



Stat Report 2015/04

Changes at work? Here's some quick advice

Are there changes being implemented in your workplace? Are you being told that 'things will change' this year?

We're asking because members have been letting the Union know that some employers have been trying to implement changes to people's work – without going through the necessary process of consultation with members and the Union.

And consultation means much more than someone in management or human resources forwarding a 'memo' or an email.

Consultation requires management to provide information and details of proposed changes in writing. It requires management to consult with employees and their representatives (MSAV/AHP/VPA) regarding measures to mitigate or reduce the impact of any proposed changes on the employees who will be adversely affected by the change. Consultation must occur before any change is implemented.

Adverse impacts include restructuring of jobs; changes in skills required; alteration of hours of work; redeployment; redundancy; transfer; and workloads.

Consultation means management being open to changing their position in the light of information being provided and discussions. Consultation does not mean lip service – such as having a meeting and then going ahead with what was planned anyway.

Where redundancies are proposed employers are required to consult prior to implementing any change or issuing notices of redundancy.

So if you're being advised of changes at your work then let us know at enquiry@msav.org.au so you and your work colleagues can be represented.

Knowing your rights is important.

Join the campaign - No Pay? No Way!

Have you seen the news this week? It's deeply sad and troubling to hear of the deaths of trainee psychiatrists working in Victorian hospitals.

But it's no surprise that some are linking the tragedy to excessive workloads. Sound familiar?

It's time to join our campaign against excessive workloads and cuts to staff - No Pay? No Way!

<http://www.theage.com.au/national/health/three-victorian-psychiatrists-deaths-raise-questions->

[over-intense-training-program-20150202-133m75.html](https://www.vicunions.com.au/over-intense-training-program-20150202-133m75.html)

Show your support for the campaign by downloading & using one of our graphics for your email signature.



Dorevitch Pathology: When organisational change isn't organisational change

Dorevitch's management is attempting to impose a new roster and system onto members working across a number of its laboratories. Dorevitch's management is trying to insist that significant changes to the roster is not organisational change. Here at the Union we beg to differ, especially given one of the changes involves changing day shifts to 4.00am starts.

The Union understands that members are currently being encouraged to sign up to the new roster under what management is deeming as voluntary before the new roster system is imposed on staff.

The Union is seeking to ensure that proper consultation is undertaken before Dorevitch's management seeks to arbitrarily impose the changes. The only way we can overcome efforts to expand the roster and increase workloads is by sticking together.

If you have additional information please contact the Union as soon as possible on 9623 9623.

Eastern Health to undertake 'assessment' of allied health

The Union has been notified by Eastern Health that there will be an 'assessment' of allied health services. According to Eastern Health, the 'assessment' will take place to "better understand operational challenges that have arisen in recent times" and will look at governance; seniority; skill mix; team composition; demand for and location of services; and models of care.

The memorandum to staff makes references to 'efficiency' and 'sustainable' giving rise to concerns that the 'assessment' will focus primarily on cutting costs; and downsizing the professional workforce. Even the use of the word 'assessment' smacks of a desperate attempt to avoid using the more loathed word 'review'. Unfortunately the values described by which the 'assessment' will be conducted are hardly the criteria by which the 'assessment' will be assessed. It would have been far more open and transparent for Eastern Health to outline to members the criteria of the 'assessment' rather than the so-called areas and values of the 'assessment'.

If Eastern Health really wants to deliver quality health care to its patients, it must considering the impacts of growing workloads and ensure there are enough staff to cope with the workloads for any particular rostered shift.

The Union will be involved in the 'assessment' and will continue to report what is happening through the process. Stay tuned!

If you have additional information please contact the Union as soon as possible on 9623 9623.

Fight for our Rights – National Day of Action

Our rights at work are again under attack from the Abbott Government and employers.

It has become crystal clear that the Productivity Commission inquiry into our rights at work could deliver a full-scale attack on penalty rates; the abolition of the minimum wage; unfair individual contracts brought back; and give even more power to employers.

We can't stand by while the Abbott Government destroys our living standards by:

- cutting wages, conditions and our rights at work,
- slashing Medicare and hiking up the cost to see a doctor,
- introducing \$100,000 university degrees,
- cutting the ABC and our public services,
- cutting the pension and superannuation,
- implementing harsh changes to unemployment benefits, and
- cutting community services that support our most vulnerable.

It's time to stand up and fight back is now!

Join us on 4 March to stand up for an Australia where seeing a doctor or going to university isn't dependent on how big your bank balance is, where you have a secure job with a decent wage and where we don't leave the next generation with less rights than we had.

Make sure you tell your friends, family and co-workers to join us. The bigger the crowd, the louder and stronger the message we send.

Sign up at: http://www.australianunions.org.au/national_day_of_action

Worth Reading: History of IR reviews shows re-run reform agenda is pure politics

“When the federal government asked the Productivity Commission (PC) to conduct a review into certain aspects of workplace laws, it argued a “root and branch” inquiry was urgently needed.

As everyone gears up for yet another round of submission writing, we are expected to ignore all the other times the same questions have been asked and answered. The PC inquiry, and the government's terms of reference, assume there are problematic gaps in our understanding and knowledge of workplace law. But this stance requires us to act like the mythical goldfish with its three-minute memory span and jettison the monumental efforts of the recent past to deal with these same issues.”

Read the entire article by Jill Murray on The Conversation:

<http://theconversation.com/history-of-ir-reviews-shows-re-run-reform-agenda-is-pure-politics-37044>

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