



Stat Report 2017/18

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Time to Renew your Membership

It's that time of year again to renew your membership. We've already sent out the notices about renewing your membership; and like last year we've again sent you the notices via email. It's quicker and cheaper than sending you the notice via snail mail.

Unfortunately due to a glitch in our system not everyone received the original invoices we emailed out on 8 June. We have reissued the invoices and if you have already received it and paid it please ignore this advice. But if you haven't seen the notice to renew your membership then check your SPAM folder and if you don't find it there then get in contact with the Union asap on 9623 9623 or via email at enquiry@msav.org.au

Here are the rates for the next financial year:

	Full Time	Part Time	Sessional	Non-Working
MSAV	\$642.80	\$385.50	\$198.00	\$86.00

	Full Time	Part Time	Sessional	Non-Working	Student	Private Practice
VPA Inc	\$642.80	\$385.50	\$198.00	\$86.00	\$32.50	\$292.80

	Full Time	Part Time	Sessional	Pre-Registration	Non-Working
AHP	\$634.60	\$395.80	\$156.90	\$114.60	\$86.00

*The membership fees for AHP members are slightly higher than usual due to the Union securing Pharmacy Board of Australia-approved Professional Indemnity Insurance.

Update on Public Sector bargaining

Despite much of the work being completed the Union is still waiting to have the draft agreement considered by the government and approved to be put out to vote.

While it's incredibly frustrating that we are still waiting, the good news is that we're closer to getting the agreement finalised. It also means that it won't be long before we'll be asking you to vote for the new agreement but we will make sure a detailed explanation of all of the changes in the new agreement is distributed.

Until then, 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

Your rights at work – some key things to keep in mind

In the perfect world we would all go to work without fear of being harmed; without fear of having a workload that is unsustainable and without fear of having your fundamental rights at work undermined or ignored. Unfortunately we don't work in a perfect world and far too often people in management actually don't know the rules they're meant to be following. And this is all too often the case when it comes to your rights at work.

So here are a 3 key things you need to remember about your rights at work

1. When it comes to sick leave - employers only need to have a medical certificate or statutory declaration when claiming sick leave. They do not have a right to know your condition and they have no right to direct you to see a health practitioner.
2. If you're meeting with your management team - do not attend it until they have told you in writing what the meeting is about and supplied any information they may rely on at the meeting; and you've sought advice from the Union.
3. When in doubt contact the Union. If you've ever heard your employer say to not involve the Union then you can be sure that it's something you should involve the Union in. Whenever you are confronted with an issue at work and you're not sure how it should be resolved then contact the Union.

Need advice about an issue in your workplace then contact the Union on 9623 9623 or at enquiry@msav.org.au

Microbiology closed at Bendigo Health

The Union is shocked to find out that Bendigo Hospital will from today (Friday 30 June) be without its microbiology laboratory with Australian Clinical Labs officially sacking scientists and closing the laboratory.

The decision by Clinical Labs means that Bendigo Hospital will no longer be able to safely deal with issues around infectious diseases in the hospital. This is happening as the \$600 million upgrade to the hospital is finalised. The Union believes the decision by Clinical Labs will immediately compromise the quality of care patients receive at Bendigo Hospital given it will no longer have a microbiology pathology lab.

Four scientists with a collective experience of approximately 100 years have lost their jobs as the microbiology pathology laboratory is closed today. It's another blow to the Bendigo community to lose permanent, well paid jobs in the area.

It's clear that Clinical Labs has little regard for the safety and well-being of patients in Bendigo and the region with its belief that Bendigo Hospital doesn't need to have a fully functioning microbiology pathology lab dealing with potentially infectious diseases.

It's simply not good enough that patients in Bendigo are not being given the highest quality of

care because a private pathology provider has now walked away from delivering a critical pathology service. When it comes to things like diagnosing infectious diseases, waiting for a test result to come from Melbourne could have serious adverse effects for patients.

It also makes a mockery of the \$600 million expansion and upgrade of the hospital as this decision means the full range of clinical services can no longer be delivered safely. Essentially the business decisions of Clinical Labs, a for-profit pathology provider, are dictating the quality of care in Bendigo.

Bendigo Health and its Board, the Health Minister and the Department of Health must now take firm action to ensure there is no risk to patient safety standards in the hospital; and determine how it will ensure urgent infectious disease We can't, as a community, allow a private pathology services contractor such as ACL to dictate what public health services can do about protecting patient safety.

[Please call the local Bendigo MPs and Minister for Health, Jill Hennessy today to register your disgust about scientists losing their jobs and an essential pathology laboratory being closed.](#)

Here are the contact details for local Members of Parliament and the Minister for Health, Jill Hennessy:

Member and Electorate	Electorate Phone Number	Other Phone Number
Jill Hennessy (State Minister for Health)	(03) 9395 0221	(03) 9096 8561
Maree Edwards (Bendigo West)	(03) 5444 4125	
Jacinta Allan (Bendigo East)	(03) 5443 2144	(03) 8392 6100
Jaclyn Symes (Northern Victoria Region)	(03) 5783 2000	

Please share this graphic with your networks on Facebook:

This is Jill the Victorian Health Minister

Jill let Clinical Labs close the microbiology lab at Bendigo Hospital.

Over 100 years of scientific experience is gone.

Test results will be delayed.

Treatments will be delayed.

Patient safety is compromised at Bendigo Hospital

Let Jill know what you think on (03) 9395 0221

Authorised by Elliott Executive CP

Check out some of the local media about the issue:

- [Pathology staff to refuse to perform urgent tests](#)
- [Medical staff group joins calls to reverse pathology changes](#)
- [Government to review safety at hospital](#)
- [Lab closure 'ludicrous', doctors say](#)
- [Bendigo Health to lose microbiology lab](#)

NDIS and Dietitians, Audiologists and Psychologists

The National Disability Insurance Scheme is starting to be rolled out and it is going to have potential impacts on dietitians, audiologists and psychologists.

We know that for some health services there will be a need to make changes to various roles or teams; or change how the organisation may deal with particular issues as they relate to the NDIS. While we expect some changes to be made, we want to be sure that health services are going about the changes in the right way and not using the NDIS as a chance to make wholesale changes.

If NDIS-related changes are happening in your health service which could impact on your role please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Health Complaints in Victoria: what the changes mean for you

As we reported earlier this year, there have been changes in Victoria's health complaint laws, including:

- who can lodge complaints with the Health Complaints Commission
- what types of services the Health Complaints Commission accept complaints about
- the Commission's powers in resolving and investigating matters
- a new code of conduct for general health services
- complaint handling standards for all health services

To assist with understanding what the changes mean, the Health Complaints Commissioner, Karen Cusack, will [discuss what the changes mean and answer questions in a live Q&A](#).

If you'd like to know more about health complaints in Victoria, join the free webcast on Thursday 20 July 2017, 11am to 12 noon – [make sure you register](#).

Proposed new radiation regulations

The Department of Health and Human Services (DHHS) regulates the use of radiation to protect people and the environment from its harmful effects, by licensing users of radiation sources and those who conduct radiation practices under the Radiation Act 2005.

The current Regulations prescribe:

- the activity concentration and activity of material that spontaneously emits ionising radiation and the prescribed circumstances for the purposes of the definition in the Act of the term 'radioactive material'
- radiation dose limits
- the radiation sources that require a current certificate of compliance prior to use of the source
- the date of expiry for certificates of compliance issued in respect of prescribed radiation sources
- fees
- other matters required to give effect to the Act.

Submissions are now invited on the proposed regulations and legislative instruments.

Submissions may be made on one or all of the proposals. Submissions should be in writing and clearly marked with the word "submission" and it is requested you quote the correct proposal or proposals your comments apply. Emailed comments and documents are preferred.

Written comments and submissions should be forwarded by no later than 5pm on Thursday 6th July 2017 to radiation.safety@dhhs.vic.gov.au

More information about the proposed radiation regulations can be found at:
<https://www2.health.vic.gov.au/public-health/radiation/radiation-regulatory-framework/radiation-laws/document-public-comment>

2017 International Mental Health Conference

The 2017 International Mental Health Conference will be held at the Conference Centre, Sea World Resort, Gold Coast, Queensland from Monday 21 August – Wednesday 23 August 2017.

This year's conference will examine a range of issues from the perspective of Primary Interventions, Promoting Recovery, Prevention and the latest Policy Initiatives.

Mental health awareness and well-being strategies remain urgent public concerns. The Conference will focus on the range of complex mental issues affecting the elderly including depression, dementia and anxiety. It will also explore the mental health issues of young Australians and how we can influence, educate and promote change.

Mental health problems have become one of the leading causes for absenteeism from work and early retirement all over Australia. Maintaining good mental health at the workplace is therefore not only essential for the individual but also a challenge facing business and society as a whole. There is considerable business and political interest in tackling poor mental health at work.

Featuring Australia and New Zealand's leading practitioners, academics, researchers, mental health experts, NGO's and policy makers, the conference will motivate and inspire professionals (and future professionals). All delegates will have access to the program podcast library and Book of Proceedings included in their registration fees.

For the full list of registration inclusions please visit the registration page at:
<https://anzmh.asn.au/conference/registration/>

The 2017 International Mental Health Conference Program is available at:
<https://anzmh.asn.au/conference/program/program2017.pdf>

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.](#)

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

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: Ten years on, it's time we learned the

Lessons from the failed Northern Territory Intervention

"Ten years ago this month, the then prime minister, John Howard, and his Indigenous affairs minister, Mal Brough, launched the [Northern Territory Emergency Response](#) (NTER) into remote Indigenous communities.

With no warning, and no consultation, the federal government moved swiftly to seize control of many aspects of the daily lives of residents in 73 targeted remote communities. It implemented coercive measures that would have been unthinkable in non-Indigenous communities."

Read the entire article by Diana Perche in The Conversation at: <https://theconversation.com/ten-years-on-its-time-we-learned-the-lessons-from-the-failed-northern-territory-intervention-79198>

Worth Reading: Our pets strengthen neighbourhood ties

"Talk to any pet owner and you are bound to invoke stories about the joy and companionship of having a pet. But evidence is mounting that the effect of pets extends beyond their owners and can help strengthen the social fabric of local neighbourhoods. Now a cross-national study involving Perth, Australia, and three US cities has lent weight to the observation that pets help build social capital.

This is not a frivolous notion, given the erosion of sense of community is often lamented. As Hugh Mackay [recently observed](#), not knowing our neighbours has become a sad cliché of contemporary urban life.

I stumbled into pet-related research some 15 years ago when undertaking a PhD on neighbourhoods and sense of community. I was curious about the elements of a neighbourhood that might help people connect to one another, so I threw some in some survey questions about pets."

Read the entire article by Lisa Wood in The Conversation at: <https://theconversation.com/our-pets-strengthen-neighbourhood-ties-79755>

Worth Reading: How to help kids navigate fake news and misinformation online

"Young people get a [huge amount](#) of their news from social media feeds, where false, exaggerated or sponsored content is often prevalent. With the right tools, caregivers can give kids the knowledge they need to assess credible information for themselves.

Being able to identify the trustworthiness of information is an important concern for everyone. Yet the sheer volume of material online and the speed at which it travels has made this an increasingly challenging task. Platforms like Twitter and Facebook provide a loudspeaker to anyone who can attract followers, no matter what their message or content.

Fake news [has the power](#) to normalise prejudices, to dictate us-versus-them mentalities and even, in extreme cases, to [justify](#) and [encourage](#) violence.

We have become obsessed with getting kids off their devices at the expense of developing their understanding of the online world. This is not about surveillance, but rather about having open conversations that empower children to understand and assess the usefulness of information for themselves."

Read the entire article by Joanne Orlando in The Conversation at: <https://theconversation.com/how-to-help-kids-navigate-fake-news-and-misinformation-online-79342>

Worth Reading: Giving ugly vegetables a nutrient-rich face lift

"When you're picking fruit and vegetables at the supermarket, do you go for the healthiest-looking, largest and most colourful option? You're not alone. Research has shown 40, and even up to 60 per cent of farmers' veggie crops are wasted along the chain from the farm to our kitchens and one reason is because they don't meet shoppers' expectations.

That's a whole lot of perfectly good veggies — and nutrition — going to waste!

As part of an industry-led drive to reduce waste, we've partnered with Horticulture Innovation Australia to work with growers to turn imperfect-looking vegetables into nutrient-rich snacks and supplements. We're investigating how plant-based nutrients, or phytonutrients, can be drawn from carrots, broccoli and other vegetables."

Read the entire article by Pamela Tyers in the CSIRO Blog at: <https://blog.csiro.au/giving-ugly-vegetables-nutrient-rich-face-lift/>

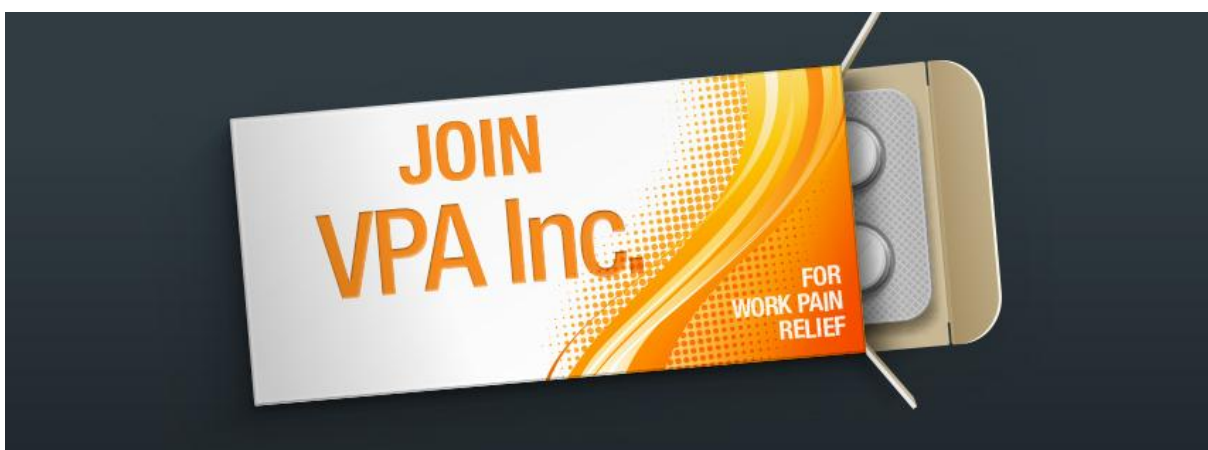
Join the Union

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.](#)



Share STAT Report

Is there a copy of STAT Report on your Union noticeboard or in your staff room?

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