



Stat Report 2017/33

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Bargaining Round-Up

In last week's STAT Report we reported on the great news about the new Public Health Sector agreement being voted up with 98.5% supporting it. But the Union continues to bargain for new agreements in the Community Health Sector and with private health providers. Here's a quick round-up of how bargaining in other areas is progressing.

Community Health Sector

At this stage there have been no offers made but the Union continues to meet with the representatives of the community health sector.

It is frustrating that negotiations have been progressing extremely slowly but at least negotiations are underway and discussions continue. We will keep members working in the Community Health Sector informed about negotiations and their progress.

Cabrini Health

Negotiations are about to commence with Cabrini Health. As the negotiations progress we will continue to keep members informed about what's happening and the next steps in the process.

If you want more information about negotiations with Cabrini Health please get in contact with Matt Hammond at matth@msav.org.au

Australian Clinical Labs

Bargaining has commenced with Australian Clinical Labs. As the negotiations for a new agreement progress we will keep members informed about what's happening and the next steps in the process.

If you need more information about negotiations with Clinical Labs get in contact with Matt Hammond at matth@msav.org.au

Dorevitch

The Union is continuing to hold discussions with management about a new enterprise agreement. While there have been some initial meetings, the Union is yet to receive a wages offer from Dorevitch. Unfortunately the negotiations are not progressing as well as the Union had hoped and it appears that management are not interested in making a reasonable offer, despite claiming how important its scientific workforce is to its success.

To ensure we can add as much pressure as we can, we need your help by making sure your colleagues are members.

Sick leave and medical certificates

Sick leave is an important right for which unions and working people fought long and hard. The Union's agreements enshrine your right to sick leave, which is referred to as personal leave.

Every full time and part time employee is entitled to sick leave. You can access sick leave when you're absent from work due to a personal illness or injury; or if you have to care for an immediate family or household member who is sick; or in case of medical emergencies.

It is your responsibility to make sure you contact your workplace if you're going to be away from work. And it is your responsibility to make sure you have appropriate evidence to support your claim for sick leave.

But it's definitely not your responsibility to find your own replacement if you're on a roster. We've heard on a number of occasions that people have been told they need to find their replacement while either being sick or caring for a sick loved one.

In the public sector and most other agreements, if you weren't able to get a medical certificate from your health practitioner, you can present a statutory declaration which your employer can't refuse to accept.

You also don't have to submit to any visits or tests by health practitioners organised by your employer; you only need to have consulted your health practitioner. In fact, if you're approached to undertake a test or to visit your employer's nominated health practitioner you should flatly refuse, without being penalised in some way. If you are subjected to any threats of disciplinary action you need to contact the Union as soon as possible.

Importantly, you are at no stage required to advise your employer of the nature of any illness (yours or a loved one's) for which you take sick leave. If you're asked to give that information you should not under any circumstances provide such information and we strongly recommend that you refuse and walk away.

Sick leave is an important leave entitlement to ensure that you are able to take the time needed to recover from injury and illness; or to care for family. We've fought long and hard to win it, so make sure you're using it.

If you have any questions about your sick leave entitlement contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Alfred Health makes us Sick

Right now Alfred Health is undertaking a review of the sick leave being taken. They claim that there is too much sick leave being taken and are attempting to shame staff into limiting their sick leave.

It is demonstrably ignorant of Alfred Health to be undertaking such a review when their own information indicates that there are significant workload issues resulting in more stress leading to more sick leave being taken. It is also completely inappropriate for Alfred Health to attempt to investigate the reasons for why people are taking sick leave when they have no right to ask for the reasons behind the leave being taken. Alfred Health is also making claims that people are

taking sick leave for illegitimate reasons without producing a shred of evidence to support such claims.

If you're being approached to provide reasons for your sick leave we strongly recommend that you refuse to provide that information. Should your supervisor or manager persist in seeking this information please contact the Union as soon as possible on 9623 9623 or at enquiry@msav.org.au

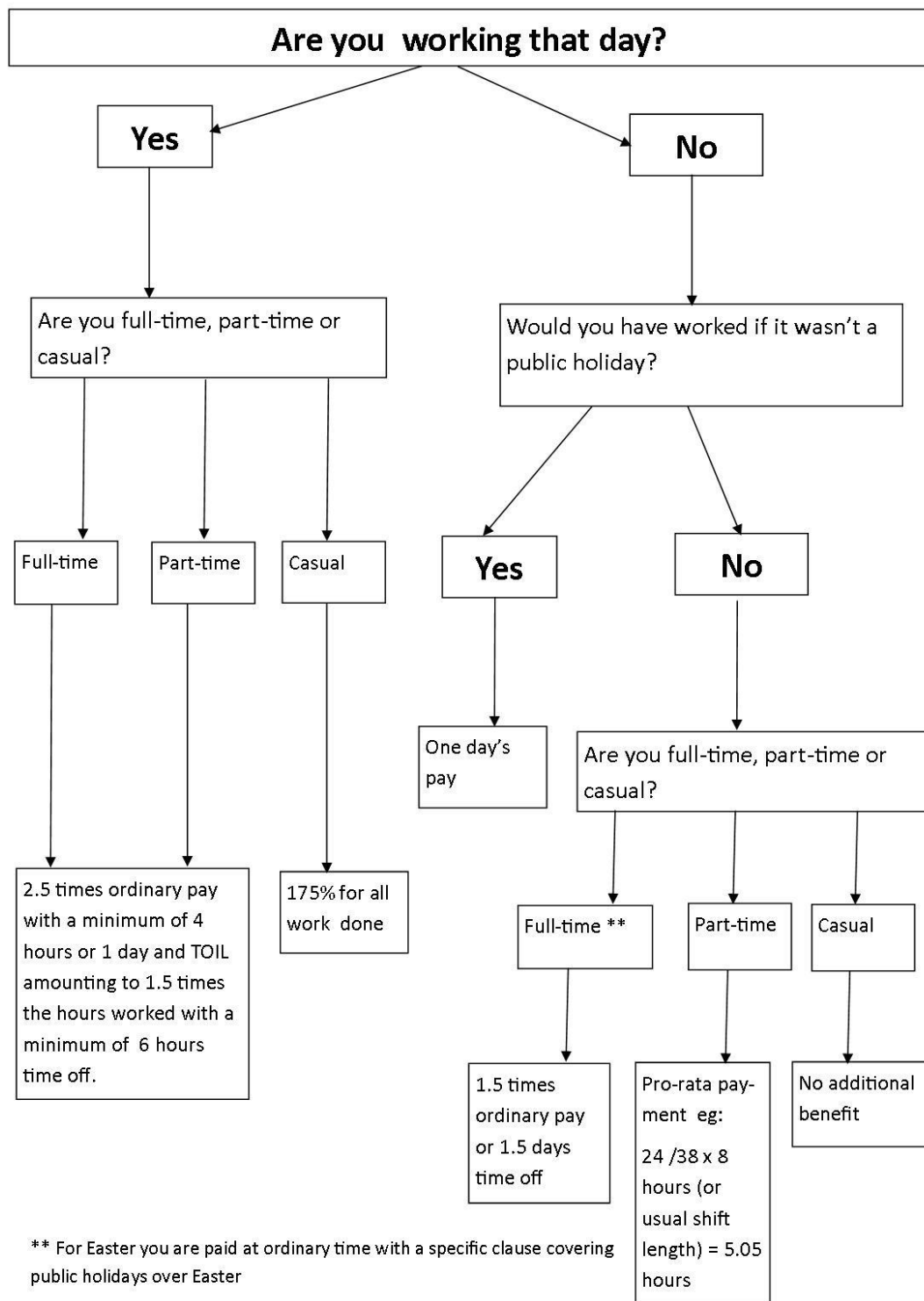
Know your entitlement for Public Holidays

For members living in Melbourne, there's a public holiday coming up for the Melbourne Cup. And since it's a public holiday it's important to remind yourself about your current public holiday entitlement, and what you can expect to see in your next pay slip.

Unfortunately the new public sector EBA is not yet in place so it's important to know your current entitlement. To help with that we have produced this handy flowchart.



PUBLIC HOLIDAY PAYMENTS



** For Easter you are paid at ordinary time with a specific clause covering public holidays over Easter

If you're unsure about what your entitlement is don't hesitate to contact the Union on 9623 9623 or at enquiry@msav.org.au

Arrangements for Melbourne Cup weekend

The Union's offices will be closed on 6th and 7th November but we will be back on 8th November. If you have an urgent issue please leave a message on 9623 9623 or at enquiry@msav.org.au

AHP Special General Meeting and Annual General Meeting

Date: 22 November 2017

Location: Central Pharmacy meeting room, Building A, St Vincent's Hospital, Fitzroy

Times: Special General meeting @ 12.45pm

Annual General Meeting @ 1.00pm

Lunch and refreshments from 12.15pm

Agendas and other relevant documents will be provided shortly,

Banks aren't Super

Big banks can't be trusted with workers' money. They've been forced to refund or compensate their customers \$480 million in the past two years.

But instead of tightening the reins on the "Big Four" retail bank superannuation funds, the Turnbull Government is rewarding them for their shameful behaviour.

Turnbull is trying to change superannuation rules to benefit banks and knock workers' retirement savings. And he's protecting banks from the scrutiny of a royal commission despite a string of scandals.

Profit-to-members Industry Super funds consistently outperform the profit-to-the-banks funds. And sixty four per cent of infrastructure investment in Australia is from Industry Super funds – compared with a paltry five per cent from bank-owned for-profit funds.

This means Industry Super doesn't just do better with its members' money – it creates Australian jobs. In 2015 alone, Industry Super created 46,000 jobs by investing \$2.8 billion in infrastructure.

Industry Super funds don't need to change – big banks do.

But Turnbull's superannuation law changes are designed to make Industry Super funds become more like banks. He's trying to change the way the better-performing funds run and leaving his mates in the disgrace-ridden bank-run funds alone.

Kelly O'Dwyer believes these laws "will lift superannuation funds to at least the same standard as other financial services organisations like banks and life insurance companies."*

It's clear your money's safer in an Industry Fund, when the banks have been embroiled in scandals for years.

Let Senator Derryn Hinch know that you don't want your superannuation to fall into the hands of the banks on his Facebook page at:

<https://www.facebook.com/justiceparty.com.au/>

Working Women Get Organised – 1 day conference in Geelong

Geelong Trades Hall Council and the Geelong Women Unionists Network are holding a one-day conference called "Working Women Get Organised".

The conference will cover topics like:

- Family violence is Union business
- The Gig Economy and Precarious Employment
- Confidence Building – organisational skills
- Grassroots activism

The conference will also feature prominent union women as guest speakers.

When: Saturday 11 November – 9am to 4pm (registration starts at 8:30am)

Where: Geelong Trades Hall – 127 Myers Street, Geelong

Cost: \$20 waged or \$15 unwaged/student (includes dinner, morning and afternoon tea. Lunch is available at a small cost. Childcare is available via booking only)

For more information and to book contact the Geelong Trades Hall at (03) 5221 1712 or gthc@optusnet.com.au

Ending violence against women – 16 days of action

The 16 Days of Activism is an international campaign dedicated to eliminating gender-based violence, in particular, the elimination of violence against women. The campaign is used to raise awareness, undertake advocacy and take action to end violence against women.

The campaign runs from the 25th November (International day for the elimination of violence against women) to the 10th December (International day for Human rights).

This year marks the 25th year of the 16 days campaign, which is now world wide.

The challenge involves committing to undertake actions to promote gender equality and prevent violence against women during the 16 Days of Activism (25th November – 10th December). When you register, you can pick from a list of actions designed to promote gender equality and prevent violence against women, or you can add your own! You can select actions to match the level of action you are ready to take to end violence against women – you can commit to learn about violence against women, reflect on your role, educate others about the problem, or challenge gender inequality. It's up to you!

Sign up and find out what you can do at: <http://16daysactivist.whwest.org.au/actions/>

Change the Rules – Australia Wide All Union Member Survey 2017

The rules that once made Australian workplaces fair are broken.

With inequality at 70 year highs, wage growth the lowest on record and 40% of people now in insecure work, our union, together with the ACTU and Australia's other unions have launched a campaign to change the rules for working people.

This month we take a big step forward in this campaign by asking you to complete a 5-minute survey about what's happening to working people and what we need to do about it.

This survey will allow you to tell us about your priorities and it will give you a voice as we work to swing the pendulum back towards working people.

To have your say complete the survey using this link:

<https://www.surveymonkey.com/r/XCWP956>

No answers to the survey that would identify you will be used or shared. [The survey is open now and will close on 1 December 2017.](#)

Please take the survey and help us build a strong movement for change.

Union Aid Abroad Melbourne dinner

The Union Aid Abroad-APHEDA Melbourne Dinner will be on Friday 10th November 2017 and [bookings are now open!](#)

Tables are booking out fast so book yours today!

WHEN: Friday 10 November 2017

TIME: 6:00PM - 11:00PM

WHERE: Aegean Greek Restaurant, 19 Brunswick Street, Fitzroy

BOOKINGS: <http://bit.ly/APHEDA dinner2017>

TICKETS: \$80.00 Individual | \$960.00 for a table of 12

The Annual Union Aid Abroad APHEDA Melbourne Dinner is loads of fun and is a great opportunity to catch-up with your friends while also contributing to the work of the Australian Union movement's global justice organisation.

Come and celebrate global solidarity. Hosted by ACTU President Ged Kearney and Union Aid Abroad APHEDA's Executive Officer, Kate Lee, we are delighted to announce Former President of the Australian Human Rights Commission, Professor Gillian Triggs as our Guest Speaker. In addition, we have the usual awesome auction, great raffle prizes – and of course, each other's company.

[BOOK YOUR SEAT OR TABLE ONLINE TODAY!](#)

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 the government was wrong to reject an Indigenous 'Voice to Parliament'

"Indigenous leaders have decried [Malcolm Turnbull's rejection](#) of the Referendum Council's recommendations as a "[real kick in the guts](#)", having "[broken First Nations' hearts](#)", and derailed the process and likelihood of Indigenous constitutional recognition.

The council [had recommended](#) a referendum be held to change Australia's Constitution to establish an Indigenous "Voice to Parliament". While details were to be worked out in discussion with Indigenous communities, it was envisaged that such a body would empower Indigenous people to have a voice on legislation and policy that affects them.

This idea followed an 18-month process of [consultation and debate](#), including six months of regional dialogues with Indigenous people across Australia. At these dialogues, Indigenous people documented their feelings of voicelessness in Australian politics.

The process culminated in a [constitutional convention](#) at Uluru, where around 250 delegates agreed to the [Uluru Statement from the Heart](#)."

Read the entire article by Harry Hobbs in The Conversation at: <https://theconversation.com/why-the-government-was-wrong-to-reject-an-indigenous-voice-to-parliament-86408>

Worth Reading: Dial M for missed opportunity?

"[Shifting the Dial](#), the Productivity Commission's latest report on Australia's economy-wide productivity performance, will hearten those who want governments to play the policy-leadership role that Coalition MPs often seem uncomfortable with. In its discussion of healthcare, the report provides grounds both for optimism and for cynicism — optimism that overdue reforms might this time eventuate, and cynicism fuelled by the knowledge that ideology and ineptitude could leave yet another set of useful proposals languishing.

The Turnbull government comes late to the view that healthcare has a role to play in improving productivity; rather, its tendency has been to see the healthcare budget as an impost on the economy. It's an approach inherited from John Howard and Peter Costello's [Intergenerational Reports](#) and reinforced by the Abbott government's dogmatic belief that federal healthcare spending at current levels is [unsustainable](#)."

Read the entire article by Lesley Russel in Inside Story at: <http://insidestory.org.au/dial-m-for-missed-opportunity/>

Worth Reading: Slavery is a bigger problem now than when it was 'abolished' — and it's happening here

"Slavery. The word conjures images of people in leg irons. We think of the abolitionists who toiled centuries ago in lands far away to abolish this horrific practice.

Yet two things should shock us. First, slavery is more common today than when it was "abolished". In fact, there are more slaves now than at any time in human history.

Secondly, our region — the Asia Pacific — is home to about half of the world's 45.8 million slaves."

Read the entire article by Edward Santow in the ABC at: <http://www.abc.net.au/news/2017-10-31/slavery-a-bigger-problem-than-ever/9100126>

Worth Reading: Hungry for the truth? We've busted the top 5 food myths

"Do you really need to drink eight glasses of water a day? Do you miss Mythbusters? Need a good excuse to practice some procrastination (after all, you can finish what you're working on later right?). Lucky for you we've cooked up a nifty little blog that will not only educate, but also fill the Jamie & Adam void that has been left in your heart."

Read the entire article by Ellen Singleton on the CSIRO Blog at: <https://blog.csiro.au/hungry-for-the-truth-weve-busted-the-top-5-food-myths/>

Worth Reading: Half leave Coalition's youth internship scheme without a job

"Half of those exiting the government's low-paying youth internship scheme leave without a job, prompting concerns participants are being used as "cheap labour" and then discarded.

The government's \$750m youth employment scheme Youth Jobs Path (Prepare, Trial, Hire) has been operating since April and is aimed at [helping young Australians](#) into work.

The scheme has been criticised for providing interns with just \$200 per fortnight in pay, which equates to roughly \$4 an hour."

Read the entire article by Christopher Knaus in The Guardian at:
<https://www.theguardian.com/australia-news/2017/nov/01/half-leave-coalitions-youth-internship-scheme-without-a-job>

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!

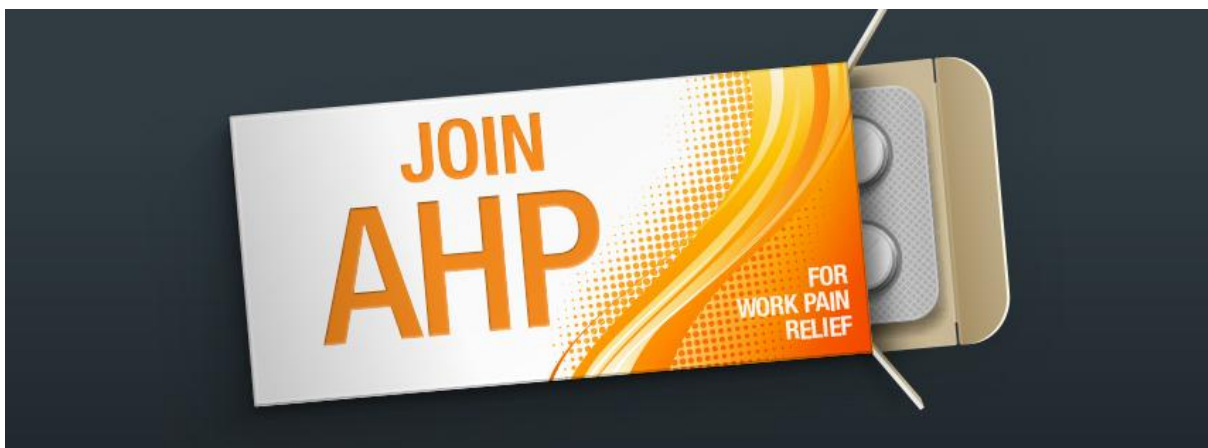
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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.](#)



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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