HSU#4 Branch Committee of Management.

Interested VPA members can contact Rosemary Kelly for further information at rosemaryk@msav.org.au

Expressions of interest need to be received by close of business Friday, 1st September and can be sent to enquiry@msav.org.au

Mental Health Workforce Innovation Day

VPA Inc. members are invited to participate in the Mental Health Workforce Innovation Day hosted by the Department of Health and Human Services.

The Innovation Day will provide a forum for the mental health workforce to come together to share ideas about workforce innovation; support the transfer of knowledge and skills regarding innovative workforce models and the factors that support innovative practice; learn from the experiences of organisations who are leading the way in implementing innovative workforce models; and examine opportunities to reproduce or adapt innovations to your own organisation.

When: Wednesday 20 September 2017 9.30 am – 5.00 pm

Where: Marriott Hotel cnr Exhibition and Lonsdale Streets Melbourne

If you wish to participate you **must register by 8 September** through Eventbrite at: <https://www.eventbrite.com.au/e/mental-health-workforce-innovation-day-tickets-35779956814>

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.](#)

Common beaches of employment entitlements and negotiation of enterprise agreements

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

Stop the Victorian Government from selling our Land Titles Office

The Victorian Government has announced its intention to privatise Victoria's Land Titles Office. For 155 years, the Land Titles Office has tirelessly scrutinised every survey, mortgage and transaction on Victoria's four million-odd properties, perfecting this priceless public asset. This decision must be reversed.

The CPSU have a petition on Megaphone, calling on Daniel Andrews to reverse this decision.

Please sign and share the petition with your friends and family and stop the privatisation of public services.

<https://www.megaphone.org.au/petitions/stop-the-victorian-government-from-selling-our-land-titles-office>

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: Why solar towers and storage plants will reshape energy markets

"The 150MW solar tower and molten salt storage plant to be built in Port Augusta has been made possible by a ground-breaking pricing and contract structure that could help completely reshape Australian power markets, including the end of "baseload" power as we know it.

The South Australian government announced last week that it had signed a deal with US company SolarReserve to build the 150MW solar tower with molten salt storage project – to be known as Aurora – just a few kilometres from the now closed Northern coal-fired power station.

The output of Aurora will be around 500GWh – roughly the same as the annual consumption of the state government and the various assets it owns.

But it is the unique nature of the contract that explains the difference between what the government will pay SolarReserve (\$75-\$78/MWh), and what SolarReserve will receive, and will likely serve as a template for more "dispatchable" renewable energy projects in the future."

Read the entire article by Giles Parkinson in Renew Economy at:

<http://reneweconomy.com.au/why-solar-towers-and-storage-plants-will-reshape-energy-markets-73278/>

Worth Reading: Legalising same-sex marriage will help reduce high rates of suicide among young people in Australia

"Australia remains the only English-speaking country in the developed world not to legally recognise same-sex marriage. If the upcoming [postal survey](#) indicates public support for marriage equality, a conscience vote will be held in parliament. If not, it's unlikely that same-sex couples will be able to marry for as long as the current government remains in office.

This would be quite a harmful outcome for the health of same-sex attracted couples, who are [already at higher risk](#) of poorer mental health outcomes and suicide than their heterosexual counterparts. This is directly associated with the [stigma and discrimination](#) to which they are exposed on a daily basis.

Research shows that in countries and jurisdictions that have legalised same-sex marriage, there is a much smaller gap between the rates of poor mental health among same-sex attracted and heterosexual people. This is particularly the case with young people, for whom suicide rates have a been a significant national concern for decades."

Read the entire article by Jo Robinson, Eleanor Bailey and Pat McGorry in The Conversation at:

<https://theconversation.com/legalising-same-sex-marriage-will-help-reduce-high-rates-of-suicide-among-young-people-in-australia-82917>

Worth Reading: New budget standards show just how inadequate the Newstart Allowance has become

"It's long been accepted that the level of Newstart Allowance for the unemployed is too low. The [Henry Tax Review](#) proposed an increase of "about \$50 a week" in the payment for single people to restore parity with the couple rate. Several community organisations, including the [Australian Council of Social Service](#), have called for similar changes over time.

But if the couple rate is also too low, this would reduce – not remove – the underlying inadequacy.

[Our new research](#) allows these and other income inadequacies to be estimated using a budget standards approach – that is, by calculating how much income a family needs to achieve a certain standard of living.

New budgets have been derived for families with the main (male) breadwinner either in full-time work and receiving the minimum wage, or unemployed and receiving Newstart. They cover single people, couples with no, one and two children, and a sole parent with one child. The first child in each family is a six-year-old girl and the second child is a ten-year-old boy.

The budgets for low-paid families vary between A\$597 per week (single person) and \$1,173 per week for the couple with two children. The corresponding weekly budgets for unemployed families are \$434 and \$930."

Read the entire article by Peter Saunders in the Conversation at:

<https://theconversation.com/new-budget-standards-show-just-how-inadequate-the-newstart-allowance-has-become-82903>

Worth Reading: Jumping the Gate

"Talk to people in Indigenous new media and you'll probably hear the story of a \$200 online survey that realigned the debate about the constitutional recognition of First Nations people in Australia. At first blush, it's a tale about a niche Indigenous-led media outlet that distinguished itself sharply from a multimillion-dollar, government-sponsored publicity campaign. And it has a happy ending, because the community it represents went on to validate its work. Go deeper, and it's also the story of potentially deeper shifts.

Talk to people involved in new media more generally about how it is influencing news and political communication in Australia, and you might hear about IndigenousX, the group that commissioned that survey. You may hear that the poll was a welcome and long-overdue intervention in the debate about constitutional recognition, particularly in the face of the mainstream media's repeated assurances that Black support for the proposals was a given."

Read the entire article by Jack Latimore in Inside Story at: <http://insidestory.org.au/jumping-the-gate/>

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!

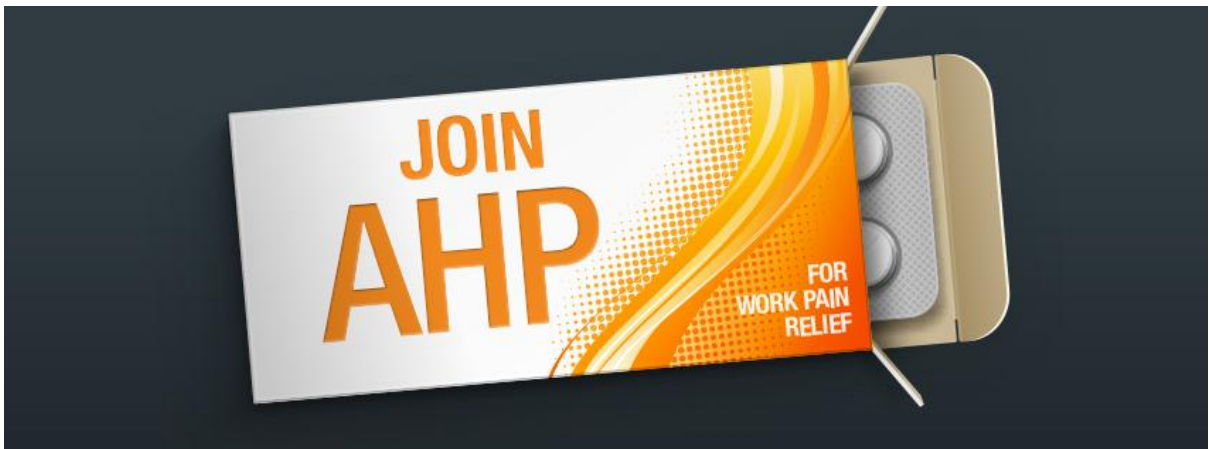
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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