



## Stat Report 2018/01

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### Happy New Year 2018

If 2017 was a big year we expect 2018 to be an even bigger year.

This year we will work hard to bed down our new Public Sector agreement and start putting into action the important new provisions that we secured together. (We're still celebrating the outstanding result of the agreement ballot.) In particular we want to ensure that the provisions around backfilling leave are fully utilised and tested. These provisions were included because of our work in identifying the growing pressure on staff to do more work and work longer hours, often without pay.

The Union will continue bargaining with the Community Sector and private providers, and we remain hopeful that employers will bargain in good faith. And we will continue advocating for better outcomes for Victoria's health care sector by challenging the ongoing notion that better results are delivered by outsourcing vital clinical services.

But we know there are still some big issues that remain. We're regularly dealing with emboldened managers and supervisors who think the rules don't apply to them as they make resolving disputes more complicated than they need to be. We're also seeing an increase in interference from employers demanding staff see their healthcare professionals claiming they only want to help, which in reality will be used to discipline staff, put people under pressure leading to people being sacked. It's clear the rules are broken and it's vital we change the rules. That's why the Union will be working with other Unions across Australia and the Australian Council of Trade Unions to keep up the campaign to Change the Rules.

As we kick off 2018 the Union will work with you to increase our membership. With the great outcome from the public sector agreement, now is the time to ask your colleagues who aren't a member to join up. And if you have anyone new starting, it's the best time to ask them to join up.

And the Union will continue its "No Pay? No Way!" campaign. This campaign has given the Union vital information about the impacts of unpaid work and the variety of reasons that it continues to happen. It has also been instrumental in guiding the Union on its lobbying and advocacy work with the State Government, as well as developing things like our log of claims for the most recent public sector bargaining efforts. It has become an important part of the Union's

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ongoing work helping us identify trends within our sector. In this year's "No Pay? No Way!" survey we will be including questions around the impact of unpaid work on your personal life and health and well-being.

2018 promises to be a big year for the Union and we look forward to working with you all in continuing the fight for our rights at work and changing the rules for working people.

Paul Elliott  
Secretary

## What happens to public hospitals when private pathology providers fail?

Recent reporting from the Australian Financial Review shows that Capital Crescent, the private equity firm that owns Australian Clinical Labs, is experiencing some big financial problems. And they aren't the first private pathology company to experience financial problems.

But what happens to the delivery of pathology in public hospitals when private pathology providers cut staff and services; or worse, go out of business?

We've regularly pointed out the real dangers in allowing private providers to deliver key clinical services, like pathology, in our public hospitals. It's becoming more obvious that private providers are not more effective or efficient than in-house pathology services and are contributing to problems in delivering world-class healthcare; on the contrary. It is a major problem when turn-around times increase because pathology labs in public hospitals are closed and the work moved to locations based hundreds of kilometres away. Regardless of the strenuous defence of these moves by a hospital's management, the research overwhelmingly shows that doing tests closer to where the sample is taken significantly improves turn-around times, reduces chances for spoiled samples and speeds up the time for a patient to receive treatment.

Increasing turn-around times for test results can have adverse outcomes for patients as test results need to be known before treatment(s) can start. Or it can result in patients taking up beds to only be told that there is nothing to worry about.

It also has flow on impacts in local regional and rural communities by increasing unemployment and reducing confidence in local health services. There are usually significant amounts of experience lost when private pathology services take over in-house testing. And there are unexpected consequences for other healthcare services like aged care, which rely on local pathology services in order to deliver care and ensure the health and well-being of mature aged people.

The reality of private pathology providers shutting laboratories was sheeted home in 2017 with Clinical Labs abruptly announcing the closure of two health service pathology laboratories.

With the privatisation of essential clinical pathology services in public hospitals, there is a need to ask: what happens to the quality of care in our public hospitals when a private pathology provider goes out of business or decides to walk away from a contract?

Judging by the Victorian Government's apparent approval of the continued use of privatised pathology services, despite the concerns raised, public hospitals would be left without adequate in-house pathology services to ensure the safe treatment of patients.

Too often patients are being put at risk by the business practices and profit imperatives of private pathology providers. When samples are misplaced or go missing, and there are increasing delays in test results being made available, the government cannot idly sit by and allow public hospitals to outsource vital clinical pathology services.

The business model for all private pathology providers is to close down hospital pathology laboratories, sack scientists and move pathology testing to laboratories hundreds of kilometres away. Ongoing cuts to the scientific workforce means private pathology providers are unable to provide quality pathology services to the highest possible standards. It is anathema to the

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provision of high quality public health services to have private pathology providers cutting the very workforce which delivers quality results for treating clinicians and patients who rely on these.

The Victorian Government must stop allowing public hospitals from outsourcing vital clinical services like pathology if they want to deliver world-class healthcare to all Victorians.

## New Year's Day and Your Pay

During the festive season our new public sector agreement came into force. This is really good news as we start the new year with the new agreement. And because it has come into force it means there are some changes to things like payments for public holidays.

The payments for Christmas and Boxing Day were paid as per the old agreement and the payments for New Year's should have been paid as per our new agreement. But to help you know if you've been paid correctly for the New Year's public holiday we have produced this handy flowchart.



# New Year's Day 2018 Payments

Did you work that day?

YES

NO

Are you full-time,  
part-time or casual?

Would you have  
worked if it wasn't a  
public holiday?

Full-time

Part-time

Casual

YES

NO

2 times ordinary pay  
with a minimum of 4  
hours or 1 day and  
TOIL amounting to  
the hours worked  
with a minimum of 4  
hours time off.

250% for all work  
done,  
minimum  
of 4 hours'  
pay

1 day's  
pay

Are you full-time, part-  
time or casual?

1 day of  
ordinary  
pay or 1  
day off

Full-time

Part-time

Casual

Pro-rata  
payment

No additional  
benefit



## Union assistance for Scientist Progression

To make sure that scientist members understand the process for progression, and what evidence will be needed in order to successfully progress to Grade 2, the Union has created a handy booklet. You'll find advice and information about what is expected, what evidence you'll need and how to work through the process – it's an essential tool.

This is a resource we've created specifically for members and it's only available by contacting the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Have your say into the Banks' Royal Commission

Late last year, the Turnbull government was dragged kicking and screaming into calling a Royal Commission into banks. They were left with no choice.

It came after a strong campaign by Australian Unions, concerned for the ways in which working people were being ripped off.

But the government, seeking to protect the banks from their victims, have allowed the banks to set their own terms to the inquiry.

And they've failed to allow the very people who were ripped off to make a complaint to the Royal Commission.

So Australian Unions have set up a way in which people can make a complaint to the Royal Commission. All you have to do is [click here and you can make your voice heard](#) to the Royal Commission.

Have you been charged fees for no reason, like the Commonwealth Bank who were forced to refund \$80 million to customers?

Maybe banks charged you for advice you never received, like the \$5 million NAB charged customers without providing the advice they promised to.

Maybe you were one of the people who were charged hidden fees on your credit card, like those at Westpac.

Or maybe you were one of those who were charged secret fees, like at ANZ.

Perhaps you got sold junk insurance from the Commonwealth Bank, maybe they ripped off your super, or got pushed a dodgy loan.

All you need to do is [click here and fill out the form](#) on the bottom of the page. Tell us what happened, when, and how you were affected by it. The more detailed you can add the better.

Truth is powerful. Speaking up can make a huge difference. Don't let the government ignore your voice.

We've got to stand up to the big corporates, otherwise, they'll keep getting away with it.

## 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.

## 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).**

## 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>

## 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 \(SRV\)](#)

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[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: New Year's resolutions for better mental health

"Every new year we set about making New Year's resolutions. Usually they're related to our physical health: going on a diet, joining a gym or drinking less. But what about our mental health?"

Mental health is central to every part of our lives: how we interact with loved ones, how productive we are at work, and how we feel when we are alone. So here are six things science says you can do to improve your mental health in 2018."

Read the entire article by Fiona Kate Barlow in The Conversation at:  
<https://theconversation.com/new-years-resolutions-for-better-mental-health-87255>

Worth Reading: Australia's healthcare system contributing to 7% of nation's carbon footprint  
"Australia's healthcare system is contributing more than 7% of the nation's carbon footprint, with hospitals and pharmaceutical companies forming the bulk of health-related emissions, an analysis led by the University of Sydney has found.

The findings, published in the international medical journal the Lancet on Tuesday, have prompted the climate lobby group Doctors for the Environment Australia (DEA) to urge the federal government to fund states and territories to make hospitals more energy-efficient.

Researchers obtained 2014-15 financial data from the Australian Institute of Health and Welfare for 15 sectors of the healthcare industry, including public and private hospitals, dental services and private practice. They used this data in mathematical modelling to determine a carbon dioxide equivalent emissions factor for each sector, and to obtain an overall emissions footprint."

Read the entire article by Melissa Davey in The Guardian at:  
<https://www.theguardian.com/australia-news/2018/jan/09/australias-healthcare-system-contributing-to-7-of-nations-carbon-footprint>

## Worth Reading: Doubling Down

""Do we want Australia for Australians? Or do we just want to give it all up?" That is the proposition driving the neo-Nazi group Patriot Blue in director Geoffrey Wright's "next generation" Romper Stomper, streaming on Stan.

The series opens with the Patriots stirring up trouble at a Muslim community feast. "We see you for what you are," their leader, Blake Farron (Lachy Hulme), proclaims. "The thin end of the wedge, who would bully my people into accepting your culture." Two young guys with shaved heads look on, clearly drawn in by the rhetoric. As an anti-fascist group gathers and prepares for confrontation, pulsing soundtrack music ratchets up the tension. When the fight breaks out, the two onlookers weigh in, taking the violence to a level neither of the gangs seems to have anticipated."

Read the entire article by Jane Goodall in Inside Story at: <http://insidestory.org.au/doubling-down/>

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## Worth Reading: Mum, dad and two kids no longer the norm in the changing Australian family

"The image of the typical family – mum, dad, and two kids – still permeates how we define and understand the family in contemporary Australia. This ideal saturates our screens and newsfeeds and was at the centre of the marriage equality debate, underscoring the pervasiveness of the nuclear family as the dominant family form in our consciousness.

However, this conceptualisation masks the true nature of Australian families, which has changed significantly in recent decades. As sociologists and demographers have long known, the Australian family is as diverse and different as the country's terrain.

Drawing on data from the 2016 Census, we know there are more than 6 million families in Australia. This is a significant increase from the 5 million or so families counted at the 2011 Census."

Read the entire article by Brendan Churchill in The Conversation at:

<https://theconversation.com/mum-dad-and-two-kids-no-longer-the-norm-in-the-changing-australian-family-88014>

## Worth Reading: 13 'ye olde' phrases that would be far better in the workplace

"Clearly we need to enter 2018 with a fresh set of expressions for the workplace.

Now, I could suggest some spanking-new ones, but lexical novelty comes with risks — besides, we're all a bit weary of innovation in the workplace.

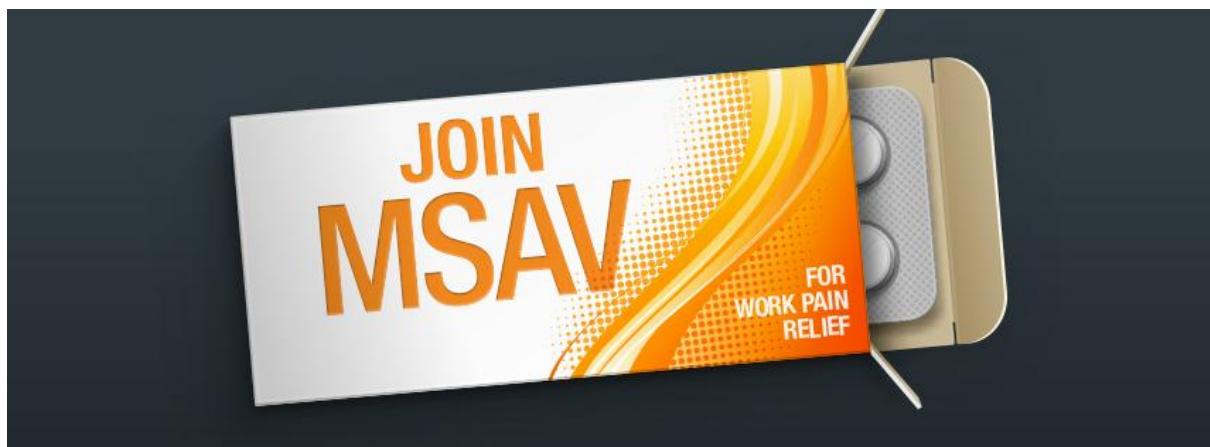
So in the spirit of recycling, I suggest we recruit golden oldies to inject energy into modern managerial jargon, some linguistic gems from the past that deserve a second go."

Read the entire article by Kate Burrige in The Conversation at: <https://theconversation.com/13-ye-olde-phrases-that-would-be-far-better-in-the-workplace-89012>

## 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?

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