



Stat Report 2016/25

Update on Public Sector Bargaining

The Union has continued to meeting with the VHIA and DHHS. We are continuing to work with VHIA and DHHS on outlining our claims and the various changes to the EBA that we are seeking.

The stage of explaining the detail and reasons for our claims has finished. We have made it clear to the VHIA and the DHHS that our members have placed a high priority on claims to improve our working lives. These key claims relate to workload, backfilling absences, rostering practices and we have emphasised with employer representatives that we expect offers to improve these critical work issues.

It goes without saying that we want good offers in relation to the many claims we have made for increases to wages and allowances and other entitlements. Wages outcomes in the last two agreement negotiations have been moderate because previous State Government wages policy created a very difficult environment for negotiations for public health sector unions. We expect that that the Andrews Labor Government will deliver on its promise to negotiate improved wages and conditions for the public health sector workforce.

As we progress through these early phases of negotiations we must continue building our membership. Achieving great outcomes for improved wages and employment terms and conditions means we have to keep growing our membership. By increasing our membership now we are able to take a more powerful position during bargaining with a stronger collective voice. Your support in membership growth is pivotal and it will be pivotal in securing a great new agreement.

As we continue to meet with representatives of your employers and DHHS we will to provide you with updates so your employers are not able to try to circulate dodgy claims or attempt to present an agreement we haven't endorsed.

If you would like a meeting to discuss membership and enterprise agreement bargaining in your workplace please contact us to make arrangements on (03) 9623 9623 or via email at enquiry@msav.org.au

Grand Final Public Holiday Entitlements

Let's not forget that our Enterprise Agreement provides public holiday benefits whenever one occurs. This Friday's Grand Final public holiday is no exception.

This agreement provision is complex because individual entitlements vary by a number of different factors, e.g. part time employment, shift work or whether or not you are normally rostered on the day. It is important that members remind themselves of their entitlements and the easiest way to check this is to use our flow-chart, which makes understanding what you should receive much easier.

It was published in a previous STAT report at Easter, and can be found [here](#).

Bargaining in Community Health commences soon

Right now the Union is preparing for enterprise bargaining in the community health sector.

We already know that for many members, ensuring that we don't trade off conditions for pay is important. But to make sure we're fighting for the best outcomes possible we have to know what the key issues are for you.

That's why we've created a survey to find out what the key issues are and what we should focus on in the upcoming negotiations. The survey takes less than 15 minutes to complete and it's a vital part of our preparations for enterprise negotiations.

It's crucial that we work together as we face a more hostile industrial landscape with the Turnbull Government threatening to attack our rights at work; and a government that is threatening our jobs and quality of work through repeated cuts to public health funding.

Make sure your voice is heard by taking our EBA Survey at:
<https://www.surveymonkey.com/r/PKVFHT8>

Northern Hospital and Australian Clinical Labs

Last week the Union met with members at the Northern Hospital to discuss pathology and the situation being created by Australian Clinical Labs. We discussed the need to start lobbying State Members of Parliament over our concerns about Australian Clinical Labs taking over pathology services at Northern Hospital with the private provider looking to sack staff to replace them with staff at lower classifications. But ACL still expects the same level of expertise and productivity; they're just not prepared to pay for it and seriously believe that top scientists will want to the privilege of being poor paid.

The Union continues to have strong concerns about a private equity firm buying up pathology providers. It raises serious issues about the future quality of health care as private equity firms apply a standard business model which places a much higher priority on the level of profit than pathology quality standards. This business model means decisions that reduce operating costs but actually compromise quality standards can become the norm. It is also becoming increasingly clear that these firms appear not to understand the need for any pathology service to build the scientific expertise and knowledge required to deliver world-class pathology services.

Australian Clinical Labs has been buying up pathology services in order to have a large enough scale to be profitable. Whenever a private provider in healthcare speaks only about delivering profits rather than delivering world class services there is very good cause for concern.

The Union's experience with Clinical Labs to-date, leads us to believe that Australian Clinical Labs will pursue corporate strategies similar to other private pathology providers, like Dorevitch, by centralising work, sacking scientists and closing pathology labs in hospitals.

Pathology, a critical clinical service in public health, has been reduced to a commodity that venture capital companies will buy and sell as a routine part of the business of making bigger profits.

Please support your colleagues at the Northern Hospital by contacting State Members of Parliament. And in order to help you contact Members of Parliament we have prepared information about Australian Clinical Labs at the Northern Hospital:

1. Australian Clinical Labs wants to sack scientists and downgrade senior scientist positions at the Northern Hospital.
 2. There are growing concerns about whether patient records will be sent, accessed and maintained offshore; and how Australian Clinical Labs will protect patient privacy and confidentiality.
 3. Quality standards are rapidly declining leading to a decline in healthcare standards across the Northern Hospital's clinical services.
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4. Patients are now delayed in being discharged from the Emergency Department.
5. Pathology test results are delayed leading to delayed diagnosis and treatment for patients.
6. Australian Clinical Labs is a wholly owned subsidiary of Crescent Capital, a private equity firm.

Contacting local Members of Parliament is a powerful and effective way of making our voices heard by the people that make the decisions about our healthcare system. By contacting them you're ensuring they know what is happening in their local hospital and you're alerting them to a critical issue that can have very large ramifications on the standard of healthcare offered at their local hospital.

Help support our colleagues at the Northern Hospital by sending an email expressing your concerns to the following State Members of Parliament:

- Bronwyn Halfpenny, Member for Thomastown: (03) 9465 7533
- Danielle Green, Member for Yan Yean: (03) 9432 9782
- Ros Spence, Member for Yuroke: (03) 9305 7177
- Colin Brooks, Member for Bundoora: (03) 9467 5657
- Lizzie Blandthorn, Member for Pascoe Vale: (03) 9354 9935
- Frank McGuire, Member for Broadmeadows: (03) 9300 3851

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. And by telling your stories we're making it easier for people to connect with health professionals and better understand the vital work you do.

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

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.

Worth Reading: Our hospitals are being privatised. Is anybody paying attention?

“On Friday hundreds of thousands of New South Wales residents awoke to the news that the way they get their healthcare was about to change dramatically.

At least, they should have, but chances are they have no idea.

Quietly, but surely, the NSW government has been radically changing the fundamental structure of healthcare in our most populous state. But so far there has been little public debate about the decision to privatise the running of the state's hospitals, which is part of a national trend to try to outsource and reduce the ever-increasing costs of healthcare.

It culminated with the NSW health minister, Jillian Skinner, revealing to parliament that she was seeking expressions of interest from private operators to run five of the state's hospitals.

Maitland, Wyong, Goulburn and Shellharbour hospitals would all be built and operated privately, and Bowral hospital would have services provided by the private sector. Before the last election she announced the new Northern Beaches hospital would also be privately run."

Read the entire article by Amy Corderoy in The Guardian at:

<https://www.theguardian.com/commentisfree/2016/sep/20/our-hospitals-are-being-privatised-is-anybody-paying-attention>

Worth Reading: Institutionalised Inequality

"It's hard to imagine that travellers between Sydney and Melbourne once had to stop at a customs post at the border, or change trains at Albury because each state had a different rail gauge, or suffer the winding two-lane NSW highway until reaching the better road in Victoria. All that has changed, and these days travellers might not even notice they've crossed the border – unless they're parents or teachers of school-age children.

Close to the border on the NSW side is Albury Public School, with its 600 students. Not far over the other side is Wodonga Primary School, enrolling students who are measurably less advantaged, according to the Index of Community Socio-Educational Advantage, or ICSEA. In the world that could have been after the Gonski report was released, each less-advantaged student at Wodonga Primary would have been supported by governments at higher levels than those at Albury Public. But the reality is the reverse. In 2014, the Victorian government funded each student at Wodonga Primary to the tune of \$6173. The NSW government provided \$8110 for each of its students at Albury Public."

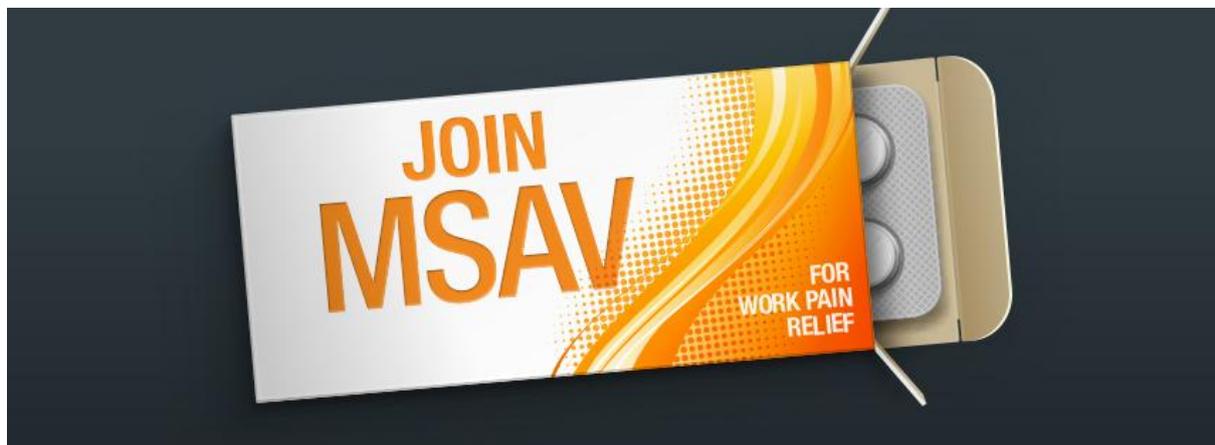
Read the entire article by Chris Bonner and Bernie Shepherd in Inside Story at:

<http://insidestory.org.au/institutionalised-inequality>

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.



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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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