



## Stat Report 2018/04

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### New Public Sector Agreement Explainer: Rostering

Under our new public sector agreement, clause 56 outlines the principles and protocols that must now be applied to the development of rosters. This is a significant improvement on our last agreement as we have been able to secure principles and protocols which must be considered when preparing rosters.

Clause 56 outlines that rosters must include the following protocols when preparing rosters:

- Staff working on weekends are preferably rostered on only one day of the weekend unless there are exceptional circumstances. This doesn't mean you can't work both days if you want to do so.
- Night shifts will be no more than 40 hours in a maximum 5 day period. This doesn't apply to staff who are permanent night shift employees.
- Rosters will need to provide one weekend free of duty in every 3 week period. (free of duty includes no rostered on call)
- Shifts won't be rostered before 6am following a day of no duty.
- 2 consecutive RDO/ADO days will be rostered following any period of night duty.
- There needs to be at least 8 hours off duty between ordinary-hour shifts.
- Your roster can't be changed without at least 7 days' notice unless there are exceptional circumstances like sickness or emergencies.

#### Enforcing your right:

If the requirements as listed above are not met then there has been a breach of the agreement. You have every right to let your supervisor or manager know that there has been a breach and that you expect the problem to be resolved.

Need more information? Contact the Union on 9623 9623 or via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

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# Wages and Industrial Disputes – an analysis

*There has been some interesting research done into the world of work as it relates to industrial disputes and wages. It follows on from the revelations that wages in Australia have stagnated over the last two decades while living costs have sky-rocketed.*

Work stoppages in Australia have become extremely rare and one explanation comes down to the extraordinary discretionary ability of industrial authorities to restrict or prevent industrial action. Some of these powers and restrictions include:

- Prohibition of industrial action during the term of a current enterprise agreement.
- Strict timing, authorisation, notice and disclosure procedures that must be followed to initiate a work stoppage (including providing full disclosure to employers regarding the nature and timing of proposed actions).
- Strict limits on the allowable bargaining demands that can be legitimately tied to industrial action (including prohibitions on pattern or multi-employer stoppages, and prohibitions on general, political, or sympathy strikes).
- Restrictions on many peaceful activities related to industrial disputes, including picketing, boycotts, and others, including surprising limits on speech and other public expressions by strikers and supporters.
- Blanket and discretionary authority to prohibit industrial actions affecting public services (a criterion which has been applied very broadly in past precedents).
- Arbitrary power to suspend industrial action when the regulator determines a “cooling off” period would be useful.
- Ability to prohibit protected action if unions and their representatives are found to have contravened other regulatory orders (even if not directly related to the strike).
- In addition to all these provisions, the federal government has the power to directly intervene to terminate a dispute by simple Ministerial declaration.

These are by no means the only reasons with other structural factors having also reduced the incidence and effect of industrial action, including:

- The continuing decline in union density, although this is a ‘chicken and egg’ issue.
- Aggressive employer negotiating strategies (including employer lock-outs and threatening workers with job loss or business relocation as a response to union activity).
- The expansion of labour hire and contracting-out arrangements (which undermine unions’ bargaining power and provide employers with readily available alternative sources of labour).

According to the latest data on enterprise bargaining from the Department of Jobs and Small Business, the average annual wage increase in EBAs approved in the third quarter of 2017 was just 2.2 percent: the slowest in the history of enterprise bargaining. By contrast the Union was able to negotiate a higher wage increase.

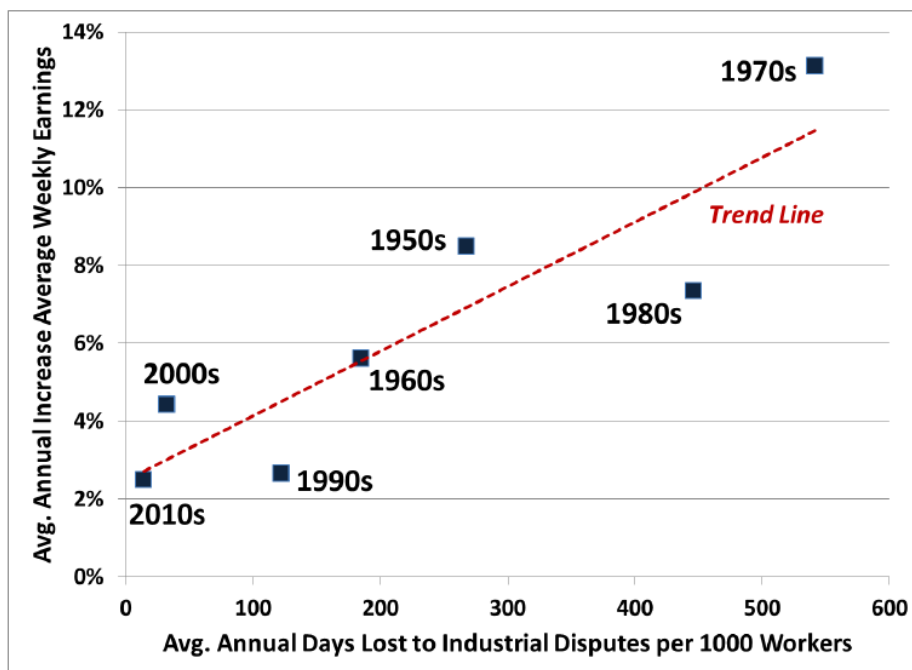
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<b>Table 1</b>			
<b>Historical Trends in Industrial Disputes</b>			
	<b>Average Disputes per Year</b>	<b>Average work Days Lost per Year (000)</b>	<b>Days Lost per 1000 Workers per Year</b>
<b>1950s</b>	1299	962	268
<b>1960s</b>	1341	862	185
<b>1970s</b>	2368	3146	542
<b>1980s</b>	1919	1942	312
<b>1990s</b>	697	825	122
<b>2000s</b>	463	268	32
<b>2010s</b>	198	145	14

Source: Author's calculations from ABS Catalogues 1301.0, 6321.0, and 6321.0.55.001; and RBA "Australian Economic Statistics 1949-1950 to 1996-1997," Occasional Paper #8. 2017 includes first three quarters only.

There is a clear relationship between the frequency of industrial disputes and the pace of wage growth. And it is a long-held view that a credible threat of work stoppage, that is industrial action, is an important element in the collective bargaining power of workers.

The current decade has experienced the lowest frequency of work stoppages in the postwar era with an average of just 14 days lost per year per 1000 workers alongside the current decade witnessing the slowest wage growth of the entire postwar era with average weekly earnings growing by an average of just 2.5 percent per year since 2010 (and even slower than that at present).



Source: Author's calculations from ABS Catalogues 1301.0, 6302.0, 6321.0, and 6321.0.55.001; and RBA "Australian Economic Statistics 1949-1950 to 1996-1997," Occasional Paper #8. 2017 includes first three quarters only.

The frequency of industrial action is not the only determinant of wage growth, but as can be demonstrated it is an important one. By significantly reducing the ability of workers and unions to undertake industrial action like strikes, it has undermined our collective capacity to demand and win wage increases and other concessions from increasingly confident employers. Whether or

not a strike actually occurs, the credible threat that it might occur has important effects on bargained outcomes.

This is why we must change the rules when workers are no longer able to effectively use the withdrawal of their labour, or apply bans and limitations, as a legitimate part of negotiations for better wages and conditions. We must change the rules to restore our rights at work so we can fight for better wages and conditions otherwise these negative labour market trends to continue.

Read the entire research paper prepared by The Australia Institute at:

<http://www.tai.org.au/content/historical-data-decline-australian-industrial-disputes>

## Bargaining Update

### **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.

The Union will be meeting with the VHIA this week where we expect an offer to put forward.

Once the Union has received the offer we will be interested in meeting with members to discuss it. Please let us know if you'd like to organise a meeting in your workplace at

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

### **Dorevitch**

The Union is continuing to hold discussions with management about a new enterprise agreement. While there have been a number of meetings, the Union is yet to receive a wages offer from Dorevitch. And despite the talk of wanting to do better for staff at Dorevitch it appears there is more lip service about the importance of its scientific workforce than genuine action.

Dorevich management has indicated to the MSAV negotiating team that it will put an offer on the table when we meet again on Friday 2<sup>nd</sup> March. We will organise member meetings immediately after to report and discuss.

## Tell us about your Leave Replacement

In the public sector, your boss is required to employ adequate relief staff to ensure that work is not falling to you and your colleagues when there are absences in your workplace. [If you are aware of a position which has not been backfilled then let the Union know using our handy "Leave Replacement / Backfilling" form.](#)

It is very important that you let us know about each case of failure/refusal to provide backfill because each case is a breach of the new Public Sector Agreement and we are determined to stop any pattern of agreement breaches as quickly as possible.

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## Public Sector Back Pay and Sign-on Bonus

If you haven't received either your back pay or sign-on bonus or both please contact the Union as soon as possible at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Gender gap persists in Superannuation

Despite the savings pool of superannuation expanding rapidly over the last 25 years, the retirement savings of women remain systemically lower than men, and non-payment of super is rampant.

The new report from the [John Curtin Research Centre 'Super Ideas: Securing Australia's Retirement Income System'](#) lays out a series of recommendations to make sure that in the future, super will be available for everyone. The systemic issue of insecure work, in which women are over-represented, coupled with the unpaid caring work which an overwhelming majority of women do means that most women have intermittent super contributions across their working lives. This has to change.

Even when workers are in secure work and should be paid super, it is often stolen. Workers have been denied \$17 billion in stolen super since 2009, an average of more than \$2.8 billion per year between 2009 and 2015.

The report recommends:

1. Increasing contributions from 9.5 to 15% by the end of the next decade
2. Removing the \$450 monthly threshold for super payments
3. Finding a legislative solution to the super gender gap
4. A zero-tolerance approach to employer non-compliance
5. An end to government attacks on industry super funds
6. Reducing super account fees
7. Incorporating financial literacy training into school curriculums

It's time to Change the Rules!

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## Growing the Union

With the new public sector agreement in place we're going to be working at ensuring the new provisions we won are enforced.

Increasing the Union's membership means our collective voice is stronger to help enforce the provisions of our new public sector agreement and we're able to strengthen our lobbying as we work to end the outsourcing of crucial clinical services; and reverse the reliance on unpaid work.

[Grab a kit and help grow the Union](#) - we'll send you a bunch of leaflets and some posters along with our "No Pay? No Way!" door-hangers and time cards.

## International Women's Day Breakfast in Geelong

The Geelong Women Unionists Network is hosting a breakfast to celebrate International Women's Day on Friday March 9th at 7.00 am

Guest speakers include Lori-anne Sharp - ANMF Federal Vice president; Carmel Heinelt & Elise Fiolet - United Voice Delegates and Jo Hargreaves - ASU Delegate along with the Geelong Trades Hall Choir

### Details:

9 March at 7am  
Geelong Trades Hall  
127 Myers St Geelong

### Tickets:

\$7 Unwaged  
\$15 Waged  
\$20 Solidarity

Further details and RSVP at [gthc@optusnet.com.au](mailto:gthc@optusnet.com.au)

## Women's Rights at Work Fest 2018

The Women's Rights at Work Fest is on again in 2018 from 5 to 9 March. This year will feature more amazing events and activities to take part in and it's all about women's rights at work!

Plus you won't want to miss the [WRAW Fest Gala Evening](#) on 9 March from 6:30pm at The Clyde Hotel in Carlton.

Check out what's on during WRAW Fest 2018 at <http://www.unionwomen.org.au/wrawfest2018>

## 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.

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# 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).**

## 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](#)

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[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: There are four types of drinker – which one are you?

"It's easy to see alcohol consumption being a result of thousands of years of ritual and a lifetime of habit. But have you ever stopped to consider why it is you choose to drink? Knowing what motivates people to drink is important to better understanding their needs when it comes to encouraging them to drink less, or in a less harmful way."

Read the entire article by Emmanuel Kuntsche and Sarah Callinan in The Conversation at: <https://theconversation.com/there-are-four-types-of-drinker-which-one-are-you-89377>

## Worth Reading: Deposit schemes reduce drink containers in the ocean by 40%

"One possible solution – paying a small amount for returned drink containers – has been consistently [opposed](#) by the beverage industry for many years. But for the first time our research, published in [Marine Policy](#), has found that container deposits reduce the amount of beverage containers on the coasts of both the United States and Australia by 40%.

What's more, the reduction is even more pronounced in areas of lower socio-economic status, where plastic waste is most common."

Read the entire article by Qamar Schuyler, Britta Denise Hardesty, Chris Wilcox in the CSIRO Blog at: <https://blog.csiro.au/deposit-schemes-reduce-drink-containers-ocean-40/>

## Worth Reading: There's more to jobs and growth than a corporate tax cut

"The Prime Minister has invited a who's who of Australian business to accompany him this week on his trip to meet President Donald Trump and Vice President Mike Pence in Washington.

Spruiking his cuts to corporate tax will be high on Malcolm Turnbull's agenda, especially after the United States passed legislation last month dropping America's business tax rate from 35 to 21 per cent — four percentage points lower than is proposed here.

By 2022, businesses in France will pay 25 per cent in tax on their profits. By then Belgian businesses will also have seen their tax rate fall to 25 per cent, leaving Australia with the second highest headline corporate tax rate in the OECD.

Business Council of Australia president Jennifer Westacott, who is part of the travelling delegation, is adamant a failure to follow the global trend to drop corporate tax rates will put

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Australia at a competitive disadvantage."

Read the entire article by Emma Alberici in the ABC at: <http://www.abc.net.au/news/2018-02-22/more-to-jobs-and-growth-than-a-corporate-tax-cut/9471856?section=analysis>

## Join the Union

**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



[Share on Facebook](#)



[Share on Facebook](#)



[Share on 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.

[follow on Twitter](#) | [friend on Facebook](#)

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