



Stat Report 2018/25

In this issue of STAT Report we cover:

- Creating better healthcare in Victoria
- Annual Leave for Public Sector
- Bargaining Update
- 16 Days of Activism
- Campaign Corner
- Worth Reading
- Member Benefits

Creating better healthcare in Victoria

The result from this year's State election was very, very clear – Victorians want governments that prioritise health and education over fear and hate. While all the votes are still to be counted it is clear that we will have another Andrews Labor government in Victoria.

Now the hard work of holding this government to account starts.

It will be vital that we pursue a range of key issues, especially the increase in staff numbers across all of our disciplines. And we will be making it our business to ensure that new Members of Parliament know about the Union, the work we do and the issues that you have and how to make your work-life balance better. We will also make sure that the Andrews government lives up to the promises made during the election to:

- Build a new hospital at Footscray (\$1.5 billion)
- Build a new women and children's maternity hospital in Geelong
- Build 10 new community hospitals
- Build seven new early parenting centres and upgrade 2 existing centres
- Expansion of the RCH
- Establish separate children's EDs in 5 major hospitals
- Royal Commission into mental health
- Boost ambulance services

With the expansion of health services across Victoria it will be vital that there are commensurate increases in staff numbers to properly deal with the subsequent increase in demand. We know that the demands of and in all health services are massive and continues to grow; putting ever-increasing additional pressure on all of you. We also know the impact this has on your health and well-being; and your ability to have a good work-life balance.

The Union will continue to work with the government, and new Health Minister, Jenny Mikakos, on finding solutions to improving workplace conditions and addressing the very real shortages in staff across our disciplines. We will continue to press for a bank of medical scientists and pharmacists and we will continue to advocate for much greater investment in our state's psychologists and mental health programs. Indeed one of the first things we are doing is writing

to all new Members of Parliament to make sure they know about the Union and the issues important to our members.

We look forward to working with you to hold the Andrews government to account over the next four years to create even better healthcare and healthy careers.

Paul Elliott
Secretary

Annual Leave for Public Sector

One of the great outcomes from our negotiations for a new public sector enterprise agreement was the inclusion of an additional week's annual leave plus loading. The provision covering the extra week's annual leave commenced from 28 December 2017, which means that you started accruing your extra week of leave from then.

Annual leave for members in the private sector are dependent on the agreements with those providers and may be different to the conditions outlined below.

Here are the provisions for annual leave in the public sector agreement:

Basic Entitlement

Employees, other than casual employees, covered by the Agreement are now entitled to 5 weeks annual leave for each year of service. Annual leave loading of 17.5% applies to the 5 weeks basic entitlement.

Annual Leave Exclusive Of Public Holidays

Annual leave doesn't normally include public holidays but if a public holiday falls on a day during your annual leave, and you would've been rostered to work on the public holiday, then the equivalent ordinary time will be added to your annual leave time.

Weekend Shift Worker Additional Leave

Staff (including part-time staff) who work shifts in excess of 4 hours which fall on a Saturday and/or Sunday, as part of your ordinary hours, will receive additional annual leave at 0.5 times the number of ordinary hours worked, up to a maximum of 38 hours (1 week) additional leave in any 12-month period. Note this week is in addition to the new base entitlement of 5 weeks leave.

Single Day Annual Leave

You can take Annual Leave as single day periods but you're not able to take more than 10 such days in any calendar year.

Cashing Out of Annual Leave

Where an employee has accrued annual leave in excess of eight (8) weeks, then by mutual written agreement the Employer may pay the annual leave (and annual leave loading as applicable) in excess of eight weeks to the employee as a one-off cash payment, at the rate that would have been paid had the leave been taken.

Superannuation contributions will be paid by the Employer in respect of the period of annual leave to be paid out.

Payments made in accordance with the above extinguish an employee's right to access leave or receive further payment for the period of leave paid out.

Questions?

If you have any questions or queries regarding your Annual Leave entitlement (whether you're working in the public, community or private sectors) please make sure you contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Bargaining Update

Community Sector

A detailed members report has been distributed and includes the Union's report in relation to the last offer made by Community Health sector employers. Please note the offer made on annual leave involves some employers agreeing to the claim to increase annual leave accruals to 5 weeks per year with a subsequent reduction in some public holiday entitlements (e.g. deletion of public holiday payments for days you don't work and reduced loading from 250% to 200% for days worked). On the other hand of course, there are Community Health employers refusing to concede the extra week of annual leave.

The package includes the following wage increases:

- 6.5% from 1 June 2018
- 3.5% on 1 February 2019
- 3.25% on 1 February 2020
- 2.0% on 1 February 2021

In addition, the public sector Grade 2 'uplifts' will apply and a \$2,000 upfront lump sum payment is also offered (pro rata for part time staff)

This offer was put to a meeting (teleconference) of members held on 21 November. This meeting recommended the offer be put to a vote of members and other staff covered by the proposed agreement as soon as possible.

We will advise members of the dates of the vote as soon as they are confirmed. Please provide any comment or feedback to Paul Elliott as soon as possible.

Australian Clinical Labs

Enterprising bargaining for a new agreement to cover scientists and technicians at Australian Clinical Labs is proceeding, clearly at a very slow pace.

The MSAV is pushing very hard for a wages offer and operative date for the first increase. We hope to get a response from ACL at the next meeting in early December. If you have any questions please contact Matt Hammond at 9623 9623 or via email at matth@msav.org.au

Melbourne IVF

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

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

Dorevitch

Dorevitch has made a new wages offer of increases totally 22% over 3 years, including a 12% upfront increase.

We have started to consult with our members employed with Dorevitch to canvas their feelings about the offer and will respond to Dorevitch management after this.

Wyndham Clinic

The Fair Work Commission has approved the 2018 EBA, with the new agreement becoming operational on 22 November. The new rates of pay should have been back paid to 1 July 2018.

Youth Justice (Caraniche)

The next bargaining meeting is on 17 December. They still have not responded to our log of claims, which they have had since 25 September, other than to say they rejected the draft agreement we tabled.

Relationships Australia

The Union had a meeting last Tuesday with Relationships Australia and they are still refusing to respond to our log of claims, even though they are largely technical matters that must be in there under the NES. They undertook to respond by the next meeting but with a short turnaround to

Christmas this will be in the new year.

Positions not backfilled? Let us know

16 Days of Activism

During the 16 Days of Activism, people around the world, including our Union, are uniting to raise awareness about gender-based violence, challenge discriminatory attitudes and call for improved laws and services to end violence against women for good. We also know that there is a need to change the rules to deal with gendered violence in the workplace.

To end violence against women, we need to challenge the attitudes that perpetuate, rationalise and normalise that violence, and deny women's right to safety. Men are overwhelmingly the perpetrators of gender-based violence. To see violence truly eliminated, the attitudes of men need to change. Shifting these behaviours is hard and slow, but gender equality means all of us, and working with all genders is the only way to see true change.

What can you do?

Raise your voice, take on an event or lobby your MP. You can also start by challenging sexism and gender inequality in your own life.

Here are some other ways you can get involved:

- Learn more about violence against women using this [UN Women infographic](#).
- Get friends and colleagues together and #GoOrange during the 16 days! Orange is a symbol of a future free from violence against women and girls.
- If you're running an event [add it to the Women Victoria events calendar here](#) or feel free to put it on the [Victorian Women's Trust's events calendar here](#).
- Check out [Respect Victoria's website here](#).
- Download a [Take Action Toolkit for the 16 days here](#).
- Start conversations about violence against women in your networks and amongst family and friends.

We can all do something, no matter how small, to help eliminate violence against women and girls. And sometimes the smallest thing like starting a conversation about violence against women in your workplace and among your family and friends can have a truly big impact.

Get more information about 16 Days of Activism at the Victorian Women's Trust: <https://www.vwt.org.au/16-days-of-activism/> or visit the [Victorians Against Violence website](#).

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.

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: 24 things you didn't know about CSIRO

"We're often the secret ingredient behind the things that have improved your life. Below are 24 more things you might not have known about us."

1. We were the first Australian organisation to start using the internet, which is why we were able to register the second-level domain csiro.au for our website (as opposed to csiro.org.au or csiro.com.au)
2. Five CSIRO scientists invented wireless LAN technology, these days known as WiFi, which is now used in more than five billion devices around the world
3. The word 'petrichor', which describes the distinct smell of rain, was invented by our own researchers Isabel Joy Bear and Richard Grenfell Thomas
4. We created a filter that separates hydrogen from ammonia, making it much easier and safer to store and transport and a viable carbon-free fuel for the future.
5. We run NASA's spacecraft tracking facilities in Australia"

Read the entire article by Lou Morrissey in the CSIRO Blog at: <https://blog.csiro.au/24-things-you-didnt-know-about-csiro-that-could-help-you-win-the-next-trivia-comp/>

Worth Reading: Innovation could just mean a better kind of co-operation

"It seems Australia's experiment at being a world leader at "innovation" is over, with the abrupt departure of its champion, Malcolm Turnbull.

The then prime minister made headlines with his [2015 Innovation Statement](#), which sought to move the Australian economy beyond dependence on natural resource extraction into an "[ideas boom](#)".

But his replacement with Prime Minister Scott Morrison three months ago has seen innovation disappear off the government's radar. Even the job of innovation minister was [scrapped](#) – to the consternation of the tech and start-up sectors.

Where does this leave us? Not poised to make the most of the 21st century, according to the [Global Innovation Index](#), which last year ranked Australia a lowly 76th in terms of innovation efficiency.

But we cannot afford to turn our back on innovation. Our major sustainability problems – transitioning energy, future-proofing cities, reducing carbon emissions – need us to move past "business as usual".

Read the entire article by Lars Coenen and Cathy Alexander in The Conversation at: <https://theconversation.com/innovation-could-just-mean-a-better-kind-of-co-operation-106856>

Worth Reading: Redefining workers in the platform economy: lessons from the Foodora bunfight

"Had Foodora's Australian operations not already gone into voluntary administration, the November 16 decision of the Fair Work Commission might well have finished the food-delivery company off.

The commission upheld former courier Josh Klooger's unfair dismissal complaint against Foodora. In doing so, it found Foodora had incorrectly classified him as an independent contractor, rather than an employee.

By treating workers as independent contractors, "gig economy" companies such as Foodora have avoided the cost of paying employee entitlements such as annual leave, sick leave and superannuation. The commission's ruling made Foodora liable for paying such entitlements.

So does the ruling put other gig-economy companies on notice that they too will have to pay for employee entitlements? The short answer is no. It's complicated because the decision reflects a range of reasons specific to Foodora's operations."

Read the entire article by Alex Veen, Caleb Goods and Tom Barratt in The Conversation at: <https://theconversation.com/redefining-workers-in-the-platform-economy-lessons-from-the-foodora-bunfight-107369>

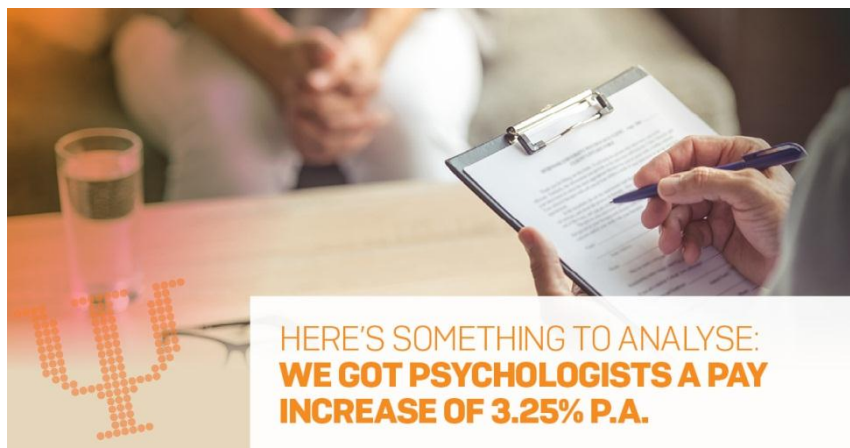
Join the Union

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

[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](#)

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 A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

[unsubscribe from this list](#) | [update subscription preferences](#)

