



Stat Report 2017/26

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What's happening at Dorevitch?

You may recall from recent STAT Reports that over 500 Dorevitch HWU members went on strike with management responding by locking out 89 members.

The Dorevitch agreement has been expired for 10 years. But as we know Dorevitch's parent company Primary Health has made \$1.2 billion in profits from pathology since the last agreement expired. And since Dorevitch workers were told to terminate their industrial action we've been informed that Neville Moller has left the company.

This is a significant turn of events especially as the CEO of Pathology at Primary Health Care issued a statement via email to staff saying that Dorevitch Pathology wants to be recognised as a great place to work where staff are celebrated, supported, valued and appreciated.

This is great news and it's our best opportunity to make sure that Dorevitch's management enter into negotiations and offer pay increases and end the decade long wages freeze.

It is important to clarify when Ian McPhan/Acting CEO says in his 'Dorevitch Team Update' (1/9/17) that a wages offer has been made after a meeting with "the unions", he is not referring to meeting with the MSAV, nor has a wages offer been made to the MSAV.

The only wages offer made by Dorevitch management has been made to the HWU.

We're keen to work with Dorevitch as negotiations for a new agreement restart. But we'll need your help to make it happen.

The Union has started meeting with members to discuss the next steps and what we can do to ensure that management understands the very real need for staff to truly feel valued and celebrated.

Keep an eye out for notices about member meetings, and in the meantime encourage colleagues to join the MSAV.

Public Sector Bargaining

Members may be aware that the Victorian Government has finally signed off on our new agreement. This means we're now working on finalising the dates for distributing the new agreement to you before the ballot to vote on the agreement is circulated.

The ballot will be an electronic vote.

But right now we're mapping out members' meetings so that we can let you know with confidence what achievements we have secured in our new agreement. It also gives us a chance to explain those changes and what they mean to you, your colleagues and day-to-day working life.

VPA Professional Development Seminar

VPA PD Wednesday 13 September 2017 from 2pm to 4.30pm at Royal Australasian College of Surgeons - Hughes Room - 250-290 Spring St, East Melbourne.

The seminar's theme will be on anger management with Dr Tony McHugh presenting on *Regulating and managing anger: An evidence based CBT approach*

This seminar will address the following topic areas:

1. The problem of anger
2. Anger treatment: the evidence base
3. Major contemporary theories of anger
4. Assessment of problematic anger and discriminating who is suited to treatment and
5. Various evidence supported strategies for treating dysfunctional anger

By its conclusion, participants will have received important training to enable them to assist clients with dysfunctional anger for its impact on themselves and their significant others.

More details will be announced as soon as possible but in the meantime make sure you [save your spot and RSVP today](#) for the next VPA Professional Development Seminar. The seminar will commence following the VPA Inc's Annual General Meeting.

Registration and light refreshments will start from 12.30pm. If you have already RSVP'd you don't need to RSVP again.

RSVP at <https://goo.gl/forms/ry7aE1ewW9T80rnr2>

Annual General Meetings

It's that time of year again for the Unions' Annual General Meetings. But in order to be able to attend you'll need to be a financial member. If you're not sure whether or not you're a financial member contact us on 9623 9623.

Here are the dates and venues for the upcoming Annual General Meetings.

HSU#4

Wednesday 27th September 2017
12:00pm Refreshments for 12:30 start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

MSAV

Wednesday 27th September 2017

12:00pm Refreshments for 1:00pm start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

VPA

Wednesday 13th September 2017
Royal Australasian College of Surgeons
Hughes Room
250-290 Spring St, East Melbourne.
12:30pm Refreshments for 1:00pm start to be followed by Professional Development Seminar at 2:00pm-4:30pm.

AHP

The date and venue for the Annual General Meeting will be announced as soon as possible.

Equal Pay Day

This week on Monday (4 September) women working in Australia finally caught up to the pay of men. That is, the number of extra days women have to work after the end of the financial year in order to earn the same amount that men earn in twelve months.

This year women needed to work an additional 65 days just to catch up. The gender pay gap cumulatively adds up to women losing more than one million dollars over their working life time. It also means that women retire with substantially less superannuation than men.

Each year we talk about the growing pay inequality between men and women and this year the pay gap stands at 15.3%. That equates to roughly \$13,000 per year that women are being paid less than men. And while the gap has narrowed ever-so-slightly, the pay gap has hovered between 15% and 19% for the past two decades.

Some of the excuses for pay inequity include:

- “women’s work” is undervalued
- in professions where women predominate, wages are generally lower than industry standards
- women more often work part time and in temporary jobs that have reduced hourly pay rates
- women interrupt their careers more frequently, e.g. after pregnancy
- women often face a ‘glass ceiling’; they do not move on to senior positions even when they have the same qualifications as men
- gender role stereotypes still predominate and our workforces are often segregated into women’s work and men’s work

The Union actively works to address the gender pay gap and that’s why we worked hard to address it in our latest round of enterprise bargaining through improving wages, additional week’s annual leave and family and domestic violence leave. We will continue to work with the government and employers to ensure that women do not lose out at every stage in their careers.

Marriage Equality

We’re closer than ever to winning marriage equality in Australia. And now with the decision by the High Court to allow the postal plebiscite to go ahead it’s vital we campaign for equality for all Australians by having conversations with as many people as possible in more ways than ever before.

Research shows that real-life conversations with your friends and family are incredibly powerful and have a far greater impact than any advertising campaign can have. But lots of people who might not be sure whether they support marriage equality may still have lots of questions. By sharing your experience and why you’re supporting marriage equality you’re creating the space to have a conversation, which can bring more people with us to support marriage equality

than a furious, heated debate.

The Union is proudly supporting the Yes campaign for marriage equality. After all equality is union business and that's why we're encouraging you to get behind the Yes campaign.

There are lots of different ways you can support the campaign in your workplace and community.

Check out the great resources that the Victorian Trades Hall have prepared at:
<http://www.weareunion.org.au/equality>

You can also find some great resources at the Marriage Equality campaign website and/or sign up to be part of the campaign at: <http://www.equalitycampaign.org.au/home>



Allied Health in Mental Health “Shape the future of your Discipline” - State Wide Forum

Allied health practitioners are a vital part of multidisciplinary teams providing mental health services within clinical settings in Victoria. The Department of Health and Human Services needs your expertise and input to contribute to the development of a mental health workforce study being undertaken for the Mental Health Workforce Reference Group of the Expert Taskforce on Mental Health and support priority setting for allied health workforce development.

This forum will:

- bring together mental health practitioners from allied health disciplines, their management, professional associations and relevant unions to participate in an engaging and interactive event about allied health workers in mental health
- highlight known issues relating to the attraction, recruitment and retention of allied health professionals in the mental health sector
- present and discuss results on current research activity commissioned by the department on allied health workers in mental health
- focus on identifying strategies and setting priorities to improve allied health careers in mental health
- support the department to shape workforce planning initiatives for allied health disciplines in mental health settings
- provide an opportunity to network and interact with peers from across the state, as well as engage with experts in allied health and mental health workforce development in discussions about allied health careers and workforce development.

The forum is relevant to all Allied Health roles in health settings including mental health network

coordinators, mental health practitioners, seniors in allied health disciplines (particularly with co-located mental health services), representatives from professional associations and the unions representing allied health workers in mental health, and mental health service management and relevant.

When: Thursday 12 October 2017 (full day)

Where: Melbourne CBD (tba)

Who: Mental health network coordinators, mental health practitioners, discipline seniors in Allied Health, representatives from professional associations and the unions representing Allied Health workers in mental health, mental health service management

Details about how to register and agenda will be made available over the coming weeks.

Our Climate, Our Health Campaign

Health professionals launched the Our Climate, Our Health campaign at Parliament House in Canberra in June. And as part of the launch, the campaign released a [Framework for the National Strategy on Climate, Health and Well-being for Australia](#).

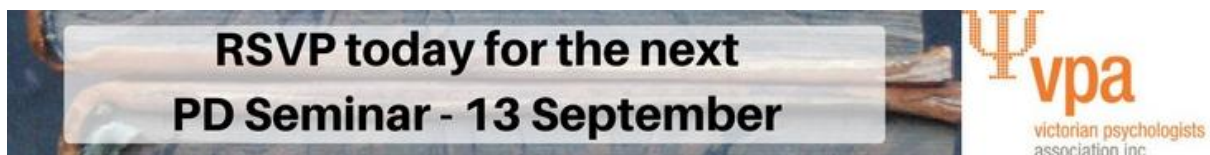
This is a huge step toward addressing the devastating effects of climate change on health that we are already witnessing, such as thunderstorm asthma, worsening heatwaves, and more extreme weather events.

You know that climate change is already having an impact on our health but there is still plenty of work to be done.

The Federal Government is still failing to take action on climate health, and most Liberal MPs don't believe the science behind climate change.

The only thing that is going to push this government to action is an army of health professionals and members of the community speaking up. With your help, we can reach every member of Parliament and tell them we want them to act now to protect our health from climate change.

Will you join? Visit <http://www.ourclimate-ourhealth.org.au/>



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

The 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.

Stop the Victorian Government from selling our Land Titles Office

The Victorian Government has announced its intention to privatise Victoria's Land Titles Office. For 155 years, the Land Titles Office has tirelessly scrutinised every survey, mortgage and

transaction on Victoria's four million-odd properties, perfecting this priceless public asset. This decision must be reversed.

The CPSU have a petition on Megaphone, calling on Daniel Andrews to reverse this decision.

Please sign and share the petition with your friends and family and stop the privatisation of public services.

<https://www.megaphone.org.au/petitions/stop-the-victorian-government-from-selling-our-land-titles-office>

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: The gender pay gap won't budge as long as we keep talking about 'merit'

"Happy Equal Pay Day! Today represents the number of extra days women have to work after the end of the financial year in order to earn the same amount that men earn in twelve months.

Currently, the [equal pay gap is 15.3 per cent](#), which means that on average women are earning [\\$251.20 less per week](#) than the man sitting in the cubicle next to them. That's \$13,000 per year, people.

Think of what you could do with an extra 13,000 bucks a year for doing nothing extra. Maybe you'd spend it on that holiday you'd been dreaming about but can't afford. Or you'd replace the fridge that's been leaking all year, or afford school uniforms and new shoes without financial hardship. Perhaps it's the difference between being able to afford to leave your abusive relationship or not."

Read the entire article by Kasey Edwards in The Age at: <http://www.theage.com.au/lifestyle/life-and-relationships/careers-and-money/the-gender-pay-gap-wont-budge-as-long-as-we-keep-talking-about-merit-20170903-gy9yyv.html>

Worth Reading: How better designed therapy spaces could improve mental health treatment

"With one in five Australians experiencing a mental illness in any year, a researcher at the Melbourne School of Design says it's worth considering how to design the spaces in which therapy takes place.

Stephanie Liddicoat is nearing the completion of her PhD on the architecture and the design of therapeutic environments, and was inspired by the idea that better designed therapeutic spaces could improve overall treatment and recovery.

"We can all picture spaces that we've walked into in our own lives that have just felt wonderful," Ms Liddicoat said.

"Conversely I think we can all picture some spaces that we've walked into that have just been awful. Hospitals are often one of them — they make us feel more stressed and anxious."

Read the entire article by Fiona Pepper on ABC at: <http://www.abc.net.au/news/2017-08-28/better-designed-therapy-spaces-improve-mental-health-treatment/8836046>

Worth Reading: Our top six new innovative food technologies

"Five years ago we blogged about our [top five emerging food technologies](#) for helping industry create a safer food supply chain. And now we're excited to share our new top six food technologies; we've got next gen updates for our old technology and some brand new tech to share!

New food technologies not only create value for Australian food companies, but they also help to generate new and great tasting safe foods while maintaining as many of the 'fresh-like' characteristics consumers expect."

Read the entire article by Pamela Tyers in CSIRO Blog at: <https://blog.csiro.au/top-six-new-innovative-food-technologies/>

Worth Reading: Do clothes maketh the doctor?

"A white coat is a potent symbol of medical expertise and authority. Yet it is rare these days to see an Australian doctor sporting the universally recognised [uniform](#) that is still worn by medics in many other countries. It is increasingly seen as an outdated — and some say potentially [dangerous](#) — symbol of the medical hierarchy and a poor substitute for good hygiene and infection control. And it turns out that it can have unexpected effects on the relationship between patients and doctors.

It's also a relatively recent feature in the long history of medicine. White-coated doctors first began appearing around 1900. Prior to that, like clergy, they dressed in black to reflect the sombre nature of their work (and perhaps the fact that seeking medical advice was often a last resort, and even a precursor to death). For a surgeon, a black frock coat stiffened with blood and other bodily fluids was the badge of a busy practice."

Read the entire article by Lesley Russell in Inside Story at: <http://insidestory.org.au/do-clothes-maketh-the-doctor/>

Worth Reading: Seven ways to protect your pets in an emergency

"If you've been following media coverage of the post-hurricane flooding in Texas during the last couple of weeks, you will have seen many images and accounts of people [evacuating with their pets](#).

You will no doubt also have seen emergency responders and volunteers [rescuing abandoned pets](#) and stranded [horses and livestock](#). Similar stories play out during all types of natural disasters, whether they're floods, cyclones, or bushfires.

An estimated [63% of Australian households](#) have at least one pet – one of the highest rates of pet ownership in the world – and including those pets in your emergency plan can be vital."

Read the entire article by Mel Taylor in The Conversation at: <https://theconversation.com/seven-ways-to-protect-your-pets-in-an-emergency-83484>

Worth Reading: Forget heatwaves, our cold houses are much more likely to kill us

"A pervasive myth in Australia is that hot weather is the greatest danger to our health. In reality, it's more likely cold weather will kill you.

For all our concern about the dangers of heatwaves, simple analysis of mortality data suggests the cold months present a much greater health risk.

Almost 7% of deaths in Australia from 1988 to 2009 were attributable to cold weather, according to an [international study reported in The Conversation](#). Less than 1% of deaths were attributable to heat."

Read the entire article by Lyrian Daniel and Emma Baker in The Conversation at: <https://theconversation.com/forget-heatwaves-our-cold-houses-are-much-more-likely-to-kill-us-83030>

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!

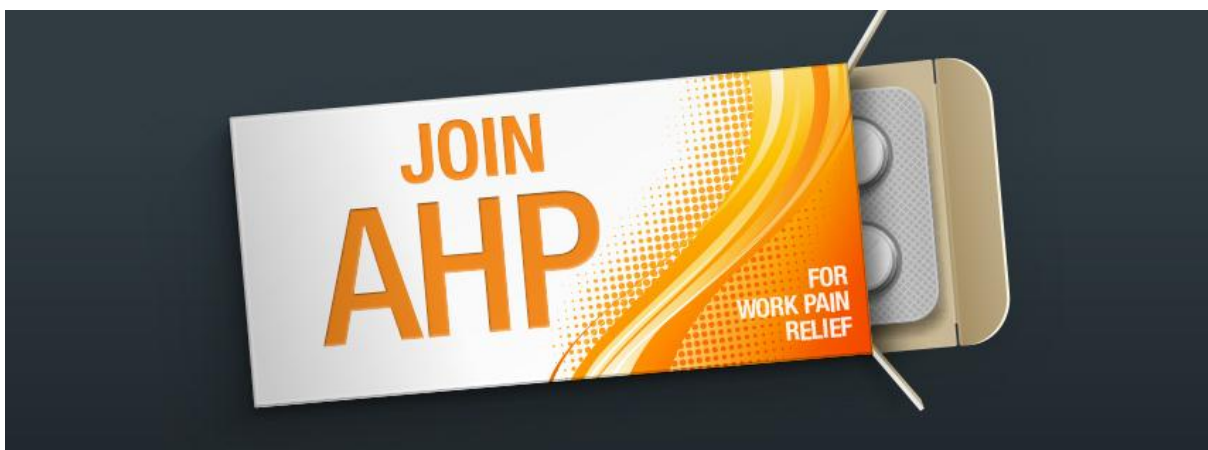
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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](#)



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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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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