

Stat Report 2017/07

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Update on Public Sector bargaining

The work of drafting and redrafting clauses in our agreement remains ongoing but we believe we are well placed to finish the drafting in the next week. Once the drafting has been finished there will only be one more step to go before we're able to vote on the new agreement.

But we're keen to continue to share with members the details of the agreement and what we've been negotiating. Please get in touch with us and let us know when it's a good time to meet with members in your workplace by calling 9623 9623 or via email at enquiry@msav.org.au

Federal Government's latest attack on families

Last week the Federal Government rammed through its changes to family benefits and childcare payments. Ignoring that more and more Australians are experiencing greater financial hardship as wages stagnate and the cost of living sky rockets, the Federal Government will now make life even harder.

The Federal Government, with the support of the Nick Xenophon Team, Derryn Hinch, Liberal Democrats and One Nation, have ensured that there is a freeze in the indexation on the family tax benefit for two years. This is likely to have a negative impact on approximately 1.5million families across Australia.

And as part of the new childcare package, the Federal Government has introduced a new activity test which demand parents must prove participation in work, training or study to receive assistance. If parents cannot satisfy the new activity test there will be reduced hours of subsidised care, creating uncertainty for parents in unstable, casual jobs or complex circumstances.

For families earning more than \$65,000 with one stay-at-home parent, they would likely fail to meet the activity test, greatly diminishing their access to childcare subsidy. And a substantial number of households earning less than \$65,000 will be worse off as they will most likely fail to

meet the new activity test. Although people finding themselves in such situations are able to access subsidised care through the new childcare safety net, they will only be able to get up to 24 hours per fortnight of subsidised care. This will make it more difficult for people who want to find more work, or study or training to access childcare options.

In addition there are concerns about how the hourly rate cap will work in reality given that many childcare providers charge daily rates rather than hourly rates.

The Federal Government still plans on giving big business \$50 billion in company tax cuts – among those would be companies that don't pay tax or use tax havens to minimise their tax burden – despite the fact that the cost of living is sky rocketing while wages growth stagnates.

While the cuts to paid parental leave, the energy supplement abolition, the migrant pensioner cut, and the proposed four-week wait for unemployment benefits have been shelved, the Federal Government has clearly lost its way when savings to the budget come from slashing childcare and health.

Here's a snapshot of the changes the Turnbull Government has made to childcare arrangements (courtesy of The Guardian)

- A single means-tested childcare payment will replace the existing rebate and benefit
- The streamlined payment will cover up to 85% of the costs of childcare for some families, depending on household income
- It will be determined by an 'activity test' that considers the amount of work, training or study parents do
- The entry point will be four hours of activity a week
- The government says it will stop childcare fees increasing 'incessantly' by capping the hourly rate, indexed to inflation
- Some families who don't meet the activity test can access a childcare safety net

Clinical Labs leaving Geelong Hospital in the dark

The Union fears that Clinical Labs is putting patients at risk at Geelong Hospital due to staffing cuts and the continued use of reporting software that is not compatible with the Geelong laboratory's and the hospital's patient records systems.

The Union claims that the incompatible software systems are often resulting in lengthy delays for Geelong Hospital medical staff accessing patient results. Some pathology testing that should be completed within a day is now taking up to seven days.

Clinical Labs continued use of incompatible systems, means that scientists are not able to track test results delaying diagnoses which can prevent the timely commencement of critical treatments. It has meant that scientists have to often manually track results with samples from Geelong patients eventually tracked to random laboratories, in the worst case, South Australia.

It has also resulted in approximately 150 patient's test results being inaccessible by Geelong Hospital causing treatments to be delayed.

The Union believes the changes being planned by ACL will immediately diminish pathology quality standards and compromise the care patients receive at the Geelong Hospital. Scientists are reporting that the Geelong Hospital laboratory has become increasingly chaotic, and that quality and clinical standards are rapidly deteriorating.

Medical staff in an acute care public hospital must be guaranteed access to a patient's pathology test results. If this line of communication breaks down doctors can be blind-sided from critical information which is needed to treat a seriously ill patient.

On top of the scientific workforce cuts Clinical Labs refusal to use compatible systems is seriously diminishing capacity to deliver vital on-time pathology services to Geelong Hospital.

It's simply not good enough that Clinical Labs is putting its business interests ahead of patient safety and welfare. Patients at Geelong Hospital are not being given the highest quality of care

because of a private pathology provider's refusal to implement computer systems that are compatible.

Essentially the decisions of a private pathology provider are dictating the quality of pathology services and ultimately the quality of care at Geelong Hospital.

The Union is urging Barwon Health, which manages Geelong Hospital, to ensure that Clinical Labs maintains pathology quality standards and gives guarantees to the community that vital pathology services standards are fully restored.

PI for AHP Members

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

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.

To be covered you don't need to do anything else other than being a member or joining the Union. And if you need proof that you are insured, we're able to send you a letter outlining that you're covered with Pharmacy Board approved insurance.

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.



4P ahp association of hospital pharmacists

Join for PI insurance
Stay to protect your rights at work

Authorised by P. Elms, Executive Officer, AHP, Ltd. 1, 621 Lygon St, Carlton VIC 3053

VPA Professional Development – 10 May 2017

VPA PD Wednesday 10 May 2017 from 1.30pm to 4.30pm at ANMF House – 540 Elizabeth St, Melbourne

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 Emma Cadogan and Clare Handley, senior project officers, from the Mental Health and Drugs Workforce Team in the Department of Health and Human Services.

Registration and a light lunch will start from 12.45pm.

RSVP at <https://goo.gl/forms/BFjpefg3pQ2NzwrR2>

Anna Stewart Memorial Project

Registration is open for the May intake of the Anna Stewart Memorial Project. The program will run from the 8th May – 20th May.

Designed to encourage more women to be present and active in unions, the Anna Stewart Memorial Project is a structured, two week long internship program consisting of two days each week at Trades Hall, with the remaining days in a union of choice.

Women form a critical voice and can influence the culture of a workplace. Within unions and at the workplace, women have the immediate capacity to identify workplace aspects and assist in accommodating changing demands through consultation and inclusion. The Anna Stewart Memorial Project has highlighted the way forward for women who are motivated to support other women and continue to nurture voice, opportunity and change.

If you're interested in participating please contact the Union on 9623 9623 or via email at enquiry@msav.org.au by 5 April as applications need to be received by the VTHC by no later than the 7th April.

Become a Climate Health Champion

Become a climate health champion!

As health professionals, we see the devastating effects of climate change on our community every day.

We are on the front lines of worsening extreme weather events, the increased spread of infectious diseases, and declining food and water security.

That's why health professionals across Australia are joining the Our Climate, Our Health campaign, calling on the Federal Government to act on climate change now.

We are looking for health professionals who want to help lead this effort by becoming Climate Health Champions.

We have an opportunity for 25 health professionals to attend a three-day Climate-Health Campaigning and Advocacy residential workshop.

THE PROGRAM

This education program is delivered by expert trainers and campaigners, and will provide you with the skills and knowledge you need to:

- Understand the effects of climate change on health and wellbeing,
- Use your experiences as a health professional to compel others to take action
- Build and grow a community campaign for climate action
- Identify and develop leadership in others
- Develop core advocacy and lobbying skills
- Build relationships and a supportive network

PARTICIPANTS

We are looking for people who are passionate about change, willing to develop skills to become an effective change agent, and want to be part of leading an effective movement for climate action.

Fri 16 – Sun 18 June

The workshop will be held in a beautiful setting on the edge of Melbourne at **Edmund Rice Centre, Lower Plenty, Victoria**

All costs covered (including travel and accommodation for interstate attendees).



Our voices are trusted and respected in the community – that is why we must speak up.

Contact your organisation to apply or find out more, or visit www.ourclimate-ourhealth.org.au



Supporting organisations



Want to be a Climate Health Champion for the MSAV, VPA Inc or AHP? Send your expression of interest by close of business 10 April via our form at:

<https://goo.gl/forms/5BJwztvOu8PTHpph2>

Oh the places you could go with Union Aid Abroad- APHEDA!

Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

[Buy your ticket online](#)

The annual raffle raised over \$80,000 last year. Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong and helps build unions and social movements.

As well as knowing your money goes to great things, you'll be in the draw for some terrific prizes.

[Buy your ticket online](#)

FIRST PRIZE: Take the holiday of your dreams with an \$8,000 travel voucher.

Can be used on domestic or international travel through Flight Centre stores.

Can be used to take one big holiday or a number of smaller trips.

SECOND PRIZE: Ride off into the commuter sunset on a fabulous Gazelle bicycle (valued at \$2,499). Dutch-made, the Ultimate S8 is a sporty trekking bike with a lightweight aluminium frame.

THIRD PRIZE: Escape into a world of books with a \$500 book voucher from Abbey's Bookshop, an Aladdin's cave of words and pages! Abbey's has been an institution for book lovers since 1968.

How to buy your tickets:

- [Buy online](#)
- [Download and complete this form](#) [PDF]; or
- FREECALL 1800 888 674, fax (02) 9261 1118 or email office@apheda.org.au

If you have supported our raffle in the past, please keep an eye on your letter box for a book of tickets that our volunteers will be sending out to you this week.

So, spread the word and help us raise more than \$100,000 this year.

Psychologists: If you need help at work you need the VPA Inc.

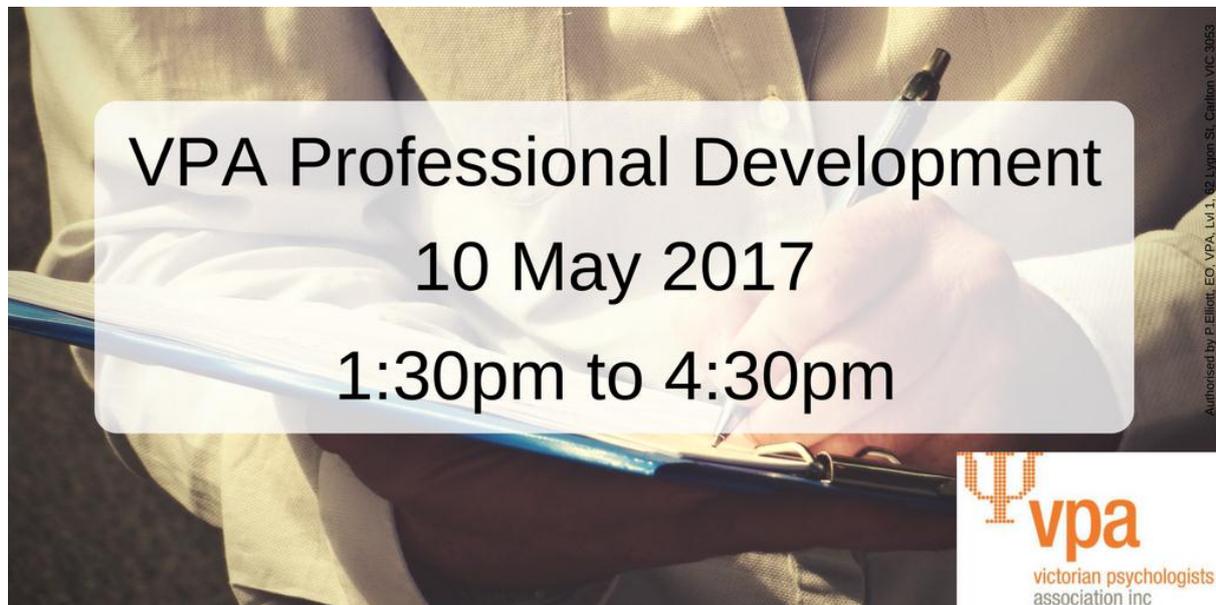
If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

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.

[Check out 7 more reasons to join the VPA Inc.](#)



VPA Professional Development

10 May 2017

1:30pm to 4:30pm



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: PolicyCheck: the government's new child care plan

"The government's new child care plan has [passed the Senate](#), subject to last minute amendments passed by independent Senator Derryn Hinch. The bill, known officially as the [Family Assistance Legislation Amendment \(Jobs for Families Child Care Package\) Bill 2016](#), will now return to the lower house. It is expected to pass, and implementation to begin in July 2018.

This new law will change the way that families are given assistance with paying for child care.

The [main changes](#) include:

- Replacing the Child Care Benefit and Child Care Rebate with a new Child Care Subsidy. The new subsidy will have eligibility rules and be subject to means testing. Total Child Care Subsidy payments will be capped at A\$10,000 for wealthy families and there will be zero subsidies for families earning more than A\$350,000.
 - Introducing an hourly fee cap on the subsidies that governments will pay in an attempt to control child care price increases.
 - A new activity test, meaning that families will be eligible for either 36, 72 or 100 hours of subsidised care per fortnight depending upon the combined hours of work, training, study or other recognised activity undertaken. Both parents must work or study at least eight hours a fortnight to receive the new subsidy.
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- A new A\$1 billion Child Care Safety Net aimed at helping families on less than A\$65,710 who do not meet the activity test. These families will be able to get up to 24 hours per fortnight of subsidised care.”

Read the entire article by Robert Breunig in The Conversation at:

<https://theconversation.com/policycheck-the-governments-new-child-care-plan-75046>

Worth Reading: Punishing medical errors won't improve hospital safety or quality

“Australian public hospitals will soon be penalised for serious errors, with the aim of improving the quality and safety of health services. The punitive measure was a core proposal in the [pricing framework](#) for Australian public hospital services presented to the Health Council of COAG (Council of Australian Governments) in March 2017.

Withdrawing funding for serious errors, known as “sentinel events”, was advised by the Independent Hospital Pricing Authority (IHPA) and will come into force in July 2017. Australia has eight [nationally agreed sentinel events](#).”

Read the entire article by Joseph Ibrahim and John McNeil in The Conversation at:

<https://theconversation.com/punishing-medical-errors-wont-improve-hospital-safety-or-quality-74302>

Worth Reading: Here's how much it would cost the government to pay everyone who takes care of family with mental illness

"Primary carers for people with mental illness in Australia do so for an average 36 hours per week – yet this work is not officially acknowledged and largely goes unpaid.

A report by [Mind Australia](#) and the University of Queensland [published today](#) found that, in 2015, informal mental health carers provided 208 million hours of care nationally. This was equivalent to the direct support work time of nearly 180,000 full-time mental health workers per year.

Were this care not provided informally, our report found national and state governments would need to fork out an estimated A\$13.2 billion to provide the same level of support in the mental health service sector. For comparison, [spending](#) on mental health services was A\$8.5 billion in 2014-15."

Read the entire article by Sandra Diminic, Harvey Whiteford and Peter Brooks in The Conversation at: <https://theconversation.com/heres-how-much-it-would-cost-the-government-to-pay-everyone-who-takes-care-of-family-with-mental-illness-74760>

Worth Reading: Millions of Australian adults are unvaccinated and it's increasing disease risk for all of us

"Public attention has recently focused on [improving vaccination rates](#) in Australian infants and children. But actually the largest unvaccinated group of people recommended for immunisation are adults.

Of 4.1 million unvaccinated Australians, [92% \(3.8 million\) are adults](#), and only a small fraction are children.

Improving adult vaccination rates will reduce their [risk of illness and death](#), and lower transmission of infection in the community."

Read the entire article by C Raina MacIntyre, Holly Seale and Rob Menzies in The Conversation at: <https://theconversation.com/millions-of-australian-adults-are-unvaccinated-and-its-increasing->

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!

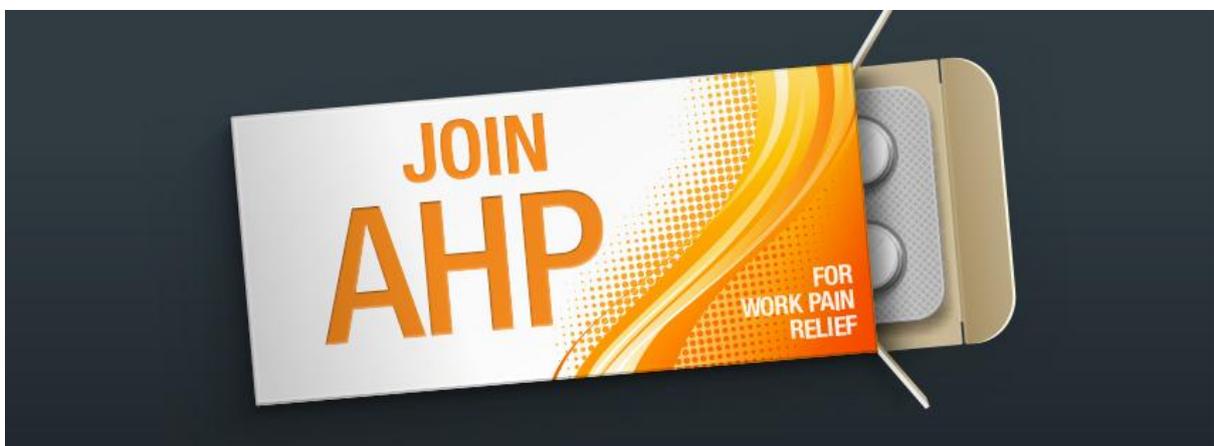
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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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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 A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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