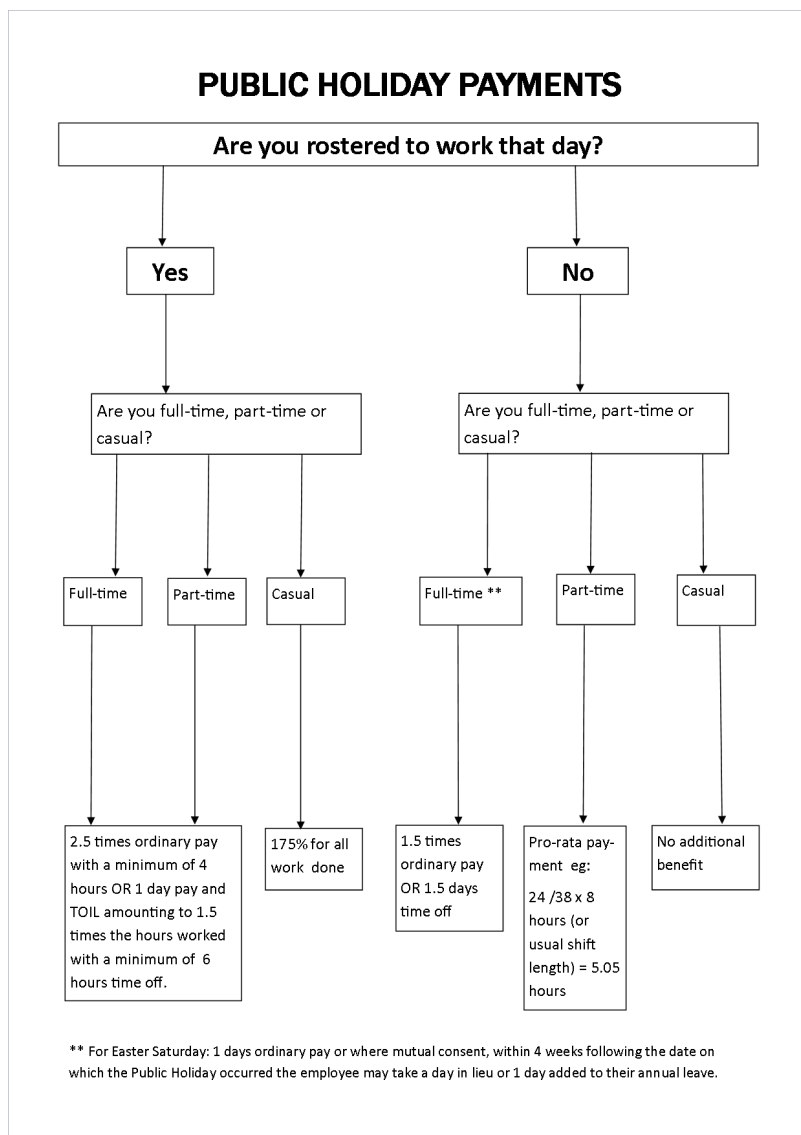




Stat Report 2016/26

Public Holiday Entitlements

Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it's for the Grand Final, Melbourne Cup Day or over Easter and Christmas. Unfortunately this particular provision in our agreement is complex with individual entitlements varying due to a number of different factors, e.g. part-time employment, shift work or whether you're normally rostered on the day of the public holiday. It is important that members remind themselves of their entitlements and the easiest way to check is to use our handy flow-chart below.



If you still have queries about your entitlement please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Emergency Departments, Ambulance Ramping and Pathology

There has been a lot said about ambulance waiting times, or ramping, and the impact this has on those who are in need of emergency medical care. Blame has been put at the feet of hard-working yet overworked Emergency Department (ED) staff or their failure to properly triage as ED fills up. And these staff are, apparently, also to blame for ambulance ramping.

But too little is said about how underperforming pathology services, particularly with respect to turn-around-times for pathology tests are directly contributing to delays in processing patients through Victoria's Emergency Departments. It's also important to understand that it is not possible for staff to move patients out of ED without first knowing what's wrong with a patient and being able to determine the treatment that patient needs.

Hence, if a hospital has an underperforming pathology service it will almost certainly have an underperforming ED, particularly in relation to length of stay standards.

Approximately 85% of patients have at least one pathology test performed on them when they are admitted to the hospital or treated in the Emergency Department. Pathology is a vital clinical service in any acute care public hospital which plays a central role in a patient's diagnosis and treatment.

Research shows that delays in returning pathology test results for EDs has a direct impact on the length of stay in the ED. The faster that a test result is known the sooner a patient's treatment can be started ie the person is admitted to the hospital or discharged from ED.

And the longer the turn-around-times are for tests the more likely it is that hospitals will fail to reach the benchmark for lengths of stays in ED, resulting in funding penalties. It is becoming evident in Victoria that many hospitals with pathology services outsourced to a private provider are among the worst of those failing to meet length of stay requirements for their EDs.

The Union is currently working to better understand how pathology turn-around-times are impacting Emergency Departments in Victoria's public hospitals.

Are you finding it harder to process tests from ED? Are you finding that clinicians are demanding faster turn-around-times for tests from ED?

If you have any information to share, the Union wants to hear from you. Contact us on enquiry@msav.org.au or by calling (03) 9623 9623

Medical Scientists Association of Victoria Returning Officer's Report – September 2016

I report in relation to the election of the members of the Council of the MSAV, that as there were the same number of candidates as vacancies, I declare the following members of the MSAV to be duly elected members of the Council:

President	Max Cowey
Vice President	Maria Bisignano
Treasurer	Peter Wells
Councillor	Nikki Shelton
Councillor	Cathy Durkin
Councillor	Daniel Masters
Councillor	Sandra Feleppa
Councillor	Eileen Kelly
Councillor	Sofie Modulon

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: Unpaid overtime and dodgy internships: When employment becomes exploitation

“You're hunched over your keyboard, shovelling last night's leftovers into your mouth, struggling to meet the next deadline.

It's a familiar scene in many workplaces: taking a lunch break no longer means leaving your desk.

Or you're at home making dinner and your smart phone begins to vibrate. Your boss is apologetic, but she needs you to redraft the document you've been working on all week — by tomorrow morning.

For many of us, such scenarios represent the modern world of work, but that doesn't make them acceptable.

Economist Jim Stanford, the director of the Centre for Future Work at the Australia Institute, has calculated that as many as two-thirds of Australian workers are now regularly expected to put in some form of unpaid overtime.

And Dr Stanford said the situation is getting worse, not better.”

Read the entire article by Antony Funnell for Future Tense at the ABC at: <http://www.abc.net.au/news/2016-10-11/unpaid-overtime-dodgy-internships-employment-exploitation/7919052>

Worth Reading: ‘Don't feed the trolls’ really is good advice – here's the evidence

“Almost [half the population of the planet](#) now has access to the internet, with about one in three of those people regularly active on social media.

But this increased opportunity to socialise and communicate in a virtual environment has offered new avenues for [antisocial behaviour](#).

The problem of cyberbullying has received considerable [research attention](#). However, other online antisocial behaviours with similarly harmful outcomes have received far less consideration – one example being anonymous online trolling.”

Read the entire article by Evita March in The Conversation at: <https://theconversation.com/dont-feed-the-trolls-really-is-good-advice-heres-the-evidence-63657>

Worth Reading: Medical staff in dark about policies to mitigate health risks of climate change, study says

“Australian health professionals overwhelmingly say they don’t know of any policies that deal with the health implications of climate change, despite the World Health Organisation saying “climate change is the greatest threat to global health in the 21st century”.

The results come from the first national snapshot of the knowledge and views of doctors, nurses, health academics and other health professionals on the topic of climate and health.

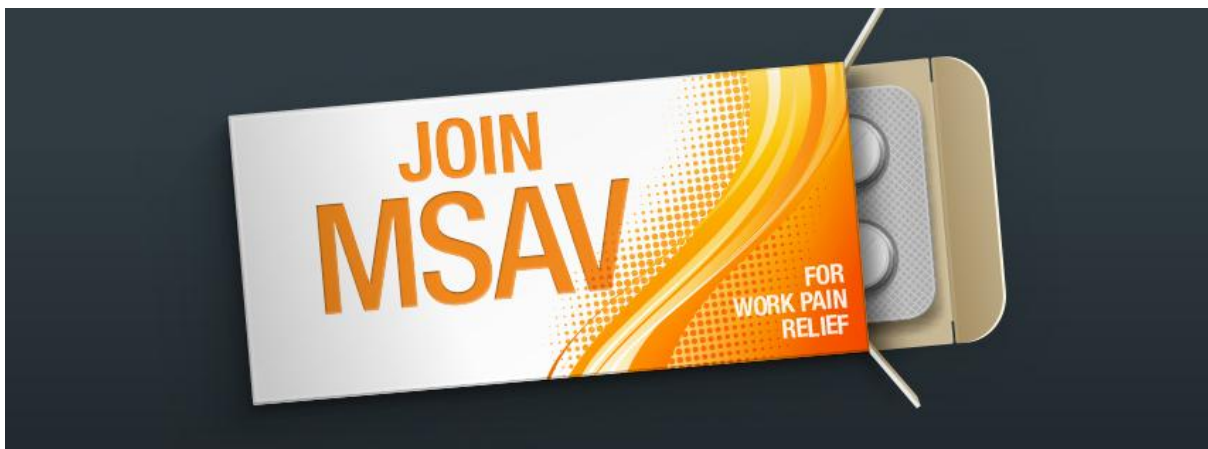
They were collected by the Climate and Health Alliance, as the group prepares to present its national strategy on climate, health and wellbeing discussion paper to politicians in Canberra this month.”

Read the entire article by Michael Slezak in The Guardian at: <https://www.theguardian.com/australia-news/2016/oct/03/medical-staff-in-dark-about-policies-to-mitigate-health-risks-of-climate-change-study-says>

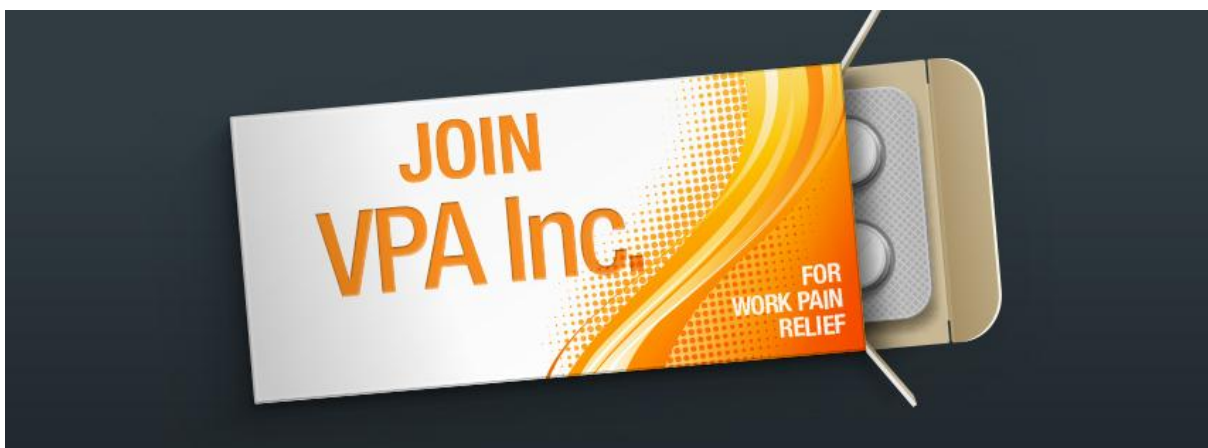
Join the Union

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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