



Stat Report 2017/06

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Huge news for AHP Members

We have some big news; some really, really big news. In fact it's huge news.

As of April your membership includes Professional Indemnity insurance if you're working in any Victorian hospital.

That's right! Not only will you get access to professional support to protect and advance your rights at work, your membership will now include Professional Indemnity insurance.

Our policy, which meets Pharmacy Board requirements, means you're covered for up to \$20 million in any one claim and up to \$80 million in total in any one policy period. And since it is the right insurance for hospital pharmacists, it's the only insurance policy you'll need.

Constant restructuring, longer unpaid hours, more work job cuts and tough negotiations over pay and conditions are a challenge for everyone.

That's why it pays to belong to the AHP to protect and advance your rights at work. And now we've got your Professional Indemnity insurance covered too – it's the only cover you'll need!



Membership now includes
Professional Indemnity Insurance
It's the **only** insurance cover you'll need!

Update on Public Sector bargaining

We're continuing our work to inform members about the offer made with members' meetings at public health services.

It's important that you come along to hear a report on this new 4 year deal and discuss your feelings about all of the possible improvements and changes. The offers include:

- Increase in pay of 3.25% each year over 4 years
- Additional annual leave
- Scientist progression from Grade 1 to Grade 2
- Workforce management and leave replacement
- Filling vacant positions
- Rostering
- Overtime deeming
- Use of other leave with parental leave and return to work from parental leave
- Training and meetings during meal breaks
- Part time employment
- Higher duties

And while we're meeting with members to discuss the major elements of the offers, we're also continuing the work of drafting and redrafting clauses in our agreement to make the new provisions possible.

Keep your eyes peeled for notices and details about member meetings in your workplace. Or if you're super keen, get in touch with us and let us know when it's a good time to meet with members in your workplace.

Save the Date: VPA Professional Development

VPA PD Wednesday 10 May 2017 (afternoon)

Do you want to hear about the implementation of the Victorian 10 Year Mental Health Plan and the work of the Workforce Reference Group established by the Minister?

The VPA is represented on the Workforce Reference Group by Dr Rosemary Kelly and one of the key projects of the Workforce Reference Group is to look at the attraction and retention of workers in public mental health including psychologists.

This seminar will be an opportunity to give feedback on issues affecting psychologists working in public mental health, as well as being informed about current developments.

Speakers will include project officers from the Department of Health and Human Services.

Make sure you save the date – 10 May – for this important seminar.

Emergency Departments, Ambulance Ramping and Pathology

Emergency Departments in Victoria's public hospitals are under enormous pressure. And while pathology is too often treated as a second rate clinical service, Victoria's Emergency Departments will continue to struggle to cope with ever-increasing numbers of people presenting at Emergency Departments.

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 overworked Emergency Department (ED) staff and their alleged 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 remember that it is not possible for staff to move patients out of ED without first knowing what's wrong with the 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 clinical diagnosis can be made and treatment commence. In other words, the sooner a pathology test result is completed the quicker the patient 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

Launching Healthy Futures Divestment Campaign

Healthy Futures are organising a Divestment Campaign Launch on 25 March for our campaigns for HESTA and First State Super to divest from fossil fuels:

WHEN: Saturday 25 March from 10am to 5pm

WHERE: Ross House Association, 247 Flinders Lane Melbourne, Hayden Raysmith Room

TICKETS: \$20 full / \$10 concession at <https://www.eventbrite.com.au/e/healthy-futures-divestment-campaign-launch-tickets-32175263078>

Lunch included, wheelchair accessible. The event is also on Facebook at: <https://www.facebook.com/events/1197034010413390/>

This event will raise awareness of climate change, health and climate justice and will give people practical means to help get our super funds out of the fossil fuel companies that are driving the climate crisis.

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.](#)

Here's a 'real-life' case where the VPA has acted on behalf of VPA members.

When a patient of a major public health service committed an act of serious self-harm, Psychologist 'D', who had seen the patient many months previously, was subjected to disciplinary proceedings concerning her clinical notes. After enduring unfounded allegations by the employer, the psychologist decided to resign. VPA was able to negotiate on her behalf to obtain an attractive severance package in recognition of the injustice to which she had been

subjected.

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, the VPA negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

Calling all former and current OHS reps

The Victorian Trades Hall occupational health and safety team are calling on all former and current OHS representatives to share your stories with them.

They want your hints, tips and tricks to win better occupational health and safety at work. If you're keen to help out visit <http://weareohs.org.au/handbook>

Health in Action Workshop

Join others working in health for a weekend workshop on how to make social and political change to protect public health. This workshop is being developed by Healthy Futures and the Melbourne Population Health Student Association and will be run over the weekend of 8th and 9th July.

When: 8th & 9th July

Where: Level 1, Alan Gilbert Building, University of Melbourne

Get more information about the workshop at: <http://tinyurl.com/JEL93PS>

Support Family Violence Leave for all workers

Survivors have suffered for too long behind closed doors. We all have a part to play in ending violence: it's time that employers played theirs. Tell employers that everyone has the right to paid days away from work if they are subjected to family violence.

Make your voice heard: <http://bit.ly/FDVLeave>

Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Sign up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

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.

Do you need access to Domestic Violence services?

If you're experiencing domestic violence and need help, here is a list of Victorian services which may be able to assist you.

[Safe Steps \(formerly Women's Domestic Violence Crisis Service of Victoria\)](#)

[Aboriginal Family Violence Prevention and Legal Service Victoria \(FVPLS\)](#)

[Centre Against Sexual Assault \(CASA\) Forum](#)

[Community Legal Centres](#)

[Court Network](#)

[Domestic Violence Victoria](#)

[Elder Rights Advocacy \(ERA\)](#)

[Elizabeth Morgan House Aboriginal Women's Service](#)

[inTouch Multicultural Centre Against Family Violence](#)

[Men's Referral Service](#)

[No To Violence](#)

[QLife Australia](#)

[Seniors Rights Victoria \(SRV\)](#)

[The Jewish Taskforce Against Family Violence](#)

[Victoria Legal Aid \(VLA\)](#)

[Victorian Aboriginal Child Care Agency](#)

[Women with Disabilities Victoria \(WDV\)](#)

[Women's Housing Ltd](#)

[Women's Information Referral Exchange \(WIRE\)](#)

[Women's Legal Service](#)

[Women's refuges](#)

Worth Reading: From public good to profit margin: how privatisation is failing our communities

"In parts of Australia a quiet tragedy is slowly unfolding. Families already beset by adversity are seeing their last shreds of hope and comfort carefully dismantled. And it's happening under the shield of one of the country's most impressive public initiatives.

The tragedy is the privatisation of public disability support care, which is impacting families of the profoundly disabled that have entrusted their relatives to this high-quality care system for decades.

The initiative being used by state governments as a distraction to privatise government services is the NDIS, a scheme that greatly benefits many with a disability but removes choice for others – putting an enormous strain on those who need support the most.

How could this be, you ask yourself? Surely if these words were true, you'd have heard about it. But these families are used to adapting to tough circumstances: they've been coping without fuss for a long time. Now they're starting to speak up."

Read the entire article by David Hetherington in The Guardian at:

<https://www.theguardian.com/commentisfree/2017/mar/06/from-public-good-to-profit-margin-how-privatisation-is-failing-our-communities>

Worth Reading: Adani coal mine is a public health

catastrophe

"The international medical community is watching Australia with alarm. This month The Lancet, one of the world's leading medical journals, published a report about the giant Adani mine, titled: Australia's new coal mine plan: a "public health disaster".

Coal mines are a health risk for miners, workers and local communities: they cause higher rates of childhood asthma, heart and lung disease, and some cancers. Frighteningly, there has been a recent resurgence in black lung disease – a potentially fatal disease caused by breathing in coal dust. More widely, the overwhelming majority of scientists say there can be no more coal mines if we're to have any chance of a safe climate. Medical organisations are increasingly recognising the health risks, with the British Medical Journal describing climate change as, "a health emergency"."

Read the entire article by Dr Kate Charlesworth in The Examiner at:

<http://www.examiner.com.au/story/4485747/adani-coal-mine-is-a-public-health-catastrophe/>

Worth Reading: Time to slay a pharmaceutical zombie

"Among the 2014 federal budget's "zombie" measures still languishing in parliamentary limbo is a proposal to increase Medicare co-payments and loosen the safety net for the Pharmaceutical Benefits Scheme, or PBS. It's still sitting on the books to deliver \$285 million of savings in 2018–19. It won't deliver anything of the sort, of course, because the required legislation won't pass the Senate.

The Senate is right to keep blocking this legislation. It is bad policy. Already, many people can't afford to get needed medications – 7.6 per cent, according to the latest Australian Bureau of Statistics figures – and the proposed legislation would make things worse."

Read the entire article by Stephen Duckett in Inside Story at: <http://insidestory.org.au/time-to-slay-a-pharmaceutical-zombie>

Worth Reading: Delays and confusion cloud roll-out of new cervical cancer screening program

"Australia's new [national cervical cancer screening program](#) has had a bad week.

The government [announced it would delay](#) the May 1 roll-out of its new program until [Dec 1, 2017](#). And a [petition](#) opposing the new program swept social media.

But it's not all bad news. The delay gives the [Standing Committee on Screening](#), which is responsible for implementing the [new program](#), the chance to engage with the public and communicate why the changes are being made and what they mean.

If the online petition is anything to go by, this is badly needed to counter the widespread misunderstanding of the [new cervical screening program](#) and the role of human papillomavirus (HPV) in causing cervical cancer."

Read the entire article by Jane Williams and Sally Wortley on The Conversation at:

<https://theconversation.com/delays-and-confusion-cloud-roll-out-of-new-cervical-cancer-screening-program-73605>

Worth Reading: Centrelink Sinks To A New Low In Growing Debt Fiasco

"We need to talk about Centrelink.

We've known for months that [something is very wrong at the sprawling government payments agency](#). From the middle of last year, Centrelink has been monsterring ordinary Australians with automated "robo-debt" notices, often generated in error.

Tens of thousands of Centrelink recipients have been issued with erroneous debt notices for debts they don't owe. The misery has been extraordinary. MPs have been besieged with desperate constituents trying to fight the robo-debts, despite official indifference. At least one person with health issues pursued by the agency has [committed suicide](#).

The government maintains that [the system is working](#)."

Read the entire article by Ben Eltham in New Matilda at: <https://newmatilda.com/2017/03/01/robo-prcks-centrelink-sinks-to-a-new-low-in-growing-debt-fiasco/>

Worth Reading: Penalty rates: Australian principles under attack with decision to cut wages

"As the immediate concerns about a shift towards protectionism dissipate in the warm slipstream of Wall Street's post-Trump surge, global leaders — in business and politics — once again are turning a blind eye to the sense of injustice and inequality roiling through the developed world.

There are only two things that grow the economic pie — trade and innovation.

Those who have been left behind, as wealth disparity rises, now are putting leaders into power who are prepared to pull back on both. It's a trend that could have devastating effects on all of us, and the next test will become apparent in the forthcoming round of European elections."

Read the entire article by Ian Verrender on the ABC at: <http://www.abc.net.au/news/2017-03-06/verrender-penalty-rate-cut-australian-principles-under-attack/8326540>

Worth Reading: Mental health care: two steps forward, but a risk of one step back

"One in every eight [visits](#) to a general practitioner is seeking help with a mental health problem. Even so, [fewer than half](#) of the Australians who could benefit from mental health advice, treatment and care visit their doctor. And those who do so are faced with [suboptimal](#) treatment options and significant variations in quality.

The problem isn't confined to a small segment of the population: one in five Australians aged sixteen to eighty-five [report](#) having experienced a mental health disorder in the past twelve months. Forty-five per cent of people in that age group will experience a common mental health condition – depression, anxiety or substance misuse, for instance – at some point in their lifetime."

Read the entire article by Lesley Russell in Inside Story at: <http://insidestory.org.au/mental-health-care-two-steps-forward-but-a-risk-of-one-step-back>

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!

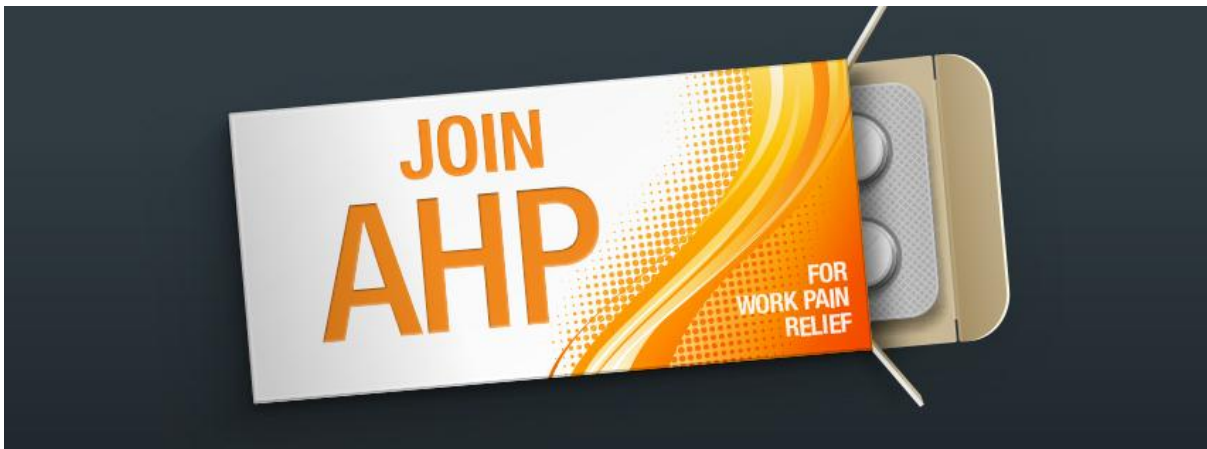
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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