



Stat Report 2018/26

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Bargaining at Dorevitch

Dorevitch has made a new wages offer of increases totalling 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.

To support the consultation the Union has emailed members a survey earlier this week but we have been informed that not every member has received this email. If you have not received the email please contact the Union at enquiry@msav.org.au or on 9623 9623 so that we can make sure you get the email and can have your say on the offer put by Dorevitch.

16 Days of Activism

Over the 16 Days of Activism (concluding on 10 December), the Union has been raising awareness about gender-based violence, and calling for improved laws and services to end gendered violence in the workplace and violence against women in society in general. The work being done in our communities has seen the Morrison Government pass a bill for 5 days of unpaid family and domestic violence leave. But we know that 5 days of unpaid leave is not nearly enough and doesn't provide women and children fleeing violence with the security they need. We know that leaving abusive relationships takes a huge amount of time, money and energy – on average it takes \$18,280 and 139 hours to leave abusive relationships. That's why it's vital that the Senate improve the bill by providing 10 days of paid leave and why it's vital we keep up the pressure.

While it's important to see our Parliament working on such mechanisms to help women and

children fleeing violence, to actually 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](#).

Latest NPAAC accreditation standards consultation

The National Pathology Accreditation Advisory Council (NPAAC) has released the draft *Requirements for Laboratories Reporting Tests for the National Cervical Screening Program*, the new *Requirements for Validation of Self-Collected Vaginal Swabs for use in the National Cervical Screening Program* and the *Requirements for Transfusion Laboratory Practice*.

NPAAC is undertaking public consultation on these requirements and is seeking input from medical scientists, pathologists and laboratories. **Submissions are due on 17 December.**

In making your submission you might want to consider providing:

- An indication of whether the document(s) is acceptable in its current form
- Technical comments or suggestions on possible revisions to the document or
- Comments on potential associated costs in reliance to compliance

Submissions will need to identify the relevant NPAAC document(s) and [forwarded to the NPAAC Secretariat using the public consultation form](#).

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.

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.



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

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: Australians think immigration should be cut? Well, it depends on how you ask

"Over the past 12 months, immigration policy has been increasingly contested in Australian politics and the media. Former prime minister Tony Abbott has been prominent with his [advocacy of a reduction in the permanent intake](#) from 190,000 to 110,000 a year. In October, New South Wales Premier Gladys Berejiklian [called for](#) the state's net immigration levels to be halved.

In November, Prime Minister Scott Morrison, in the context of his endorsement of immigration, [envisaged a carefully managed cut](#) to the permanent intake, in consultation with the states. He

heard “loud and clear” that “Australians in our biggest cities are concerned about population”.

They are saying: enough, enough, enough. The roads are clogged, the buses and trains are full. The schools are taking no more enrolments.

While there was inconsistency in the proportions obtained, a number of opinion polls in 2018 [reported majority opinion](#), in the range 54%-72%, favouring a cut in immigration. These findings were reported without scrutiny, under headlines such as “[Voters back migration cut](#)”.

Read the entire Andrew Markus in The Conversation at: <https://theconversation.com/australians-think-immigration-should-be-cut-well-it-depends-on-how-you-ask-108053>

Worth Reading: Four in ten Australians think women lie about being victims of sexual assault

"Four in ten Australians (42%) think sexual assault accusations are a way of getting back at men, according to the fourth [National Community Attitudes Survey](#) (NCAS) on violence against women, released today.

Almost the same proportion (43%) believe women “make up” claims of abuse when going through child custody battles in court.

Yet research shows false allegations are rare. In fact, sexual assault, harassment and domestic violence are [under-reported to police](#).

Violence against women is common, [with two out of every five Australian women](#) experiencing some form of physical or sexual violence since the age of 15, and much of it from a male partner or ex-partner."

Read the entire article by Kristin Diemer, Anastasia Powell and Kim Webster in The Conversation at: <https://theconversation.com/four-in-ten-australians-think-women-lie-about-being-victims-of-sexual-assault-107363>

Worth Reading: Why daily doses of nature in the city matter for people and the planet

"The environmental movement is shifting away from focusing solely on raising awareness about environmental issues. Many environmental agencies and organisations now also aim to connect people with nature, and [our new research](#) suggests daily doses of urban nature may be the key to this for the majority who live in cities.

Every year in the United Kingdom the [Wildlife Trusts](#) run the [30 Days Wild](#) campaign. This encourages people to carry out a daily “random act of wildness” for the month of June. The [International Union for Conservation of Nature](#) recently launched its [#NatureForAll](#) program, which aims to inspire a love of nature.

This shift in focus is starting to appear in environmental policy. For example, the UK’s recent [25-year environment plan](#) identifies connecting people with the environment as one of its six key areas. Similarly, in Australia, the state of Victoria’s [Biodiversity 2037](#) plan aims to connect all Victorians to nature as one of two overarching objectives."

Read the entire article by Anne Cleary in The Conversation at: <https://theconversation.com/why-daily-doses-of-nature-in-the-city-matter-for-people-and-the-planet-106918>

Worth Reading: One test to diagnose them all: researchers exploit cancers’ unique DNA signature

"Researchers have developed a test that could be used to diagnose all cancers. It is based on a unique DNA signature that appears to be common across cancer types.

The test has yet to be conducted on humans, and clinical trials are needed before we know for sure if it can be used in the clinic.

Each cancer type, whether it be breast or bowel cancer, has different genetic and other features. A test that detects one cancer may not work on another. Researchers have long been looking for a commonality among cancers to develop a diagnostic tool that could apply across all types."

Read the entire article by Abu Sina, Laura G. Carracosa and Matt Trau in The Conversation at: <https://theconversation.com/one-test-to-diagnose-them-all-researchers-exploit-cancers-unique-dna-signature-108078>

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.



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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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