



Stat Report 2016/16

Annual Conference 2016

Last Friday the MSAV, VPA Inc and AHP held its joint Annual Conference for 2016.

This year's conference considered a range of important issues facing members including unpaid work, workplace cultures and their health impacts. There were fascinating points being made by those who attended about their reasons for doing unpaid work and the cultures that existed in their workplaces. It was also fascinating to hear how workplace cultures had significantly changed in the past 10 years. In many instances, members at different employers noticed how similar their workplace cultures were in terms of pressure to get more done with fewer staff, increases in workloads and the unspoken culture of doing unpaid work through meal breaks or taking work home.

It was not uncommon to hear people mention their concerns about workload in the context of patient care. However it was great to hear people refuse to allow themselves to be described as unprofessional because of exploding workloads and the failure of employers to better manage the workloads. And in discussing how we can work together to stop unpaid work, there was a very positive response to the actions arising from St Vincent's to resist doing unpaid work or fill gaps in rosters.

The conference heard that backfilling for absences has all but disappeared from workplace management practice.

With bargaining in healthcare having already commenced for other health unions, the conference heard from Craig McGregor, Secretary of the Victorian Allied Health Professionals Association and Paul Healey, Assistant Secretary of the Health and Community Services Union about their respective bargaining and the approach being taken by the Victorian Government. It was a very positive discussion and allowed people to highlight different matters about bargaining for an even better agreement in 2016. It was also great to hear that members are supporting the Union in developing claims to tackle workloads and unpaid work along with provisions to ensure staff are replaced when they leave or are on extended leave.

The conference provided another way for the Union to engage on the key issues as we prepare for bargaining to commence. And conference gave us an opportunity to continue discussing how together we can do something about unpaid work and workloads, especially in light of how members at St Vincent's are dealing with unpaid work and staff not being replaced.

Read our article on St Vincent's members standing up and saying No to unpaid work at: <http://msav.org.au/news/standing-up-makes-a-rostering-difference/>

“No Pay? No Way!” 2015 Report

The “No Pav No Wav Survey Report 2015” was released at Annual Conference with attendees

getting a first look at the report.

While there is much in the report that won't surprise members, there is growing confirmation about our concerns regarding unpaid work, workloads increasing and expectations that members do more with fewer staff and resources.

Unpaid work is a very accurate measure of workload and work stress in any workplace. It is not, however the only measure.

The results show that workloads are continuing to increase adding to the already excessive workloads reported in the 2014 survey results. In the 2015 survey, the results indicate that nearly 80% of respondents are doing more than an hour extra unpaid work per fortnight, with over 50% of respondents doing two or more hours of unpaid work. This result becomes more startling when consideration is given to the fact that over 30% of respondents are doing unpaid work on a daily basis, with more than 40% of respondents doing unpaid work on a weekly basis.

It is alarming that our surveys indicate that for many health services the workplace culture is such that new staff feel pressured into doing unpaid work on their own initiative, rather than because they've been asked by their supervisor or management team. When asked about the reasons for doing unpaid work on their own initiative, more than 85% of respondents suggested being unable to complete tasks within ordinary hours; 71% indicated it was because of the department being understaffed; and 64% are doing unpaid work for patient care reasons. These figures are strongly suggestive of a growing culture which is 'normalising' unpaid work.

The findings from the survey also indicate that when people are doing unpaid work at the request of a supervisor or their management team, it is because the department is understaffed. And for more than 72% of respondents, requests to do unpaid work were agreed to because it was the only way to get all of their work completed. It is also worth noting that when asked if there were sufficient staff to cover the workload when staff take annual leave or sick leave, 86% of respondents indicated there were not enough staff to cover such instances of leave; and more than 50% of respondents indicating they had been refused leave because of understaffing.

However the results from the 2015 Survey do show a stark reality for members – that workloads are continuing to significantly increase, staff levels are not meeting increases in demand and the amount of unpaid work is continuing to increase. More unpaid work is being performed than in 2011-12 and 2014.

One of the issues highlighted from the 2015 Survey is the rise of management's use of on-call and re-call to cover understaffing. This particular issue had not been highlighted in the 2014 or 2011 surveys and appears to have become a source of tension for respondents more recently in the past 12 months. This kind of approach to managing clinical services in public health appears to stem from the unwillingness of managers to ensure the appropriate mix of staff required; under-resourced and understaffed services resulting in there often not enough staff rostered to do the work; and continued successive cuts to healthcare by State and Federal governments. This report provides an outline of the extent and impact of unpaid work and continues the research into this growing problem in the public healthcare system – unpaid work is structurally relied upon to keep vital services in public hospitals functioning.

[Download a copy of our "No Pay? No Way!" Survey Report 2015](#)

Profiling your work and educating the public

For many people health care is defined by doctors and nurses because they are the professionals most visible to people who access health care. But as people inside the health industry, we know that it takes many people in many professions to deliver world-class health care.

It's important that more people have a better understanding of the many different professionals it takes to deliver world-class health care. That's why the Union is creating member profiles so we can better educate people about the many different professionals working in health care.

If you're interested in participating in this project please contact Alex on 9623 9623 or at alexs@msav.org.au

We Are Union – Join the Campaign

With the federal election in full swing, there are lots of ways you can help protect Medicare and Australia's universal healthcare system. And it's not too late to get involved!

Join the We Are Union campaign to help make sure that more voters hear about the Turnbull Government's cuts to essential services, tax cuts to big business, the cuts to education and the cuts to healthcare. Plus it's your opportunity to speak with voters about the Liberals introducing up-front-fees for pathology tests and increasing the cost of visiting their GPs.

Check out what's happening and how you can get involved at:
<http://www.weareunion.org.au/when>

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.

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

In addition to the above, 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.

Worth Reading: How Pathology Australia advocates for 'patient care' to achieve big corporate profits

"Each time we go for a blood test to investigate or keep track of an illness, or have a tissue sample from a Pap test or suspicious mole sent off for analysis, the wheels of the pathology industry are put to work.

Pathology in Australia is [big business](#). One company draws an [annual revenue](#) of almost A\$4 billion. And a proportion comes from the public purse, via Medicare rebates.

The industry features a handful of very large corporations – including giants [Sonic](#) and [Primary Health Care](#) – that typically use multiple brands, giving a misleading sense of competition.

Other large groups operate on a commercial basis but have a religious and thus notionally not-for-profit orientation, such as the [St John of God group](#) in Western Australia.

There are also a shrinking number of smaller independent operators trying to occupy market niches or leverage personal relationships.

The industry doesn't speak with one voice; different providers have competing interests. The key private sector industry body is [Pathology Australia](#). But it [doesn't represent](#) Primary Health Care or religious entities."

Read the entire article by Bruce Baer Arnold in The Conversation at:

<https://theconversation.com/how-pathology-australia-advocates-for-patient-care-to-achieve-big-corporate-profits-60568>

Worth Reading: TPP: This Election Could Decide If Companies Can Sue Australia Over Environmental Policy

"The apprehension comes as political players take different positions on the controversial Pacific Rim trade deal, ahead of the July 2 poll which could prove critical to Australia's involvement. The Labor Party has taken a dim view of aspects of the deal, but is yet to rule out voting for it.

Central to widespread concerns about the deal is what's known as an Investor State Dispute Settlement (ISDS) clause, which would allow foreign companies to sue the Australian government in offshore tribunals that sit outside the judicial system.

"In the same way the tobacco companies are sort of grasping onto every last straw they can to save their business model, the energy companies are going to do the same thing," said Dr Kyla Tienhaara, a Research Fellow at the Australian National University."

Read the entire article by Thom Mitchell in New Matilda at:

<https://newmatilda.com/2016/06/17/tpp-election-decide-companies-can-sue-australia-environmental-policy/>

Worth Reading: Minimum wagers won't get a trickle-down treat from company tax cuts

"The Turnbull Government's claim that a company tax cut will trickle down to benefit workers rests on a rather heroic chain of assumptions.

It assumes the benefits of any productivity growth associated with increased investment will be passed on to workers in the form of higher wages, rather than retained by employers as higher profits.

While history and international experience clearly shows such thinking is conveniently optimistic (real wage growth is often much lower than productivity growth), what matters more in the current debate is the future conduct of big business in Australia."

Read the entire article by Richard Denniss in The Drum at: <http://www.abc.net.au/news/2016-06-16/denniss-no-trickle-down-treat/7512836>

Worth Reading: Young people today are overqualified, underemployed and swimming in debt: report

"Young Australians are more educated than previous generations, but they are struggling to turn higher qualifications into paid work.

And they are paying considerably more for an education that is not properly equipping them with the skills needed in a rapidly changing workforce, according to a new report that paints a grim picture of intergenerational inequity.

In the middle of an election campaign where key youth issues have struggled for airtime, [the report by advocacy and research group the Foundation for Young Australians](#) suggests this generation may be the first to contribute more to government coffers than they receive, due to the ageing population, higher health costs and a shrinking tax base.”

Read the entire article by Kelsey Munro in The Age at:

<http://www.theage.com.au/national/education/young-people-today-are-overqualified-underemployed-and-swimming-in-debt-report-20160615-gpjc7l.html>

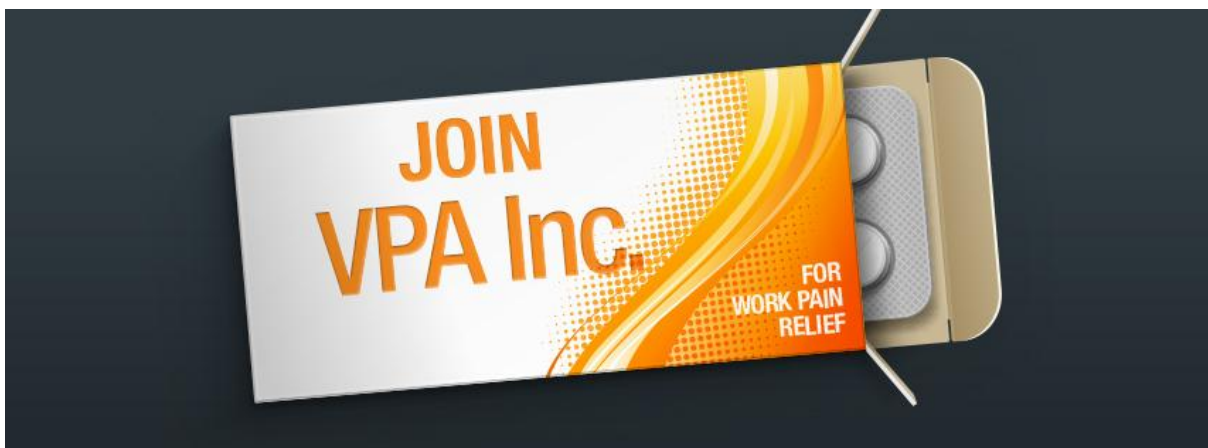
Join the Union

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

To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through 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.



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.

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.](#)

[follow on Twitter](#) | [friend on Facebook](#)

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 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](#)
