



## Stat Report 2017/09

In this issue of STAT Report we cover:

- Update on Public Sector bargaining
- Latest at Monash IVF
- In the News: Union says lab closure could put patients at risk
- PI for AHP Members
- Public holiday entitlements
- VPA Professional Development
- International Workers' Memorial Day
- Campaign Corner
- Worth Reading
- Member Benefits

### 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](mailto:enquiry@msav.org.au)

### Latest at Monash IVF

As members at Monash IVF will know the protected action ballot closed today (Friday 21 April) at 10am. And as expected there was overwhelming support for protected action and overwhelming support for each proposed form of protected action.

Unfortunately it seems like we will need to take various forms of protected action to keep the pressure on management at Monash IVF. Earlier this week the Union received the latest bid from management and there continues to be no movement on key claims.

There have been no changes in the offer on wages meaning management expects you to accept an agreement that will leave you up to \$11,000 per year behind your colleagues in other IVF clinics. And management has failed to listen to our reasonable requests to ease the hard barriers to yearly progression.

We will be arranging meetings with members to discuss the next steps so keep your eyes peeled for notices.

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## In the News: Union says lab closure could put patients at risk

The pathologists' union says the closure of a laboratory at the Kyneton hospital could put patients at risk and restrict the type of procedures the health service can offer.

Medical Scientists Association of Victoria secretary Paul Elliott said the closure of the Australian Clinical Labs facility at the end of the week could result in the loss of services "critical to patient safety".

"If you give [the wrong blood to] a patient who's critically ill and critically in need of additional blood it can obviously be catastrophic, it can cause the death of the patient," he said.

"If it's the case that Kyneton [District Health Service] is proposing to continue obstetric surgery and other clinical services which are currently being supported by the pathology lab without the pathology lab then there's clearly a patient risk," he said.

But KDHS chief executive officer Maree Cuddihy said she had no concerns about patient care or delays in treatment following the lab's closure, with the hospital's current out-of-hours testing services to be extended to cover any gap.

"We'd still be able to do that immediate testing from point of care, point of service analysers," she said.

"For complex tests, they will be picked up and taken to Melbourne and that's what currently exists."

A spokeswoman for ACL said the opening of a smaller "collection centre" run by another pathology company inside the rooms of a general practitioner who is renting space from the hospital had a "detrimental effect on patient numbers" rendering the dedicated laboratory "unsustainable".

She said while the decision to close the laboratory was a difficult one, there would be "no difference in turnaround time" for most tests.

"The lab had small numbers and only a portion of the more complex work was processed at the hospital laboratory so for most tests there will be no difference in turn-around time," she said.

Ms Cuddihy said it may have been preferable if the GP had chosen to use the existing pathology service but the hospital's hands were tied in that it was legally restricted from "unreasonably" withholding the doctor's right to sublet.

"We might have hoped that was the case but it isn't what happened, they had the right to sublet in their lease and that's the decision that they made," she said.

"We know that staff have had a long-term relationship with the hospital and we're sorry about that but it's not something that we were able to control."

Mr Elliott said having two competing service providers operate on the same site was "destined to fail" and called on the state government to address the "broken" model in the wake of a cluster of avoidable perinatal deaths at Djerriwarrh Health Services in Bacchus Marsh.

"What's important is that the hospital has an absolute responsibility to maintain a pathology lab to ensure and guarantee patient safety," he said.

"Unless this is addressed we're going to have another Djerriwarrh on our hands."

A spokeswoman for Health Minister Jill Hennessy said the government was working closely with ACL to ensure a smooth transition of services to a new pathology provider.

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“[KDHS] are investigating a range of models for providing pathology and blood bank services to ensure they will continue to be available into the future,” she said.

<http://www.bendigoadvertiser.com.au/story/4605244/union-says-lab-closure-could-put-patients-at-risk/>

## PI for AHP Members

**Right now your membership includes Professional Indemnity insurance if you're working in any Victorian hospital whether public or private.**

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.

And despite what representatives of PDL might claim, our insurance policy will fully cover you, even for retrospective claims. Plus by being a member of AHP you'll also have access to industrial advice and information; assistance with workplace matters; and access to financial advice and member rewards.

To be covered you don't need to do anything other than by 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.

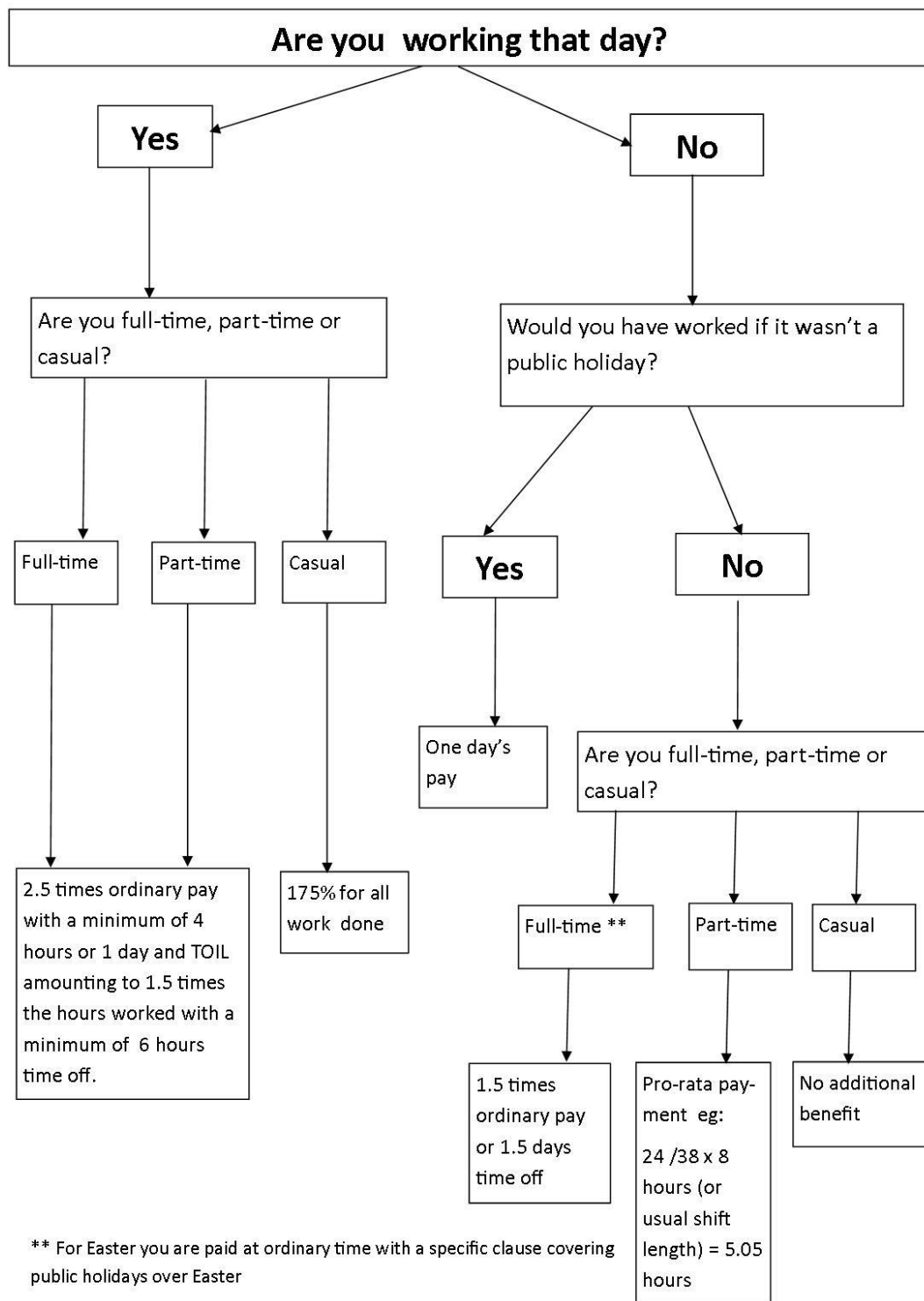
It pays to belong to the AHP to protect and advance your rights at work. And now we've got your Professional Indemnity insurance covered too.

## Public holiday entitlements

The Easter holiday has been and gone. Unfortunately it's very likely that some health services will have failed to properly pay members their public holiday entitlements. What's worse is that some of these health services are well known to us for regularly failing to account for public holiday entitlements. But 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



If you have not been properly paid your public holiday entitlement make sure you contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## 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

Don't miss your chance 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/BFjpefg3pQ2NzwrR2>

## 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**

Authorised by P. Elliott, E.O. VPA, Lvl 1, 221 Lygon St. Carlton VIC 3053

**ψ vpa**  
victorian psychologists  
association inc



# TAKE ACTION ON WORKERS' MEMORIAL DAY

1

## *"Put Your Boots Out" on Social Media*

"Boots out" has become the emblem of people who are missing because of workplace deaths.

Take a photo of your boots on your front doorstep and post them on social media with the hashtag **#PutYourBootsOut** and **#IWMD17** to tell your friends what Workers' Memorial Day means to you.

2

## *Make Time to Talk About Health & Safety at Your Workplace*

**Get your workmates together to talk about the stats and what you can be doing in your workplace to make sure you don't become one of them.**

1. Choose a location and time to meet on April 28.

*Do you need seating? Audio equipment?*

2. Tell your colleagues and put up a notice before the day.

*All staff email? Toolbox meeting? Notice board? Add to staff meeting agendas?*

3. Organise who will speak.

*If someone in your workplace has a personal safety story (a "near miss", or an injury they sustained) ask them to share it at the Workers' Memorial Day meeting.*

3

## *Come to the Memorial Service at Trades Hall*

Join hundred of workers and their families to pay your respects at the Workers' Memorial Day Service.

The service starts at **10.30am on 28 April at Trades Hall**, corner of Lygon St & Victoria St, Carlton.

There are also services in Morwell, Wodonga and Ballarat. Details online.

**More info online** [www.weareohs.org.au/iwmd](http://www.weareohs.org.au/iwmd)

## Improving healthcare's ecological footprint

You're invited to attend two one-day forums for people from diverse health backgrounds to learn, collaborate, network, raise challenges and share progress in the pursuit of environmentally

sustainable healthcare operations.

Day One will help you prepare for the inevitable energy price hikes and market instability, while Day Two will provide practical skills and insights into how the healthcare environment can operate more sustainably with less impact on the environment.

**What:** Healthcare Sustainability Environmental Sustainability Forum

**Where:** Western Centre for Health Research and Education, 176 Furlong Road, St Albans, Victoria, 3021

**When:** Thursday 1st June and Friday 2nd June

**Cost:** \$40 per day

[Click here for more information](#) on what to expect from these two engaging days, and to register.

We hope this Forum has something for everyone interested in addressing the environmental impacts of the health sector. You're invited to attend for one or both days.

The [Climate and Health Alliance](#) is pleased to be presenting this Forum in partnership with the [Institute of Healthcare Engineering Australia](#) and [Western Health](#), and supported by the [Australian Healthcare and Hospitals Association](#).

## 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](mailto: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.

## March for Science

The March for Science celebrates the public discovery, distribution, and understanding of

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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](http://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](#)

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[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: Australian politics explainer: the White Australia policy

"Prime Minister Malcolm Turnbull [has repeatedly claimed](#) that Australia is the world's most successful multicultural nation. While the sentiment has bipartisan support today, for more than half a century after Federation Australia boasted not of multiculturalism, but of its monoculture.

In 1925, Prime Minister Stanley Bruce reassured a worried public that Australia's racial makeup was 98% British and that this was unlikely to change. The means of maintaining this racial and cultural homogeneity is loosely termed the White Australia policy.

Immediately following Federation in 1901, policies were designed to keep Australia white and British. Non-racial language was used to minimise international condemnation, but the xenophobic concern was plainly evident. Australia's first prime minister, Edmund Barton, explicitly stated his belief in white superiority:

There is no racial equality. There is that basic inequality. These races are, in comparison with white races – I think no-one wants convincing of this fact – unequal and inferior. The White Australia policy was in place for seven decades after 1901 and had a profound impact on the newly federated Commonwealth."

Read the entire article by Benjamin T Jones in The Conversation at: <https://theconversation.com/australian-politics-explainer-the-white-australia-policy-74084>

## Worth Reading: The research on hot-desking and activity-based work isn't so positive

"A recent [survey](#) of 400 multinational corporations found that two-thirds plan to implement shared-desk workplaces by 2020. But research shows these arrangements have a range of outcomes, many of which are negative.

A [recently published study](#) of 1,000 Australian employees found that shared-desk environments had a number of problems. These included increased distrust, distractions, uncooperative behaviour and negative relationships. On top of this, there was a decreased perception of support from supervisors.

Another study [showed](#) that shared-desk environments can lead to employee marginalisation, indifference and inattention to co-workers, loss of identity and decreased organisational commitment.

These studies and more should sound a cautionary note against the uptake of shared-desk arrangements."

Read the entire article by Libby Sander in The Conversation at: <https://theconversation.com/the-research-on-hot-desking-and-activity-based-work-isnt-so-positive-75612>

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## Worth Reading: The Atlas of Living Australia: Collect it, log it, use it

"As you start your daily commute to work each day, do you stop to smell the wattle, or listen to the kookaburra singing, take note of the blue-tongue rustling in the bushes or perhaps marvel at unusual insects in your garden? It doesn't matter if you live in the city, the outback, or the coast — biodiversity is all around us.

Biodiversity describes the variety of all living things in the natural world around us. By increasing our understanding of Australia's unique biodiversity, we can look at the best ways to manage and protect it in a changing world. And while it's important to improve our knowledge of Australia's biodiversity, we also have to broaden the tools and techniques we use to expand that awareness.

This makes comprehensive and easy to access data vital. Without such information, obtaining reliable results or making sound decisions can be difficult. Thanks to rapidly evolving technology and publically accessible 'big data' capabilities, researchers can focus more on discovering answers to their biodiversity related questions, rather than wasting time searching for and managing data."

Read the entire article by Hannah Scott at the CSIRO Blog: <https://blog.csiro.au/atlas-of-living-australia/>

## 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](#)

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[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.](#)



## Share STAT Report

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.

[follow on Twitter](#) | [friend on Facebook](#)

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