



## Stat Report 2018/20

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### Australia needs a pay rise

Reports have suggested that real wages are rising relative to the cost of living but these reports are wrong! Real wages are going backwards for more than four in five workers.



The wages crisis in Australia has become acute under the Abbott/Turnbull/Morrison government. In June 2011 real disposable income was \$12,066 and in June 2018 it was \$11,987. Since the 2013 federal election, average weekly ordinary time earnings have barely risen, growing only 0.3 percent per year.

The costs of childcare, petrol, power, transport and housing – which form a large part of a working family's budget – are growing up to eight times faster than wages. Working people on lower incomes are disproportionately affected by increases in these unavoidable costs, which are rising far more quickly than headline inflation figures.

National accounts and other ABS data shows that Company profits are growing five times as quickly as wages. Even that ratio does not reveal the true extent of the gap between a very small number of high earners and rest in our society because the measurement of total wages in the national accounts is inflated by the salaries and bonuses of high-income individuals.

Those calling for sustained pay rises to keep our economy on track include Reserve Bank Governor Phillip Lowe, the OECD and the IMF.

The labour share of national income – a good measure of how fairly the nation's resources are being divided – is close to its lowest point in half a century. It fell 0.3 percent over the past year and more than two percent over the last two years.

It's time that we stand up and demand a pay rise.

**Join us at the rally on 23 October, starting at Victorian Trades Hall (Lygon St, Carlton) at 10:30am to demand a pay rise for working people.**



## Bargaining Update

### **Community Sector**

We are waiting for the employers to respond to a settlement offer finalised at recent meeting of members.

We continue to push the VHIA to come back to us with a firm offer for the entire community health group. Further discussions this week were held to resolve differences between us. A resolution has been made more complicated by some community health services shifting their position.

A full report to members will follow next week.

### **Australian Clinical Labs**

Enterprising bargaining is underway for a new agreement to cover all scientists and technicians at Australian Clinical Labs.

Negotiations are ongoing, but progressing slowly. At our last meeting we put ACL on notice that it must make an immediate offer on wages, including a retrospective operative date for the first increase.

If you have any questions please contact Matt Hammond at 9623 9623 or via email at [matth@msav.org.au](mailto:matth@msav.org.au)

### **Melbourne IVF**

Negotiations remain ongoing with the major issues (along with wages and annual leave) being

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workload and staffing.

If you have any questions please contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

## **Dorevitch**

The MSAV met with management on 4<sup>th</sup> October to demand that Dorevitch agree to increase Scientist and Technicians wages and allowances by the same percentage amounts and from the same operative dates awarded in the recent HWU (couriers/collectors) FWC decision.

Negotiations between the MSAV and Dorevitch for a new enterprise agreement have been ongoing, with regular, mostly fortnightly, meetings. Whilst Ian McPhan/CEO was directly involved in the early stages of negotiations, the Dorevitch team is now headed by Farhad Ahmadzai, Human Resources Manager.

The MSAV remains committed to reaching final agreement with Dorevitch. We believe that what we have proposed is a quicker and safer way to achieve a final settlement that results in genuine wage increases without losing existing conditions.

## **Melbourne Pathology**

Work continues to restart negotiations for a new enterprise agreement with Melbourne Pathology. The Union will begin to collect members' feedback around the claim to lodge with Melbourne Pathology.

However if you have any questions about the process or how the claim is developed please contact Jimmy Cinar on 9623 9623.

## **Caraniche Pty Ltd**

The VPA is about to have its first meeting (on 11 October) to commence negotiations with Caraniche Pty Ltd for a first Agreement to cover psychologists employed in youth justice in the Youth Health and Rehabilitation Services (YaRS)

Contact Jimmy Cinar or Rosemary Kelly on 9623 9625 if you have questions.

## **Ballarat IVF**

Negotiations for a first EBA for scientists at Ballarat IVF have concluded and the Agreement has been circulated prior to voting being conducted on 14 September 2018.

Despite agreement having been reached for the new wages to apply from 1 July 2018, Ballarat IVF walked away from that commitment and the new rates of pay will now apply from the date of a positive vote. Similarly management walked away from the agreed rate of pay for the laboratory supervisor position. Any IVF scientists thinking of working for Ballarat IVF should ring the MSAV first.

Contact Rosemary Kelly or Jimmy Cinar on 9623 9625 for any further discussion.

## **Relationships Australia**

Negotiations are ongoing but frustratingly slow. The employer has not responded to any claims by the VPA or even put a wages position on the table. Even though bargaining has been going for 6 months.

Please contact Rosemary Kelly on 9623 9625 if you have any questions.

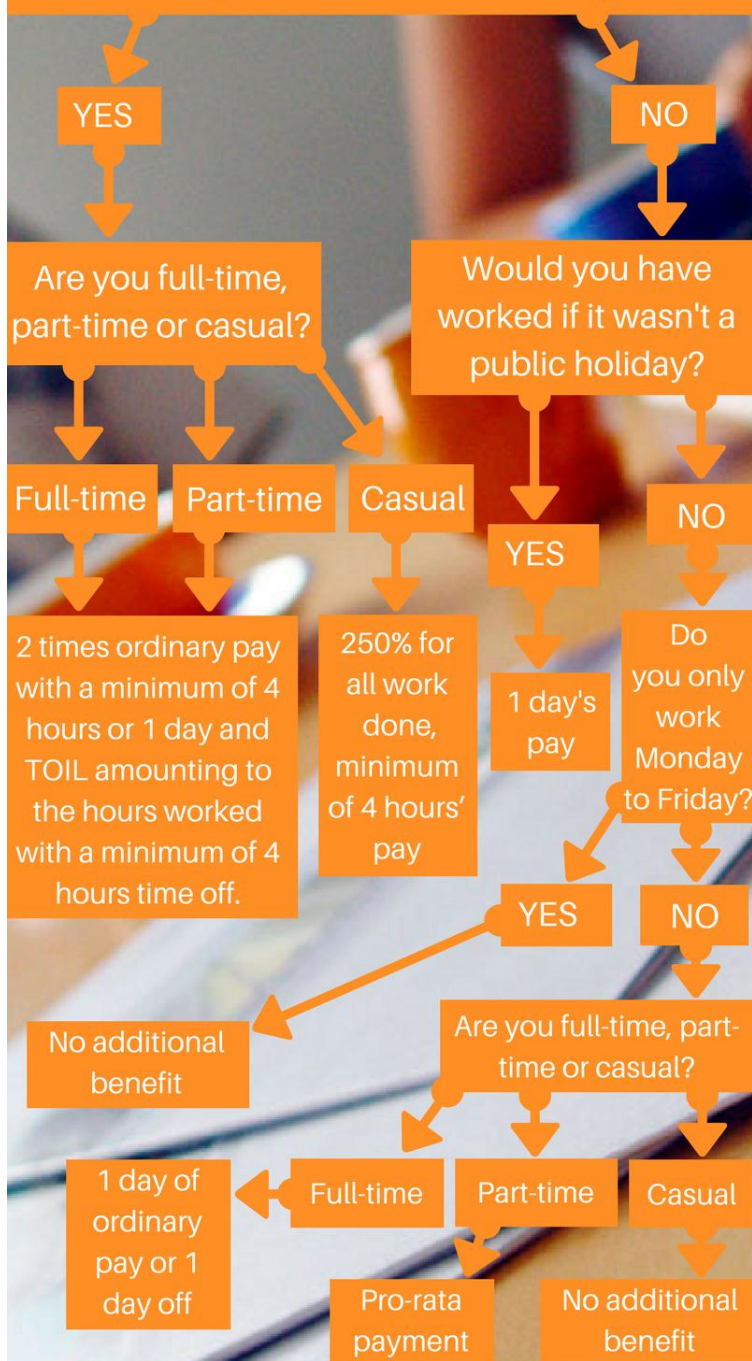
## **Public Holiday Pay**

Last week we had the AFL Grand Final public holiday so here is our advice about what you should have been paid for the day. If you're unsure about what you should've been paid use our handy flowchart to find out what you're entitlement should be. If you think you haven't been paid your proper entitlement then make sure you contact the union.

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# Public Holiday 2018 Payments

Did you work that day?





## NPAAC Supervision changes about vested interests not patient outcomes

The National Pathology Accreditation Advisory Council (NPAAC) has recently made a couple of decisions that appears to be entirely about vested interests rather than ensuring the best patient outcomes.

Under current regulations, a major pathology service may be under the direction, control and full-time supervision of a pathologist, or senior scientist who is expert in the group, or groups, concerned. The new NPAAC Standards specifically provide for a pathologist to be in charge of all sections of pathology.

There are no clinical reasons for this change and there is no evidence provided that such a change would improve laboratory services. This is purely a push to have pathologists in charge of laboratories and nothing to do with patient safety.

Help bring this matter to light and demand that the Health Minister not change NPAAC regulations to make pathologists the only ones in charge of a medical pathology laboratory and sign our petition to the Federal Health Minister, Greg Hunt

**Sign the petition at <https://goo.gl/forms/Z4fbblqetoZnOpv82>**

## Check your enrolment to vote

On 24 November we're heading to the polls to elect a new state government so now is a great time to make sure that you're enrolled to vote.

So if you've recently moved or changed your name or have just turned 18 then you should check whether you're enrolled. You can check to see if you're correctly enrolled at the Victorian Electoral Commission website - <https://enrolment.vec.vic.gov.au/>

To help make sure more Victorians participate, the Victorian Electoral Commission has developed "Voters Voice" which is a free app. It is designed to help people participate in the state election who have complex communication needs low literacy, low English language ability or use Auslan.

You only have until 8pm on 6 November to make sure you're properly enrolled so you can exercise your vote and help shape our next state government – check your enrolment at <https://enrolment.vec.vic.gov.au/>

## Health & Safety Reps Conference 2018

It's on again! The Trades Hall Health & Safety Reps (HSR) Conference is back: bigger and better than ever! Section 58 powers of the HSR will be the focus of this year's conference. [Click here to register now!](#)

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Inspecting the workplace, getting the assistance of other people, being present when a WorkSafe Inspector visits your designated work area, attending interviews about health and safety – these are critical powers that help you keep your workplace safe and healthy for everyone.

**You can attend an HSR conference in Melbourne, Bendigo, Morwell and Wodonga!**  
Register at: [www.weareohs.org.au/conf18](http://www.weareohs.org.au/conf18)

The HSR Conference is both the biggest date in the Victorian OH&S calendar and is the biggest HSR event in Australia – [get along to the 2018 HSR Conference!](#)

**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).**

## Victorian State Election

You can get involved in activities near you to support the campaign. Head over to [We Are Union to check out what activities are on near you](#).

## 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](#)

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[Women with Disabilities Victoria \(WDV\)](#)  
[Women's Housing Ltd](#)  
[Women's Information Referral Exchange \(WIRE\)](#)  
[Women's Legal Service](#)  
[Women's refuges](#)

## Worth Reading: Progress on gender equality has 'stalled', new advocacy group argues

"By 1911, every state and federal jurisdiction had granted women suffrage. It wasn't until the 1970s that the federal parliament legislated equal pay for women. And, in the half a century since then, many believe further progress toward gender equality has stalled.

Women still earn 23 per cent less than men, one-in-five women experience sexual violence after the age of 15, women retire with 42 per cent less superannuation than men and one-in-two women are discriminated against at work for being mothers.

For three decades women have been graduating from university in larger numbers than men, but men still run 95 per cent of Australia's top companies."

Read the entire article by Emma Alberici on the ABC at: <http://www.abc.net.au/news/2018-09-19/gender-gap-persists-alliance-formed-to-close-it/10280618>

## Worth Reading: No, I'm not OK: the isolation of R U OK? Day

"Mental health care is in crisis in Australia. It would be almost impossible to find someone who didn't hold that view. And there are, obviously, many organisations working hard to change that, including [R U OK? Day](#), which happens to be today. [Founded in 2009 by Gavin Larkin](#), after he lost his father to suicide, the organisation aims to promote awareness about depression and suicide – an admirable goal, and many people feel the campaign has helped them connect with a wider community.

But for some Australians, R U OK?'s approach is intrusive and damaging (something many mainstream newspapers as well as bloggers have commented on in, for example, [2010](#), [2013](#), [2015](#), [several times](#) in [2016](#), and in [2017](#)).

Read the entire article by Elizabeth Saunders in the Overland at: <https://overland.org.au/2018/09/no-im-not-ok-the-isolation-of-r-u-ok-day/>

## Worth Reading: It's better light, not worse behaviour, that explains crimes on a full moon

"It's a full Moon on September 25.

If past months have been anything to go by, this will be accompanied by a round of public chat about how this affects human behaviour – claims of more hospital admissions and arrests, to crazy antics in children.

Beliefs in the Moon's behavioural effects are [not new](#) and date back to ancient times. But what evidence is there that the Moon has an impact on behaviour?

As a criminologist, I look at evidence related to arrests and behaviour linked with criminal activity."

Read the entire article by Wayne Petherick in The Conversation at: <https://theconversation.com/its-better-light-not-worse-behaviour-that-explains-crimes-on-a-full->

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## Worth Reading: Clean eating: how to spot a fad diet

"Since the advent of social media, it's become the new norm to share food photos with the world. Our obsession with documenting our pre-masticated pears and meticulously marinated meat may inspire some to get creative in the kitchen but unfortunately, it's also leading others down a destructive path. Orthorexia is a dangerous eating disorder that has risen in prominence over recent years after being dubbed the "clean eating disorder". In short, it is an obsession with eating foods that the person considers healthy. Often, the sufferer will omit entire food groups or fixate on, and over-consume, specific foods to such an unhealthy extent it impacts their social life and their health in general.

For the lucky ones who aren't suffering from this awful disorder, surely our culture's obsession with 'clean' eating is improving our diets overall, right? Unfortunately not. The number of Australians who are overweight or obese has been steadily increasing over the past 30 years. A few years ago we interviewed 40,000 people from all over Australia and our overall results were poor. Aussies aren't eating enough fruit and veggies and even choose the wrong types of protein. It all comes down to too much junk food and not enough of the good stuff."

Read the entire article by Eliza Keck in the CSIRO Blog at: <https://blog.csiro.au/clean-eating-how-to-spot-a-fad-diet/>

## Worth Reading: Corporate sponsorship diverts research and distorts public policy, report finds

"Corporate sponsorship of academic studies is diverting researchers away from important public health questions and potentially distorting government policy, a new study has found.

The findings, published by University of Sydney researchers in the [American Journal of Public Health](#) on Wednesday, highlight the influence of the alcohol, tobacco, pharmaceutical, food, mining and chemical industries on the agenda of academic researchers.

Corporate sponsorship of academic research has [already been the subject of extensive study](#), but Wednesday's paper seeks to understand how it works at a higher level – namely, how it shapes the agendas of researchers."

Read the entire article by Christopher Knaus in The Guardian at: <https://www.theguardian.com/australia-news/2018/sep/26/corporate-sponsorship-diverts-research-and-distorts-public-policy-report-finds>

## Worth Reading: Spirals and circles, snakes and ladders. Why women's super is complex

"This week's [International Day of Older Persons](#) reminds us Australia has made an international commitment to work towards the [eradication of poverty in old age](#), and that at least one side of politics, Labor, has developed a suite of policies it says will help.

The retirement savings of single women are [well below](#) those of single men, and homelessness among older women is [climbing](#).

Labor's policies are [built around superannuation](#). It has promised to remove the A\$450 per month wage threshold at which employers make compulsory contributions meaning they will make them for all workers, and to itself make contributions on behalf of workers during paid parental leave."

Read the entire article by Kathleen Riach in The Conversation at: <https://theconversation.com/spirals-and-circles-snakes-and-ladders-why-womens-super-is-complex-103763>

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## 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](#)

## Your Union is on Facebook

Keep up to date with what's happening by liking us on Facebook

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## 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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Authorised by Paul Elliott, Secretary, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email [enquiry@msav.org.au](mailto:enquiry@msav.org.au) A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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