



Stat Report 2018/28

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Reflecting on 2018 and looking forward to 2019

2018 wasn't just a big year it was a huge year for the Union.

The end of 2017 saw our new Public Sector Agreement come into force with the Union spending this year ensuring the conditions contained in the new agreement are being properly implemented. We also started seeing the benefits of the new agreement with greater reporting of positions needing to be backfilled and we were happy to

2018 also saw a number of private sector agreements reached following successful bargaining. Congratulations to our members at Wyndham Clinic and at Cabrini for winning great new agreements. These new agreements were negotiated using the information members provided through our "No Pay? No Way!" survey and the consultation done by the Union with members. And of course they're based on our commitment to ensure that pay and conditions are commensurate with pay and conditions in the public sector.

And despite these great outcomes the Union is still engaged in negotiations for agreements with the community health sector, Australian Clinical Labs, Melbourne IVF, Youth Justice (Caraniche) and Relationships Australia. You can find out more about where we are up to with bargaining in our Bargaining Update later in STAT Report.

And I mustn't forget to mention the 10 year long battle with Dorevitch Pathology rages on,

although a significant wages offer is being negotiated to final agreement as I report. It is very pleasing to be able to report progress in this nasty and protracted negotiation that will hopefully be finalised in the new year.

On the back of our new public sector agreement the Union has been working hard on the issue of backfill and have been making inroads. Due to reporting from members the Union has been able to take a number of health services to task for failing to backfill positions. This is one area in which the Union has been working hard to make inroads given the impacts that failing to backfill has on increasing workloads and work-related stress. There is still a lot of work to be done around backfill, staffing levels and workloads to enforce the agreement's provisions while also working to change the culture in workplaces.

The new provisions highlight a chronic problem of public health managers, by and large, having lost the capacity to effectively address workforce management as a key responsibility.

The Union remains unapologetic about our backfill and staffing level campaigns given the very real need for all health services to employ more staff to deal with the ever-growing workloads.

In addressing the clear shortage of staff across our disciplines the Union has been working on the pharmacist leave relief bank while also working to increase the psychologist workforce. This year the state government announced there would be additional funding specifically for the recruitment of more psychologists into Victoria's mental health system. Whilst this announcement is very welcome, the Union continues to work with the government and stakeholders to ensure that our mental health system is properly staffed because we know there still aren't enough psychologists for the rapidly increasing demand for better mental health.

We have been working other health unions on a range of issues that are of common interest like addressing shortages in staff; gaining greater recognition for the work our members do and tackling gendered violence in the workplace to name a few. The Union will continue to develop our working relationships with the other unions in the health system because we know that to achieve some of the big things we will be much more effective if we work together. It's absolutely vital that we continue to highlight the vital work you do and make sure there is greater recognition of the contribution you make to the world-class health care Victorians enjoy.

But as we look to 2019, we know there are still some big challenges we face. Chief among them is the need to address chronically high workloads through increased workforces across all of our disciplines. Like you we know that if we fail to address this critical issue our members will experience higher levels of work stress, manifested in exhaustion, burnout and other injuries.

We will be working hard to make sure that new Members of Parliament elected at the recent state election know about the challenges our members face and the ways they can make working life better while also making our health system stronger and more resilient. We will continue to work on developing relationships with Members of Parliament and we will endeavour to work closely with the new Victorian Health Minister, Jenny Mikakos, to address the substantive issues facing members as well as seeking to end the corrosive impact of private providers in the public health system. Having developed a good working relationship with Jill Hennessy's office we're keen to ensure we have a stronger relationship with Ms Mikakos.

The Union will continue to work with Victorian Trades Hall Council and the Australian Council of Trade Unions on big, society-wide issues like the very real problem of gendered violence at work; addressing wage theft; creating more secure jobs and changing the rules for working Australians.

2019 is shaping up to be another huge year for the Union and we look forward to working with you all to change the rules for a fairer industrial system so you can focus on continuing to deliver world-class healthcare to all Victorians.

Most importantly, we will have a Federal election in the first half of 2019. This is going to be our biggest opportunity in a decade to achieve essential changes to industrial relations legislation that will make our workplaces fairer and safer. This election gives us an exciting opportunity to ***Change the Rules!***

Paul Elliott
Secretary

Thanks for a great 2018



We look forward to a huge 2019



Bargaining Update

Community Sector

We are close to finalising a draft agreement that can go to a vote of members. We will get dates and more information to members as soon as arrangements are finalised, but expect there will be ballot in the new year.

A reminder for everyone is that the offer 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 pub 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).

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. If you have any questions please contact Matt Hammond at 9623 9623 or via email at matth@msav.org.au

Melbourne IVF

Negotiations are still going with the major issues continuing to be workload and staffing along with wages and annual leave. 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

Relationships Australia are still refusing to respond to our log of claims. However they undertook to respond by the next meeting but with a short turnaround to Christmas this will be in the new year.



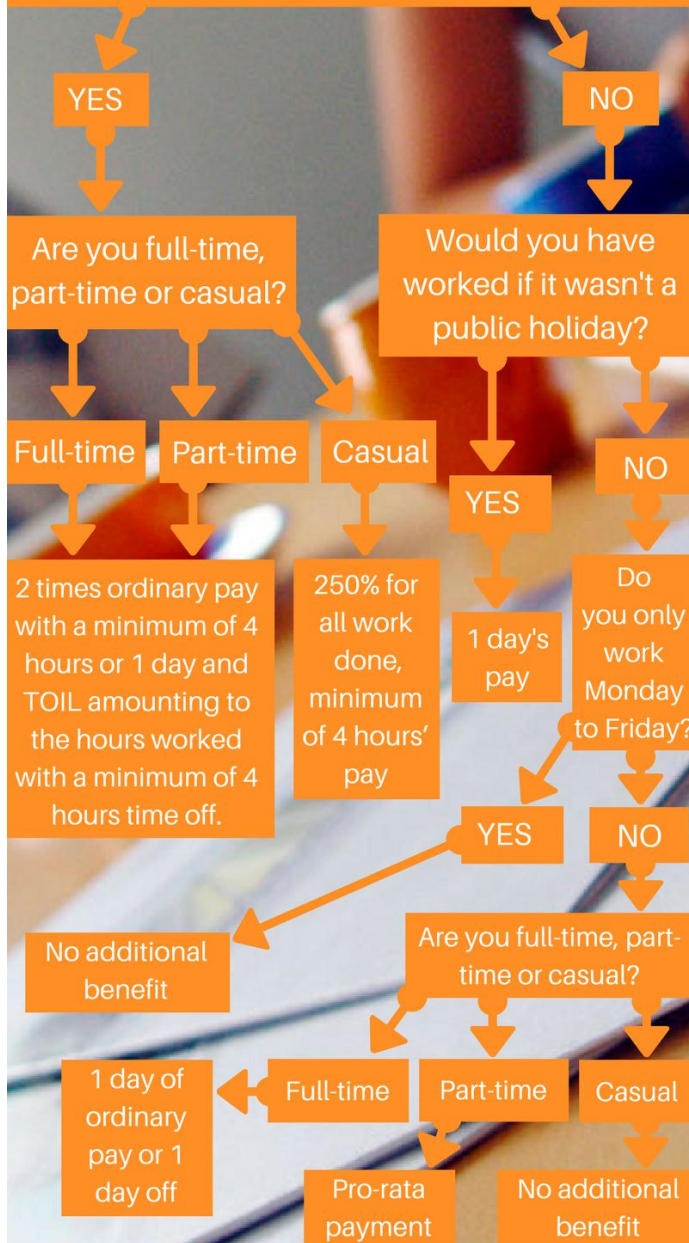
Festive Season Public Holiday Pay

The festive season is upon us and it's important to know what your public holiday pay entitlements are, especially for those members in the public sector. This year Christmas Day and Boxing Day are during the working week with no additional day to make up for a public holiday being on the weekend. The same applies for the New Year's Day public holiday.

To make sure you know what your entitlements are and whether you've been properly paid, use the flowchart below. If you have any questions about your public holiday pay, whether you work in the public, community or private sectors, please contact the Union on 9623 9623 or at enquiry@msav.org.au

Public Holiday 2018 Payments

Did you work that day?



Office Hours over the Festive Season

The Union will be closed from 22 December and will reopen on 3 January. The Union is also changing its opening hours - starting in 2019 the office will be open from 9am to 5pm.

If you require urgent assistance during the close down period please call 0418 543 682 for

advice.

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: Women don't speak up over workplace harassment because no one hears them if they do

"There are good reasons why those experiencing sexual harassment – particularly in the workplace – don't report it at the time it occurs. To do so is likely to result in ostracism, exclusion, career suicide or a direct threat to a complainant's ongoing employment.

The [2018 Australian Human Rights Commission \(AHRC\) survey](#) on sexual harassment in Australia shows that high levels of sexual harassment occurs in our workplaces. For example, in the information, media and telecommunications industries, 81% of employees reported experiencing sexual harassment in the last five years. [An investigation](#) by Victorian Trades Hall Council (VTHC) in 2016 found that 64% of women participants experienced sexual harassment or gendered violence in their workplace.

Sexual harassment at work goes largely unreported in Australia. The AHRC survey found that only 17% of those who had experienced sexual harassment made a formal complaint. Those experiencing it have little faith in their workplaces to deal with it. Many cited feeling that it would be seen as an overreaction or that it would be easier for them if they stayed quiet."

Read the entire article by Lisa Heap in The Conversation at: <https://theconversation.com/women-dont-speak-up-over-workplace-harassment-because-no-one-hears-them-if-they-do-107803>

Worth Reading: Native cherries are a bit mysterious, and possibly inside-out

"People don't like parasites. But there's a local Aussie tree that's only a *little bit* parasitic: the native cherry, or cherry ballart.

It's what we call *hemiparasitic*. It can photosynthesise, but gains extra nutrients by attaching its roots to host plants.

The native cherry, *Exocarpos cupressiformis*, might be our most widespread root hemiparasite tree, but we're not quite sure – root-parasitic shrubs and trees are a bit of a research blank spot. We are not even really sure who all the hosts of cherry ballart are.

Although other parasites – like mistletoes – have a more direct Christmas association, cherry ballart does have an Australian Yuletide connection: their conifer-like appearance (the species name *cupressiformis* means "cypress-like") was noted by homesick European settlers, who chopped them down for Christmas trees."

Read the entire article by Gregg Muller in The Conversation at: <https://theconversation.com/native-cherries-are-a-bit-mysterious-and-possibly-inside-out-108760>

Worth Reading: Hot tips to reduce the cost of electricity bills over summer

"Summer in Australia is about children running through sprinklers, blocking your ears from the cacophony of cicadas, and flipping to the cool side of your pillow on a hot night.

But with [above-average temperatures expected](#) through the season, it's also becoming a time to sweat over the power bill that comes after keeping the house cool.

[Electricity costs have skyrocketed in recent years](#) and although they may have stabilised for the moment, "we're not foreseeing energy prices to fall anytime soon", says Ian Swain, Energy Efficiency Council acting head of projects.

Want to avoid the post-summer bill shock? Here are some hot tips from cooling and sustainability experts to help reduce your electricity during the heat."

Read the article by Luke Wong in the ABC at: <https://www.abc.net.au/life/tips-to-reduce-summer-electricity-power-bills/10594426>

Worth Reading: Looking for a low-gluten beer? Here's what you need to know

"Like many Australians, Justin Pedersen likes a good beer.

But since cutting down on gluten four years ago, his beer drinking habits have changed.

Before tasting any of his favourite beers, he uses a testing kit — akin to a pregnancy test — in search of a low-gluten option.

"There seems to be a huge variation in how much gluten is in some products," Mr Pedersen said.

"They might look and taste the same, and yet one will contain a really high amount and I can't drink it, and the one right next to it ... will test as gluten-free on a test strip."

Mr Pedersen is one of a growing number of Australians who avoid gluten or wheat.

But is it really possible to avoid gluten if you drink beer? Do different types of beers have different levels of gluten? And how accurate are the tests?"

Read the entire article by Genelle Weule in the ABC at: <https://www.abc.net.au/news/science/2018-12-15/looking-for-a-low-gluten-beer-heres-what-you-need-to-know/10562248>

Join the Union

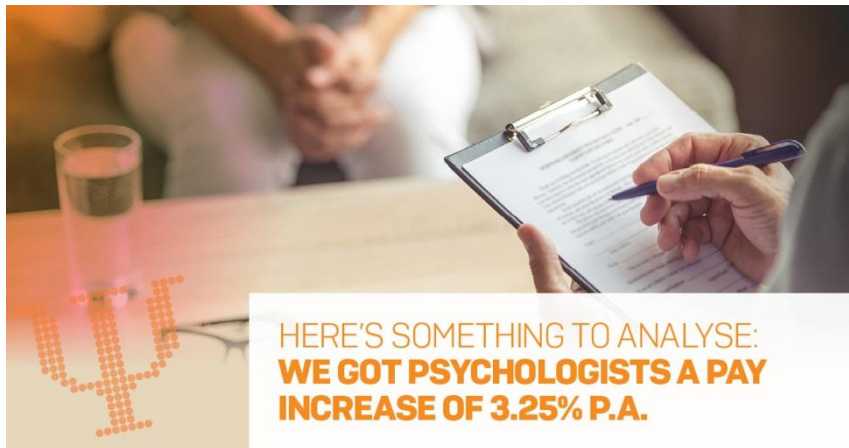
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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.



WE DIAGNOSE AN **INCREASE
IN PAY OF 3.25% PER YEAR
OVER 4 YEARS.**

[Share on Facebook](#)



HERE'S SOMETHING TO ANALYSE:
**WE GOT PSYCHOLOGISTS A PAY
INCREASE OF 3.25% P.A.**

[Share on Facebook](#)



WE WON PHARMACISTS AN EASY
TO SWALLOW **3.25% PER YEAR
PAY INCREASE.**

[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.](#)



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