



Stat Report 2017/08

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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 (i.e. final Government approval) to go before we're able to vote on the new agreement.

We will distribute a detailed explanation of all of the changes in the new agreement shortly.

In the meantime, 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

Calling Monash IVF Scientists

Right now we need you to take action on the protected action ballot that will soon hit your mailbox.

It's vital that we keep the pressure on Monash IVF management to make an acceptable offer and the only way we can do that is by showing them we're prepared to take protected industrial action.

That's why you need to **vote Yes to all of the proposed actions**. By voting yes to each of the proposed actions it means we have more options to consider as part of any protected industrial action we take. Even if a particular action doesn't seem relevant to you, it will enable your colleagues to take that action should they need to take it.

The ballot closes at 10am on 21 April, meaning that ballot papers physically need to be with the AEC by then. Given that Easter is around the corner, and mail delivery by Australia Post can take up to 7 days there won't be much time left in between.

What to do:

- To ensure timely delivery to the AEC we recommend post the ballot paper the same day you get it.
- If you receive your ballot paper late next week we recommend sending by express post (we can reimburse you the cost if need be)
- If you do not receive a ballot paper by the end of next week, please contact our offices.

If you need more information please ring 9623 9623 or email enquiry@msav.org.au



No more pathology at Kyneton Hospital as Clinical Labs cuts and runs

The MSAV fears that Kyneton Hospital will have to cease offering its full range of clinical services after Clinical Labs announced it is walking away from its contract with Kyneton Hospital to deliver pathology services. Clinical Labs is claiming that a stagnant case load at the hospital was the reason for the decision.

The decision by Clinical Labs means that Kyneton Hospital will not be able to safely perform surgeries, including ear, nose throat surgeries, plastic surgery, paediatric surgery or obstetrics and general surgery without medical scientists in a fully functioning pathology laboratory in the hospital. It also means that without an onsite blood bank the hospital's full range of maternity services are unlikely to continue and acute care services will also be severely impacted.

The Union believes the decision by Clinical Labs will immediately compromise the quality of care patients receive at Kyneton Hospital given it will no longer have a pathology lab. As you know a fully functioning pathology laboratory is as important to maintaining a hospital's key clinical services as an ambulance is to maintaining emergency services.

But apparently the local community isn't in need of world-class healthcare. It's simply not good enough that patients at Kyneton Hospital are not being given the highest quality of care because a private pathology provider has now walked away from delivering vital pathology services.

Essentially the business interests of Clinical Labs, a for-profit pathology provider, are dictating the quality of care at Kyneton Hospital. There is every chance that, without a pathology laboratory, local patients will now have to travel large distances to receive medical treatment currently delivered in their local public hospital. Either that or the hospital will maintain the current range of clinical services without the essential support of a pathology laboratory, putting patient safety seriously at risk.

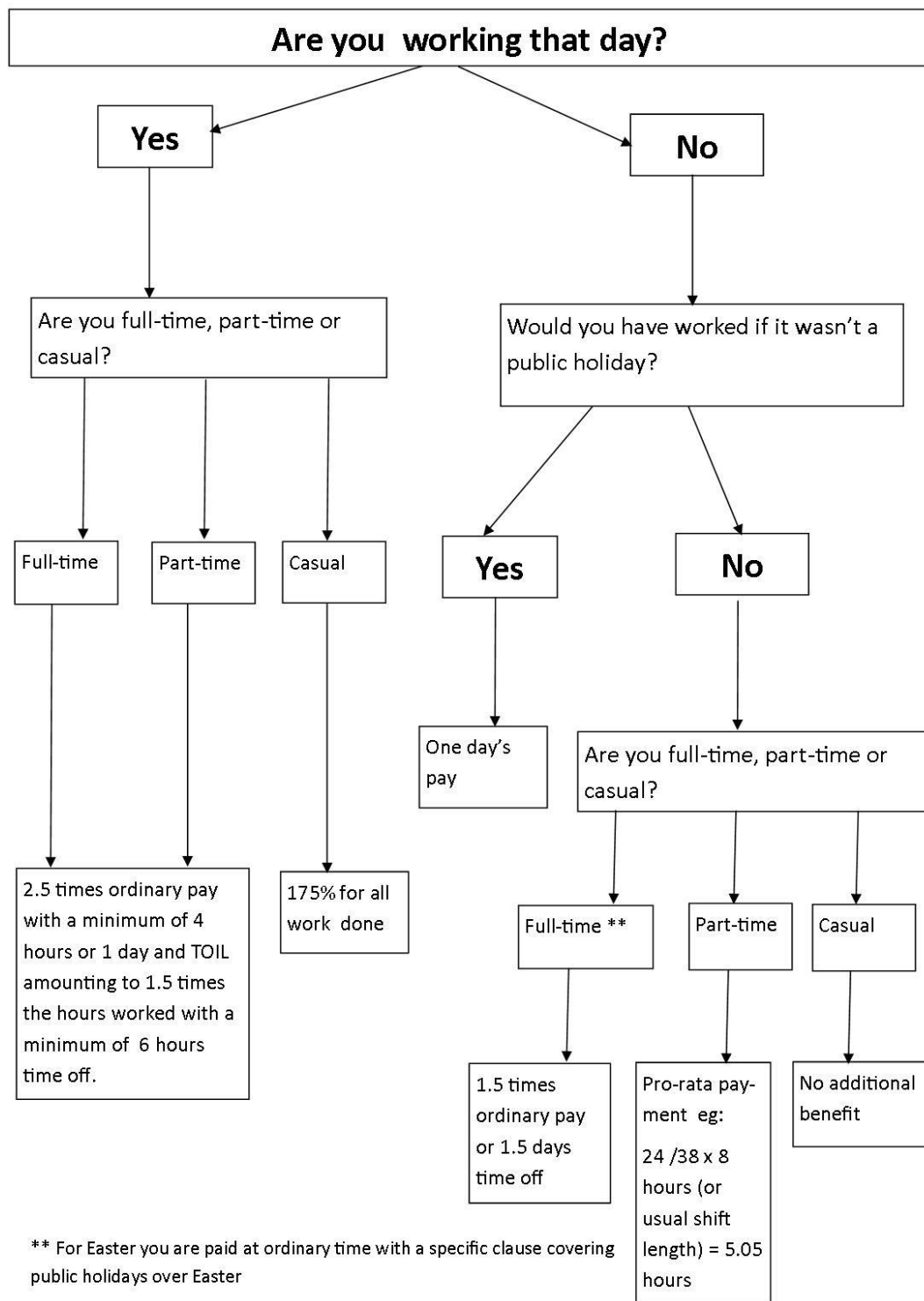
The Union is calling on Kyneton Hospital and Health Minister, Jill Hennessy, to assure the community that vital pathology services will continue and that private pathology providers like Clinical Labs are barred from being awarded pathology contracts at any public hospital in the future.

Your public holiday entitlements

The Easter holiday is nearly here. It means public holidays and it means time to check in on what your entitlements are for public holidays. While we're finalising drafting for our new agreement, the old agreement remains in place and it 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.

PUBLIC HOLIDAY PAYMENTS



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. Please inform us if you are joining us for lunch or not.

RSVP at <https://goo.gl/forms/BFipefg3pQ2NzwrR2>

PI for AHP Members

As of this month 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 financial 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.

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](#)



Union Aid Abroad APHEDA
The global justice union, solidarity and social justice network

RAFFLE 2017

1ST PRIZE TRAVEL VOUCHER
VALUE \$8,000

Get ready for your dream holiday!

- Prize can be used on both domestic and international travel.
- Voucher can be partially redeemed - so you can choose to take one big holiday or a number of smaller trips.



See reverse of flyer for book sellers' prizes and other prize conditions.

2ND PRIZE 8-SPEED BIKE
VALUE \$2,499

- Made in The Netherlands
- Lightweight aluminium frame
- Powerful Shimano hydraulic brakes
- Low maintenance carbon-reinforced belt drive



Omafiet
Dutch Bicycles

3RD PRIZE BOOK VOUCHER
VALUE \$500

Buy tickets online at **TICKETS ONLY** 
apheda.org.au/raffle
or freecall 1800 888 674

Raffle closes May 26. Winner drawn June 8, 2017
Full raffle details available at apheda.org.au

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.

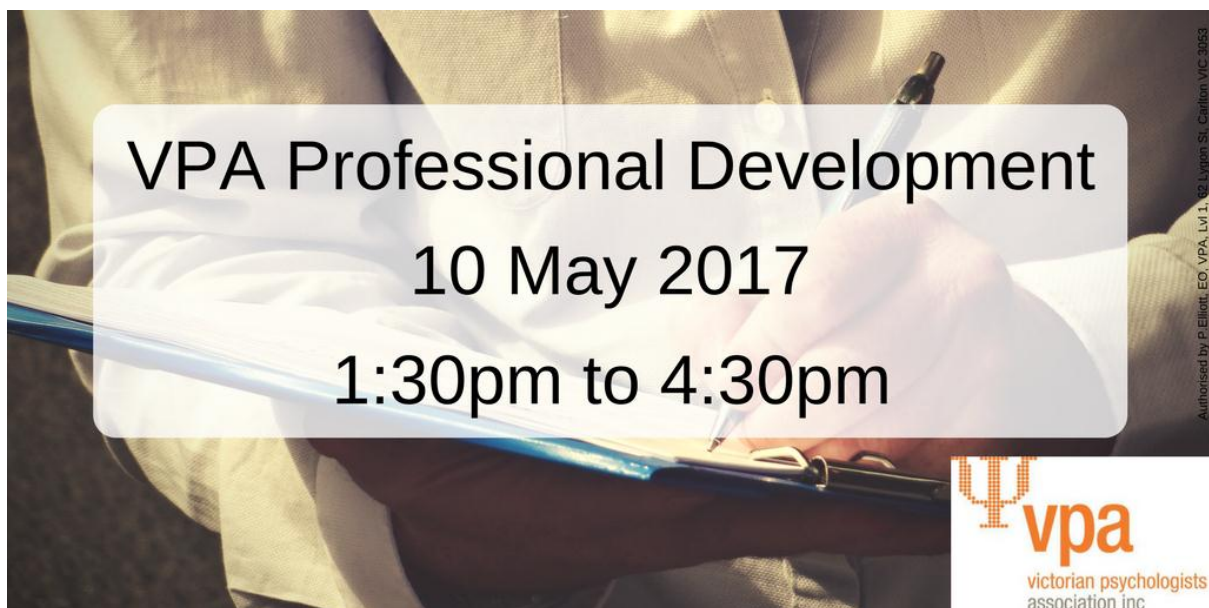
If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

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

vpa
victorian psychologists
association inc

Authorised by P. Elliott, EO, VPA, Lvl 1, 88 Lygon St, Carlton VIC 3053

March for Science

The March for Science celebrates the public discovery, distribution, and understanding of scientific knowledge as crucial to the freedom, success, health, and safety of life on this planet.

The rally begins at midday at the State Library with the march to commence at 1pm and finishing at Treasury Gardens.

Join in the March for Science on 22 April from midday. More details at:

<https://marchforscienceaustralia.org/melbourne/>

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: Company tax cut will not boost economic growth

"Scott Morrison spent 12 months relying on economic modelling to claim it did, but now he says we shouldn't rely on modelling as it's all common sense.

His problem is that neither modelling nor common sense provides much support for the centrepiece of his Government's plan for "jobs and growth".

In February this year the Treasurer was still a fan of economic modelling, [claiming](#) that: "Modelling has shown that half of the benefits of the tax cuts would flow through to workers through higher real wages, a necessary boost to workers given subdued wages outcomes."

Last year he had such confidence in economic modelling that he was quoting results to two decimal places when [he told us](#) that for every dollar we cut in taxes the economy would grow by \$2.39."

Read the entire article by Richard Denniss on the ABC at: <http://www.abc.net.au/news/2017-04-06/company-tax-cut-will-not-boost-economic-growth-richard-denniss/8422578>

Worth Reading: Health-care spending has only a modest effect on lifespan and premature death

"[A new analysis](#) has found spending more on health care has little impact on improving key health outcomes. It found that a 10% increase in health-care spending reduces the number of deaths by only 1.3%, and increases life expectancy by only 0.4%.

Our new meta-analysis, which pooled results from 65 studies, looked at health-care spending by both the private and public sectors including preventive and curative care.

Health-care spending as a share of GDP has nearly doubled in [OECD countries](#) since 1970. Death rates fell in OECD countries by 86% during this period. While this is a great achievement, given our study found health spending improves death rates by only a small amount, the doubling of spending explains only a small fraction of this large improvement in health. This is because health-care spending is only one of many factors that affect health.

Our analysis looked at two measures of health: life expectancy and death rates, which are major health status indicators. These are two of the most important measures of health status, but health care treats a large number of diseases and conditions not investigated by our study.

Our analysis also showed public health-care spending is more effective in reducing death than private spending, contrary to [some earlier studies](#). We found no real difference between the effect of spending on health in developed and developing countries, or between genders."

Read the entire article by Chris Doucouliagos in The Conversation at: <https://theconversation.com/health-care-spending-has-only-a-modest-effect-on-lifespan-and-premature-death-75206>

Worth Reading: Prominent economists slam penalty decision

"Former Reserve Bank governor Bernie Fraser is one of 75 prominent Australian economists and academics critical of a decision to cut Sunday penalty rates in the retail and hospitality sector.

The group has penned an open letter, released on Friday, arguing the reduction will boost inequality rather than employment.

"While it is doubtful that lower penalty rates will result in any measurable increase in total employment in the retail and hospitality industries, there is no doubt that this decision will reduce incomes for some of the most insecure and poorly-paid workers in the economy," the letter says.

The signatories cite economic and other data to say the retail and hospitality workforce is disproportionately reliant on women, immigrants and young people.

"By reducing wages for this low income segment of the workforce, lower penalty rates would incrementally widen income inequality in Australia and exacerbate its varied economic and social

consequences," the letter says."

Read the entire article on SBS: <http://www.sbs.com.au/news/article/2017/04/07/prominent-economists-slam-penalty-decision>

Worth Reading: Is there a housing bubble or isn't there?

"In the run-up to the May budget each year, the talk is often about tax cuts and welfare cuts, or general hubbub about the budget balance. This year a topic which is only of secondary importance to the budget balance is front and centre – housing affordability, and more crucially, whether or not Australia's property market is in a bubble.

The problem with talk of housing bubbles is that it very much brings to the fore the issue of Australia's divergent economy. [Sydney](#) is not representative of the nation, but neither is Adelaide or Perth.

Since the [Reserve Bank of Australia](#) began cutting rates in November 2011, the housing price boom has overwhelmingly been Sydney-centric.

In December 2011, the median house price in Sydney was \$533,000, only just ahead of Canberra's \$500,000, Melbourne's \$495,000, and not absurdly above the median price for houses in Perth of \$480,000."

Read the entire article by Greg Jericho in The Guardian at:

<https://www.theguardian.com/business/grognomics/2017/apr/06/is-there-a-housing-bubble-or-isnt-there>

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.

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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