



Stat Report 2017/36

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Update on Bargaining

The Union has been doing a lot of bargaining this year, here's a quick update on some of the bargaining happening outside of the public sector:

Public Health Sector

We are moving forward with the vote on the new Public Sector agreement with the ballot to vote again on the new agreement opening on Tuesday morning. You should have received an email from us outlining the proposed changes and what they mean; and as we indicated there is nothing that has changed from the original negotiations we undertook.

In order to secure the outcomes we won in the new agreement it's vital that people vote YES again.

Voting on the new agreement will start at 9am on Tuesday 12 December and conclude at midnight on Thursday 14 December.

We've worked with the Victorian Hospitals' Industrial Association and health services to ensure there is less confusion about how to lodge your vote; and to ensure that there is clear communication with you about where to lodge your vote online.

If you have any questions about the agreement make sure you contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Community Health Sector

Negotiations for a new enterprise agreement for members employed in the community health sector are continuing. We've held a series of meetings with the Victorian Hospitals' Industrial Association (VHIA), which represents all but one of the community health employers covered by this agreement.

This week the Union spoke with members in the Community Health Sector about the offer put to the Union.

The decision of a collective meeting of members from across Victorian community health services to continue to pursue a settlement consistent with the settlement in the public health sector agreement was put to the VHIA at a meeting held yesterday. The VHIA will respond in mid-January 2018.

Cabrini

In recent months, members have completed a survey outlining issues of interest to them. Feedback is similar to other rounds of bargaining, with moderate satisfaction expressed around employment conditions, but an improvement sought in some key areas.

What are the high points from the survey?

- Overwhelmingly members believe that you deserve a decent pay rise
- There should be no trading of conditions for money
- A majority of members are still reporting performing some level of unpaid work
- There are still concerns about how rostering operates at Cabrini from some members
- Equity issues are still raised in relation to Long Service Leave (the old issue of accumulating at full time and being paid at part time when your work patterns have changed).
- Transition to retirement issues are of interest to a number of members

Other key elements

- Members in the public sector have recently been granted an entitlement to 5 weeks annual leave. We will seek to flow this on at Cabrini.
- Domestic violence leave entitlements should be increased with the growing community standard
- Rostering protections for part-timers are still not in line with the modern award (a base underpinning document) and we will seek to improve those.

The approach taken to developing the claim is to keep it simple and focus on the key elements. These will be, as always, a focus on pay rises and bargaining for the key wins from our public sector agreement.

Contact Matt Hammond at matth@msav.org.au or on 9623 9623 if you have any questions about the claim or the process.

Unpaid work and professionalism

A couple of weeks ago we “celebrated” Go Home on Time Day. It’s a great day to remind every Australian worker about what they’re actually contributing in unpaid work; and in the last year workers contributed *over \$100 billion* in unpaid work. That’s a lot of extra time given to employers, while we’re repeatedly told Australia’s workforce is too unproductive and doesn’t deserve a real increase in wages. And it’s a far cry from the usual stuff in the newspapers about Australian workers taking too many sickies.

In fact, the myth about our workplaces being unproductive is extremely harmful when it just doesn’t reflect the reality

Each year the excuse of needing to increase productivity is used to withhold pay increases or to run stories about ‘lazy’ Australian workers. Just think how the private health sector continues to lag further and further behind the public health sector in pay rates. It’s little wonder that workers don’t want to stay in the private health sector.

The reality is that like other workers, you’re giving your employers your time and not being paid for it. Often we’ll tell ourselves it is all part of being a professional. Or that if we don’t do the extra work then it’ll be left for others. Or we’ll tell ourselves, or have managers and supervisors tell us, that if we don’t do the extra work a patient will be worse off.

The reality is that none of these are reasons to do unpaid work.

If your manager or supervisor isn't able to properly do rosters so people aren't forced to do unpaid work, then you shouldn't feel obliged to do unpaid work. It's their responsibility to ensure there are enough staff to do the work required, not yours. It also means that the real implications of increasing workloads and diminutions in staff levels are being hidden or not properly accounted.

And excessive workloads in many respects rob you of your ability to be professional.

When you are stressed and overworked errors can occur and mistakes can be amplified. Stress and being overworked can lead to serious health problems leading to increased time away from work.

We know from experience in representing members in disciplinary processes resulting from an error being made that there is not a single employer that accepts a defence of stress and anxiety from high workloads and pressure to get the job done.

Excessive workloads are not about you and your level of professionalism; it's about management lacking the professionalism they demand of you.

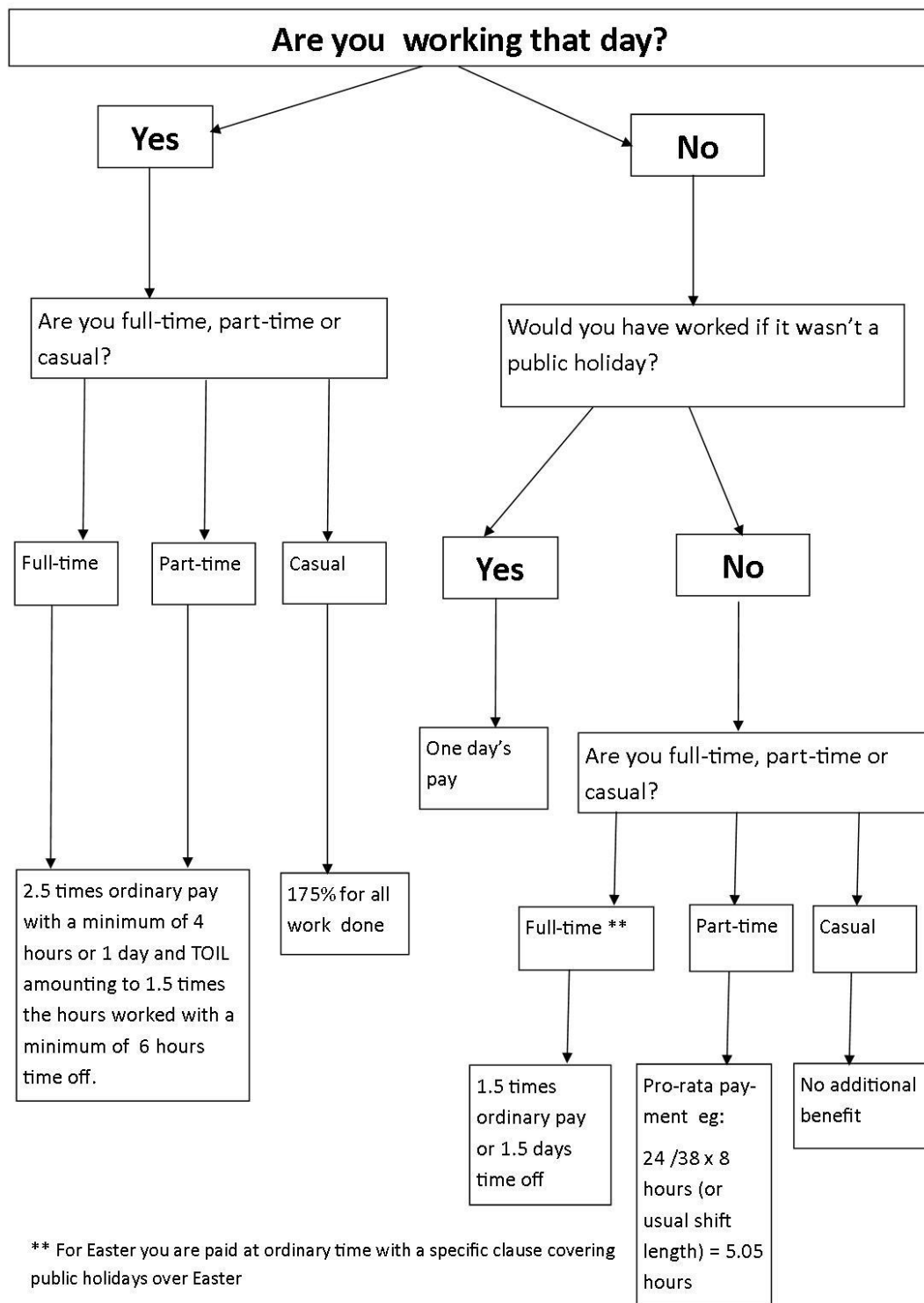
At its core these issues speak to the growing concern that many vital services are reliant on you doing unpaid work; and an unspoken workplace culture of doing unpaid work. It is up to us fight back. It is up to us to protect our professions, wages and hard won conditions and rights at work.

While the Union has worked hard to address these issues through the latest round of public health sector bargaining with rostering protocols and requirements on backfilling temporarily vacant positions, the best way to fight back is to strengthen our collective voice by increasing our membership – please encourage your colleagues to join the Union. It only takes a couple of minutes and can be done from the comfort of home at: <https://members.msav.org.au/register>

The Festive Season, Public Holidays and Your Pay

Unfortunately the new public sector EBA is unlikely to be in place before the Christmas holidays so it will be important to know your current entitlement for public holidays. To help with that we have produced this handy flowchart.

PUBLIC HOLIDAY PAYMENTS



Union assistance for Scientist Progression

One of the things that came out of the recent negotiations for the new public sector agreement was the progression of Grade 1 Year 7 scientists to Grade 2. We're proud to have secured this for members who have been stuck at Grade 1 Year 7 for many years and unable to progress to a higher grade.

To make sure that scientist members understand the process for progression, and what evidence

will be needed in order to successfully progress to Grade 2, the Union has created a handy booklet. You'll find advice and information about what is expected, what evidence you'll need and how to work through the process – it's an essential tool.

This is a resource we've created specifically for members and it's only available by contacting the Union at enquiry@msav.org.au

Colleague looking for a copy of the booklet but isn't a member? Ask them to join today at <https://members.msav.org.au/register>

Know Your Rights: Parental Leave FAQ

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 on 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.

Conditions may vary for some private sector employees. If you have any questions, contact the office on 9623 9623 or enquiry@msav.org.au

732 companies pay no tax, cost Australia \$13.4 Billion: Change the Rules

Data from the Australian Taxation Office (ATO) reveals that in the 2015/2016 financial year, 732 companies failed to pay a cent of tax. These include household names like Bluescope Steel, Leandlease, CSL, Alcoa, Glencore, Qantas, Sony, Origin Energy, Energy Australia, Exxon Mobil, Auspost, Vodaphone, IBM AU/NZ, Ford, Foxtel, Virgin Australia and Seven Group.

There can be no disputing the fact that there is one rule for the rich and one for workers in this country, when companies don't even pay tax on their massive, and ever-increasing profits, while workers struggle with record-low wage growth and exponentially increasing cost of living. Many of these companies have also engaged in attacks on the basic rights of workers and attempted to strip pay and conditions.

Company name	Total income	Taxable income	Tax paid	Tax lost
BLUESCOPE STEEL LTD	\$ 4,895,160,514.00	\$ 445,149,075.00	\$ -	\$

				133,544,722.50
AMB HOLDINGS PTY LTD	\$ 290,810,219.00	\$ 406,676,712.00	\$ -	\$
				122,003,013.60
HOCHTIEF AUSTRALIA HOLDINGS LIMITED	\$ 269,002,105.00	\$ 381,953,768.00	\$ -	\$
				114,586,130.40
LENDLEASE CORPORATION LIMITED	\$ 7,909,788,587.00	\$ 354,662,302.00	\$ -	\$
				106,398,690.60
CSL LIMITED	\$ 2,174,245,786.00	\$ 235,829,408.00	\$ -	\$
				70,748,822.40
ANGLO AMERICAN AUSTRALIA LIMITED	\$ 3,687,430,300.00	\$ 155,965,403.00	\$ -	\$
				46,789,620.90
WASHINGTON H. SOUL PATTINSON AND COMPANY LIMITED	\$ 235,808,373.00	\$ 153,981,859.00	\$ -	\$
				46,194,557.70
ALCOA AUSTRALIA HOLDINGS PTY LTD	\$ 136,079,766.00	\$ 148,616,856.00	\$ -	\$
				44,585,056.80
AUSTRALIAN POSTAL CORPORATION	\$ 6,489,134,090.00	\$ 133,837,030.00	\$ -	\$
				40,151,109.00
SEVEN GROUP HOLDINGS LIMITED	\$ 3,336,534,971.00	\$ 122,683,488.00	\$ -	\$
				36,805,046.40
Total	\$	\$	\$ -	\$
	29,423,994,711.00	2,539,355,901.00		761,806,770.30

This data shows the gulf between workers and corporations in Australia. Workers are punished for taking industrial action and are finding secure work harder and harder to find.

Meanwhile, companies don't bother to pay tax and it's costing us all as they're ripping off money that should be going to our schools and hospitals. The clear sign being sent by the Turnbull Government is that there will be no action or no negative consequences, for companies who flout our laws.

And now Turnbull wants to hand businesses a \$65 billion tax cut and make ordinary workers' pay for it. The rules are clearly broken when there is one set of laws for workers and another set for corporations. It's clearly time to [Change the Rules – get involved!](#)

Our Climate Our Health

The Climate and Health Alliance have released a discussion paper, held online discussion forums, conducted nation-wide surveys, drafted a Framework for the National Strategy and held a roundtable discussion with parliamentarians to gather their support for a federal-level strategy that will protect and promote the health of the Australian community.

In June 2017, [the Framework for the National Strategy on Climate, Health and Well-being for Australia](#) was released.

Climate change is union business and it has a direct and growing impact on our health and health services. That's why the Union has written to Minister for Health, Greg Hunt and Minister for the Environment and Energy, Josh Frydenberg outlining the need to implement a national strategy on climate, health and well-being for Australia and urging them to put a strategy in place.

Now, we're taking the campaign to you! [Sign up to support the campaign here.](#)

Check out this video



Win a Festive Pack from Member Benefits

Union members can WIN one of three excellent festive packs from Member Benefits - go to <https://www.australianunions.org.au/competitions> and enter now!

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.

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.

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>

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: Government's superannuation bill 'precisely the wrong model', says expert

"Wilson Sy was formerly head of research at the Australian Prudential Regulator Authority (APRA), which oversees superannuation funds, and principal adviser on the 2010 super system review (the Cooper Review) which resulted in major reforms of the industry.

He said it was ridiculous that the Government is trying to force changes on the "world's best practice" industry super fund model which has persistently and consistently delivered significantly higher returns for members than the retail funds run for profit by banks and big financial conglomerates.

"The industry funds have averaged 2 to 3 per cent better [than retail funds] over a period of 20 years," he said."

Read the entire article by Stephen Long in the ABC at: <http://www.abc.net.au/news/2017-12-04/government-superannuation-industry-government-bill-criticised/9221778>

Worth Reading: Royal commission into banking: The inquiry that could kill the Government

"The television ads are in overdrive, the tame media commentators are barking and even the bankers themselves are putting on a parade, gracing as they did the stage at a "summit" last Thursday.

And all within a week since rumblings from Coalition members threatening a private members bill to bring on a royal commission into banking.

Those bloated profits from our financial institutions, they benefit all of us, we're told in soothing tones by reassuringly ordinary looking Aussies staring benignly from our television screens because, let's face it, we all own bank shares through our superannuation.

It's always handy to throw in a few threats for good measure."

Read the entire article by Ian Verrinder in the ABC at: <http://www.abc.net.au/news/2017-11-27/how-bad-are-our-banks/9194984>

Worth Reading: Aged care's demographic challenge

"Recent media reports of appalling conditions in some aged-care facilities led to yet another [independent inquiry](#), the Carnell review, which found that little had changed since the [kerosene baths scandal](#) of 2000. Yet the federal government has so far pledged to act on just [one](#) of Carnell's ten recommendations. Meanwhile, important proposals from previous reviews have gone unimplemented.

Australia has around 2700 accredited residential aged-care facilities. Together, in [2015–16](#), they provided care to 234,931 permanent residents, the majority of whom required high levels of care. Although most older Australians prefer to receive services in their own homes, a whole range of factors — including longer lives, dementia, and the inability of working families to provide care — mean that increasing numbers will eventually move into residential care."

Read the entire article by Lesley Russel in Inside Story at: <http://insidestory.org.au/aged-cares-demographic-challenge/>

Worth Reading: Want to better understand Victoria's assisted dying laws? These five articles will help

"Victorians with a terminal illness will be able to request an assisted death from the middle of 2019, after the state's parliament became the first in Australia to legalise voluntary assisted dying. Victorian residents over the age of 18, of decision making capacity, who have six months to live and are in intolerable suffering can be granted access to lethal medication to end their life.

Eligibility is extended to 12 months for those with neurodegenerative conditions, such as motor

neurone disease, multiple sclerosis and Alzheimer's disease."

Read the entire article by Sasha Petrova in The Conversation at:

<https://theconversation.com/want-to-better-understand-victorias-assisted-dying-laws-these-five-articles-will-help-88310>

Worth Reading: People with disability have a lot to offer employers

"Nathan is a young man who enjoys his life and is doing well by anybody's standards. He studied drama, ancient history and English at school. He is a motivational speaker and has a part-time job at a radio station. He is buying his own home.

[Nathan](#) also has Down syndrome. While his life may seem relatively "ordinary" when compared to most people, it seems extraordinary when compared to those with Down syndrome. This is because people with disabilities in Australia don't get the right opportunities to develop their skills. And it shouldn't be this way.

Australia has some of the poorest labour market outcomes for people with disability in the [OECD](#). A [2010 report found](#) employment rates of people with health problems or disability were at 40%, and falling. Almost one in two (45%) lived in poverty, compared to an OECD average of 22%.

Australia needs policies that capitalise on the strengths of people with disability rather than simply helping them "overcome" limitations."

Read the entire article by Anne Kavanagh in The Conversation at:

<https://theconversation.com/people-with-disability-have-a-lot-to-offer-employers-86480>

Worth Reading: Indigenous cultural appropriation: what not to do

"The words made me cringe at first with their echoes of [an old, racist song](#) made famous by Rolf Harris. "I am sick of buying my grandchildren woomeras that won't throw a spear, boomerangs that won't come back, and bullroarers that don't roar," [said Bob Katter](#) in a recent submission to parliament.

I don't even know if boomerangs were ever meant to come back. Maybe it was coincidental when they did, but I'm pretty sure returning is not the boomerang's primary purpose from a First Nations perspective.

Still, there was serious intent behind Katter's [submission](#) on the production of fake Australian First Nations art. Today, [up to 85% of art](#) sold through tourism markets as First Nations souvenirs is fake and imported. Lost revenue from this major income stream has a [harmful effect](#) on everything from self-determination and cultural maintenance to families and communities."

Read the entire article by Angelina Hurley in The Conversation at:

<https://theconversation.com/indigenous-cultural-appropriation-what-not-to-do-86679>

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!

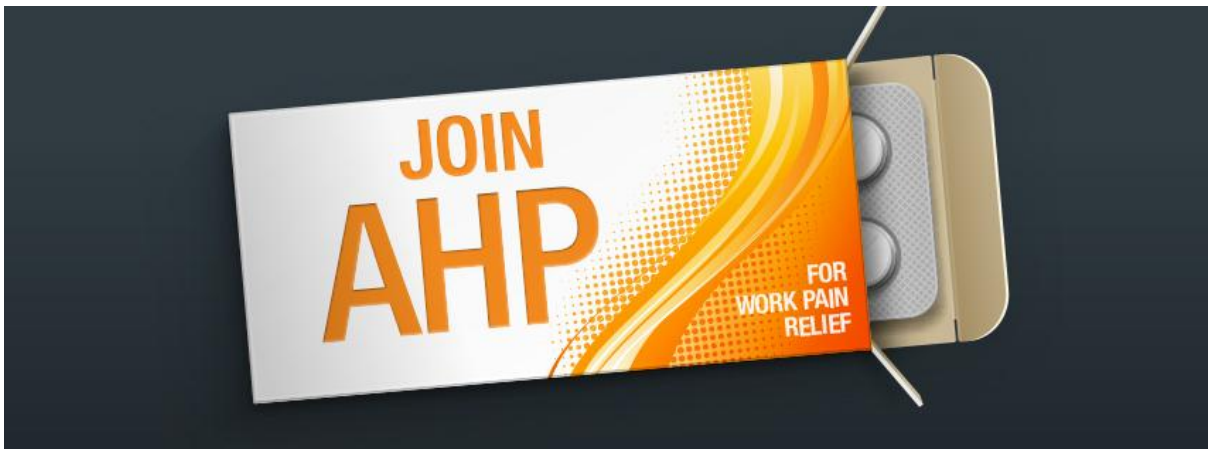
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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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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