



## Stat Report 2015/38

### “No Pay? No Way!” 2015 Survey

**Unable to get through all your work while at work? Fear the workload before getting to work? Do some of your managers expect you to do more work to fill the gaps?**

The Union wants to know what impact unpaid work and high workloads are having on you. [Do our survey today.](#)

Based on the results of last year's survey, and the results we've received so far, there is growing evidence that health services are relying on you to do unpaid work to keep many services afloat. And we suspect that this situation is becoming even worse since we last did our “No Pay? No Way!” survey in 2014.

We know that the number of injuries arising from high workloads is increasing. Your experiences are vital to continue our work for proper workforce planning that takes into account the ever growing workloads and the increasing demand on health services.

And with enterprise bargaining negotiations about to begin for public sector employers, it is important that we continue to tackle this issue.

[Please take a few minutes to do our survey and help us continue to highlight the issues.](#)

### Public Sector Pay Increase

If you're working in the public sector you might have noticed an increase in your pay packet during November. Don't worry it's not a glitch. You're actually meant to have a larger pay packet! And that's because there is a 2.5% increase payable to public sector members which was due in the first full pay period on or after 1 November 2015.

This is the final increase under the 2011-2016 enterprise bargaining agreement which is up for renegotiation in 2016.

If you haven't been given the 2.5% increase make sure you contact the Union as soon as possible on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### Victorian Government announces 10-year Mental Health Plan

The Victorian Government has released its 10-year Mental Health Plan. At the time of the major rounds of consultation the Union highlighted its concern about the lack of workforce planning; and the lack of consideration given to the growth in demand for mental health services without a

subsequent growth in suitably qualified staff.

But unfortunately the Government's document is only called a plan – there's nothing in it that resembles an actual plan given the work of formulating the actual plan and implementation is being orchestrated by an unrepresentative expert taskforce and reference groups. The document often repeats how the Government wants to ensure that all Victorians enjoy good mental health but there is very little detail about how this will be achieved.

The paper does outline the Government's desire to 'co-produce' services with service providers and the users of mental health services shaping and guiding Government policy. The Victorian Government also wants to have a more coordinated and integrated approach to mental healthcare so that people can access the right services at the right time; and delivered through public hospitals, community healthcare providers and Commonwealth-funded primary care like primary healthcare networks.

While all of this sounds great, the paper fails to adequately address workforce planning. The paper acknowledges retention is a major issue but fails to identify how increasing retention will be done. And the paper fails to address the very real concerns about bullying and intimidation from managers and patients. The paper also identifies that the Government wants to focus its initial efforts at increasing the number of people paid with lived experiences to boost the mental health workforce.

Unfortunately the plan does not outline anything which could arguably be called a plan. Instead the paper released by the Victorian Government appears to be more for information as it only details the general direction the government wants to go in.

The real plan will be developed by an expert panel and reference groups. And the Union will be fighting hard to make sure that we are represented on the expert panel and all appropriate reference groups.

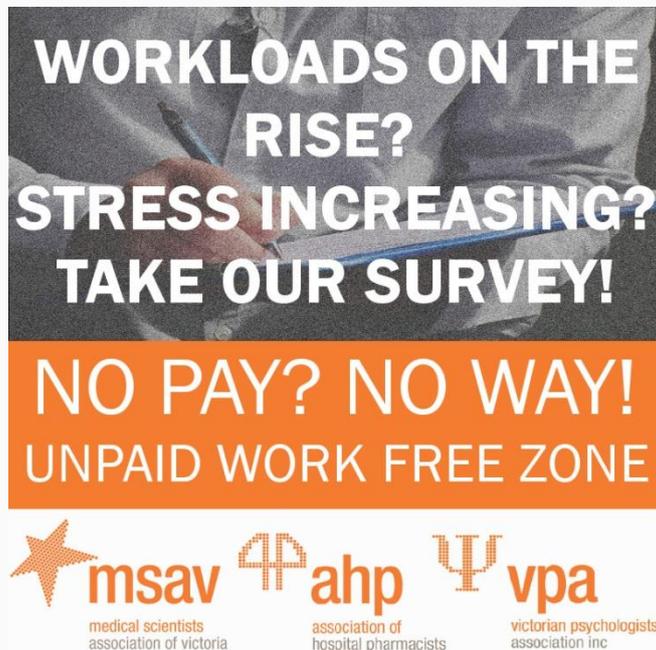
## NPAAC: Notification of new publication

The National Pathology Accreditation Advisory Council has provided notification of its new publication "Guidelines for Point of Care Testing (First Edition 2015)". This new publication sets out the quality framework for the performance of Point of Care Testing and provides guidance on any facility performing Point of Care Testing. The Guidelines set out the best practice guidelines for governance, quality systems, staff training, safety, environmental issues, and specimen and result integrity, related to the performance of Point of Care Testing.

These guidelines have been produced in recognition that Point of Care Testing can be used within a traditional pathology laboratory as well as other healthcare and community settings, which requires that any potential risks to patient safety are properly and appropriately managed.

The Guidelines can be download from the NPAAC website at <http://www.health.gov.au/npaac>

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## Professional Development in 2016

Continuing professional development is something that ensures as professionals in health we are up-to-date with the latest information. And it ensures that skills and knowledge are developed as new research, information or tools are made available.

For VPA members the Union will work with hosts of future Professional Development seminars to record those seminars and make them available through the Online CPD platform either as videos to stream or podcasts to download. And we're keen to expand the professional development opportunities available to AHP members.

That's why the Union is investing in its Online Continuing Professional Development platform to recognise your needs for ongoing professional development.

But to make sure that we're offering the best possible professional development; and the further development you need, the Union wants your feedback on the sort of professional development you're looking for. With our new online platform we have more opportunities to deliver an extensive range of professional development and we want to make sure it's what you need.

So get your thinking caps on about the sort of professional development we can offer in 2016 and send us your feedback to [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## People's Climate March & the Paris negotiations

Last weekend millions of people took to the streets around the world to tell our leaders that we want strong action on climate change and a real plan to avert a climate catastrophe. The global rallies kicked off in Melbourne and your Union was there.

We joined with 60,000 others at the State Library. It was great to see Victorian unions coming out in support of the People's Climate March because we know that climate change is union business. There was a very positive mood among people that were there with people sharing their reasons for attending the rally.

Now it's up to our leaders in Paris to take the strong action we know is need to avert climate catastrophe. But judging by the reports from negotiations after the first week, it appears that Australia is continuing to cling to out-dated polluting industries and is unwilling to re-negotiate the nation's emissions reduction targets, and refused to sign on to phase out fossil fuel subsidies.

We'll continue to monitor the negotiations happening in Paris and report on the outcomes.

In the meantime here are a few pictures we took during the rally.



## Festive Season, Public Holidays and You

The festive season is almost upon us and our attention has turned to the Christmas close down period.

Just remember that your employers cannot coerce you into taking annual leave to cover their close down periods. It is very clear from our public sector Enterprise Bargaining Agreement and most of our private sector agreements that there is no capacity for your employer to force you to take annual leave or long service leave for this purpose.

It is not acceptable for your employer to make arrangements about close down periods under the assumption that staff will be required to use annual leave or long service leave to cover it.

**There is no requirement for anyone to agree to take annual leave or long service leave to cover regular working days over the Christmas and New Year period.**

Plus there's the need to make sure that you're being paid correctly for the public holidays and substitute days that around Christmas.

Contact the Union for assistance on 9623 9623 if you need further advice.

## Book Launch: Small is Beautiful: A History of the Victorian Psychologists Association 1974-1994

The recent publication, **Small is Beautiful: A History of the Victorian Psychologists Association 1974-1994**, tells the story of the formation of the VPA in 1986.

It is the story of a group of psychologists, determined to maintain their professional independence, who set about creating a completely new union which would represent their own specialist interests. It is a must-read for all who see unionisation as essential to the survival of the professions in Australia.

**The VPA invites all members to the book launch at 6pm, Wednesday 9 December. It will be held at the Artee Cafe, 62 Lygon St Carlton** (downstairs from the Union's offices).

Please send your RSVP to [enquiry@vicpsych.org.au](mailto:enquiry@vicpsych.org.au) by close of business on Monday 7 December for catering purposes.

For more information, contact the office on 9623 9623. For a digital copy of *Small is Beautiful*, click [here](#).

## Union connecting to NBN

The NBN has come to the Union's offices! Hooray!

And we're happy to report that the technical difficulties with our website have been resolved.

You can update your personal details again through the website but if you're trying to change your banking details with the Union you'll need to call us on 9623 9623 or via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

We do apologise for any inconvenience this caused.

## Union Office closure over the Festive season

The Union's offices will be closed for the festive season from 24 December 2015 and re-open on 5 January 2016.

## Worth Reading: Domestic violence and Facebook: harassment takes new forms in the social media age

“Domestic violence is now widely recognised as a [national crisis](#). However, there are significant gaps in responses to the [intimate violence](#) enabled by social media platforms like Facebook.

Cyberstalking, non-consensual internet pornography, exposing private information, reputation damage, impersonation or false representation, and other online attacks carried and amplified by networking technologies constitute the new face of violence against women. Technology-based domestic violence also includes using Facebook to monitor, track and harass victims’ children, friends and family members.

Such pervasive and intimate abuses of trust further isolate victims from their social supports – especially when victims are compelled to close down or withdraw altogether from social media.”

Read the entire article by Susan Hopkins and Jenny Ostini in The Conversation at: <https://theconversation.com/domestic-violence-and-facebook-harassment-takes-new-forms-in-the-social-media-age-50855>

## Worth Reading: Is welfare sustainable?

“Soon after he became social services minister in September, Christian Porter [declared](#) that he was on the “hunt for savings” in his portfolio and hinted that carer and disability payments may need to be cut to get the budget back to surplus. A few weeks later the Daily Telegraph [likened](#) the welfare system to “a ticking time bomb” and quoted the minister’s observation that it was in “urgent need” of reform. “Government modelling has revealed taxpayer-funded welfare spending in today’s dollars by 2026 will be \$81 billion more than current tax revenue,” the paper reported.

Porter developed his theme on [Sky News](#). “In every single category of the very large spend in social services,” he said earlier this month, “the growth is, in any rational observation, unsustainable if it were to go on the way it’s gone on over the last ten years. In all areas, things like the disability support pension and a range of other payments – and there are many of them in the portfolio – they are growing at a rate greater than the ability of the tax base to sustain them.”

Read the entire article by Peter Whiteford in Inside Story at: <http://insidestory.org.au/is-welfare-sustainable>

## 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.

## Benefits for Union Members

As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

Australian Unions Member Benefits makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

There is more information about a range of other benefits union members can access at

<http://www.memberconnect.com.au/> or you can call Australian Unions Member Benefits on 1300 362 223.

## New 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 - for JB Hi-Fi, Rebel Sport, Dick Smith, iTunes and My Fun (which includes 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.

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Authorised by Paul Elliott, Executive Officer, 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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