



## Stat Report 2018/11

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### Responses to the Federal Budget

Since the Federal budget was handed down last week there has been a flurry of responses to the budget from a host of different commentators. It has been interesting to read through the responses and watch the variety of TV programming covering the budget and how various sections of Australian society are responding.

The most interesting response has been from commentators declaring the budget is an election budget. It's interesting because the budget has not resulted in any significant boost for the Turnbull Government. What this budget has done is further highlight the Turnbull Government's devotion to the big end of town with more tax cuts for big business who aren't paying their fair share of tax. And it has further highlighted that the Turnbull Government does not consider health and education or taking care of our most vulnerable people as priorities.

Survey after survey has consistently shown over a couple of decades that Australians overwhelmingly want the government to deliver services and to deliver top quality services. Despite the never ending propaganda coming from conservative commentators and the Coalition about how tax cuts puts more money in our pockets; the reality is that with less taxation and more tax cuts for big business there will be fewer services delivered to Australians.

We saw out of this budget that healthcare costs will continue to spiral out of control for people on lower incomes as the freeze on Medicare rebates for pathology and diagnostic imaging continues while the gap fee continues to rise. These sorts of costs will ultimately force vulnerable people to make tragic choices between seeking the health care they need and paying the rent/mortgage or bills. For a nation as rich as Australia we should not have vulnerable people making these sorts of decisions which ultimately leads to a significantly diminished quality of life when we can afford to make healthcare truly universal by ending the private health insurance subsidies.

While the Turnbull Government has shown yet again it is more interested in looking after the big

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end of town, the Opposition Leader has chosen to focus on tax cuts for individuals and is promising to put more funding into education and health. The ALP has recognised the cuts to healthcare has made it more expensive for people to get the care they need and are putting off getting pathology tests done as the out-of-pocket expenses continue to grow larger. The ALP has also committed to making changes to our industrial relations system recognising the huge problem of wage theft. And there's recognition of the impact that cuts to penalty rates have had and a commitment to reversing the cuts.

By just ending the rort that allows huge private health insurance companies to make money from Australian taxpayers, Australia can have a universal healthcare system able to deliver the care people need when they need it. Unfortunately this is something that the Coalition and ALP have not committed to do but would have a massive positive impact on delivering healthcare to all Australians, not just a few who can afford it.

The Union will be actively engaging in the upcoming state and federal elections to change the rules for working Australians.

Paul Elliott  
Secretary



## Bargaining Update

### **Community Sector**

Negotiations for a new enterprise agreement for members employed in the community health sector are continuing.

Unfortunately we are still waiting to see the detail of the wages offer however once the Union has received the offer we will organise a members meeting by teleconference to discuss it.

We have a meeting with the VHIA scheduled for 21 May, and expect that a formal offer will be put then.

Please let us know if you'd like to organise a meeting in your workplace at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Dorevitch**

Discussions in relation to the Dorevitch draft agreement has commenced but as has been flagged this discussion will take time as we go through the agreement line by line.

We have asked for an agreed operative date for any first wage increase and we are awaiting Dorevitch's response.

### **Australian Clinical Labs**

The Union will be sit down with Australian Clinical Labs to commence negotiations for a new agreement. It is expected that discussions will take their time given the time taken already to commence negotiations for a new agreement.

As the negotiations progress the Union will keep members informed and organise member meetings to discussion relevant issues as they come up. In the meantime if you have any questions please contact Matt Hammond at 9623 9623 or via email at [matth@msav.org.au](mailto:matth@msav.org.au)

## Are you being bullied at work?

We get lots of calls at the union office about bullying. It's a complicated issue and some behaviour can be perceived to be bullying when they are not, but some behaviours very definitely

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are bullying.

Bullying is defined as repeated and unreasonable behaviour. Those two words together. Repeated. Unreasonable.

It's not bullying if someone has a one off blow up in the workplace. These things happen. Whilst it's not desirable, and could possibly be misconduct, it happens.

Bullying is also not a reasonable direction from a manager or supervisor to perform a particular function at work – even if you don't like that part of your job.

It comes back to those two descriptors. Repeated. Unreasonable.

Ballarat Health has, in recent years, been subject to a large number of bullying allegations by staff, resulting in the Victorian Government conducting an inquiry into bullying in mental health which coincided with the resignation of their CEO. This is one of the worst examples of a workplace with endemic bad behaviours.

It is only now changing because of employees speaking up and involving their unions. If you want to read more about that, have a look at the stories [here](#), [here](#) and [here](#)

### **So, how do I identify if I'm being bullied?**

Bullying can happen from a manager or a co-worker. It can be things such as public humiliation, verbal abuse in the workplace, the silent treatment, excluding from the group, unreasonable work demands and the like. But it needs to be repeated.

### **What do I do if I think I'm being bullied?**

Call the Union for advice. Don't deal with this on your own. There are often practical things that can be done to help.

If you require more information or advice about workplace bullying please contact the Union on 9623 9623.

## Next steps for Change the Rules

The next steps in this campaign to change the rules it's vital we make sure that our colleagues are with us. One of the best ways to do that is to hold workplace meetings to discuss the Change the Rules campaign and why it's so important.

The meetings are easy to run and we're here to help you run them. Plus workplace meetings help us build momentum for the campaign.

Our campaign relies on you getting involved.

We've prepared materials and information to make it super easy for you to hold a workplace meeting. Let us know if you're ready to hold a workplace meeting on the Change the Rules campaign – contact us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

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# 120,000 people march in Melbourne to Change the Rules



Keep it going and host a workplace  
meeting to build our campaign



## 7 reasons to join the Victorian Psychologists Association Inc.

By joining the VPA Inc you're helping to ensure a healthy workplace for you and your colleagues.

You will have a stronger voice to protect your rights at work and when bargaining for a new agreement. It also means we're able to do more to protect your profession and deliver even more benefits.

Together we are stronger!

Here are 7 reasons you should join the VPA Inc today!

### 1. Your Rights at Work

The VPA Inc has been fighting for your rights at work for over 30 years. Whether it's making sure you're getting your correct pay and leave entitlements, negotiating your return to work from parental leave, or protecting your right to consultation when things change at work, the VPA's got your back.

By joining the Union, you're able to access individual professional workplace assistance. The VPA Inc is part of the Health Services Union Victoria Number 4 Branch which allows the VPA Inc

to represent you in the Fair Work Commission, the Equal Opportunity Commission, and other tribunals.

We represent members in relation to proposed workplace changes, restructuring, and redundancy. And if you need it, we can provide representation regarding workers' compensation matters through Union Assist.

## **2. Improving Workplace Health and Safety**

The Union works with our Job Reps, affected members and employers to ensure workplaces are safe. We campaign on occupational health and safety (OHS) matters including occupational stress. We take OHS seriously because unsafe and unhealthy workplaces ultimately have a negative impact on your ability to do your job and the best for your patients.

## **3. Professional Development**

We know the importance of ensuring you're up-to-date with latest developments, and that regular and ongoing professional development is crucial to continued registration as a psychologist. We negotiate paid professional development leave for psychologists under enterprise agreements applying to your workplace. The VPA Inc also offers financial members two free professional development seminars each year.

## **4. Professional Indemnity Insurance**

Your membership includes cover under the VPA Inc's group Professional Indemnity insurance which supplements any cover you have from your employer and is compliant with the requirements of the Psychology Board of Australia (PBA).

Our Professional Indemnity insurance goes further than your employer's cover. It provides additional protection in the form of personal legal representation, separate to your employer's, in relation to: the Coroner's Court or other court proceedings or patient complaints; preparation of statements or other documentation; and notifications or complaints to AHPRA arising out of your employment. There are members who have had to take advantage of all of these aspects of the VPA Inc's Professional Indemnity insurance.

The policy provides 'run off' cover for seven years after you cease working as a psychologist as an employee.

The Professional Indemnity insurance **does NOT cover any private practice work** and it lapses if you become unfinancial or resign from the VPA Inc while continuing to be employed as a psychologist.

## **5. Advocating for Psychologists**

The VPA Inc fights to protect the positions of psychologists employed in public and private health services through lobbying and strongly advocating for the essential input of psychologists into the delivery of world-class health care.

The VPA Inc is represented on the Department of Health and Human Services' Mental Health Workforce Planning Group and regularly makes submissions in relation to policy matters affecting the interests of psychologists employed in all areas of the provision of health services.

## **6. Member Benefits**

By being a member of the Union, you get to access a range of great services at discounted rates. The Union works with ACTU Member Benefits and allows you to save money on low cost banking and loans; financial advice; new cars and hire cars, travel, gift cards, movies, tyres, wine and more.

To check out the benefits you can access visit >>

<https://www.actu.org.au/get-involved/australian-union-member-benefits>

You are also able to access a free consultation with a solicitor regarding personal matters as part of your membership.

## **7. Your Union. Your Say.**

As a member of the Union, you get to have your say on the direction of the Union.

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You get to elect the leaders of your Union. The VPA Inc is governed by an elected Committee of psychologist members with expert knowledge who advise our industrial staff, and there are three dedicated psychologist positions on the Branch Committee of Management (BCOM) of the HSU#4 Branch. Elections for the VPA Committee occur every 2 years at the VPA AGM and HSU#4 BCOM elections take place every 4 years under the auspices of the Australian Electoral Commission.

You get to have your say on the kinds of claims and issues we lobby and advocate for when we negotiate new agreements.

There's never been a better time to join the Victorian Psychologists Association Incorporated.

And don't forget that your VPA Inc membership is fully tax deductible.

You can find out more and join on line at <https://members.msav.org.au/register>

### **Student Alert**

There is a special discounted rate for Students who join the VPA Inc. VPA Student members can attend the free VPA Inc Professional Development Seminars, and are able to access advice from our experienced industrial staff in relation to the terms and conditions of any offers of employment as a psychologist they may receive.

## VPA Professional Development Seminar

### **SAVE THE DATE – 11 JULY 2018**

The Professional Development for VPA Inc. members will be held on 11 July at ANMF Conference Centre in Elizabeth Street, Melbourne.

Dr Pat Brown has been confirmed as the speaker for the Seminar. Dr Brown will speak about the interesting and amazing history of the Victorian Children's Court Clinic as its former Director. Dr Brown is both a clinical and forensic psychologist.

**Stay tuned for more details but in the meantime make sure you save the date – 11 July.**

## No Pay? No Way! 2018 Survey

The Union wants to be able to better understand the nature and extent of unpaid work, and more importantly, how unpaid work has changed and the impact it has on members over time. That's why the Union is continuing with our "No Pay? No Way!" survey we started in 2014.

**[Please take a few minutes to do our survey and help us continue to highlight the issues around unpaid work and its impact.](#)**



## Union Women Changing the Rules - 2018 Women's

## Conference

Participants will hear from a panel of union, legal and campaign experts about how, together, we can advance the safety and rights of working women. The keynote speaker for the evening will be Kara Keys, National Campaigns Director, ACTU.

There will be a diverse range of unions and women's community organisations there, but the conference is open to anyone who wants to change the rules for working women. Participants will also build organising, bargaining and campaign skills to make change within their own workplaces and organisations.

**When:** June 12, 2018 at 9:30 - 4pm (registration opens at 9:00)

**Where:** ANMF Building - 535 Elizabeth St Melbourne , VIC 3000

**Catering:** A light lunch and refreshments will be provided.

Make sure you RSVP by emailing us at: [enquiry@msav.org.au](mailto:enquiry@msav.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.

## 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).**

## 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.

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[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: How information warfare in cyberspace threatens our freedom

"Just as we've become used to the idea of cyber warfare, along come the attacks, via social media, on our polity.

We've watched in growing amazement at the brazen efforts by the Russian state to influence the US elections, the UK's Brexit referendum and other democratic targets. And we've tended to conflate them with the seemingly-endless cyber hacks and attacks on our businesses, governments, infrastructure, and a long-suffering citizenry.

But these social media attacks are a different beast altogether – more sinister, more consequential and far more difficult to counter. They are the modern realisation of the Marxist-Leninist idea that information is a weapon in the struggle against Western democracies, and that the war is ongoing. There is no peacetime or wartime, there are no non-combatants. Indeed, the citizenry are the main targets."

Read the entire article by Roger Bradbury, Anne-Marie Grisogono, Dmitry Brizhinev, John Finnigan and Nicholas Lyall in The Conversation at: <https://theconversation.com/how-information-warfare-in-cyberspace-threatens-our-freedom-95512>

## Worth Reading: My Health Record opt-out dates announced amid security concerns

"Australians who do not want their medical records stored on a national electronic database can opt out of the scheme from July 16 to October 15 this year.

Alternatively, people will retain their My Health Record — an online summary of personal health information uploaded by care providers.

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The Australian Digital Health Agency, which is administering the scheme, said individuals can cancel their My Health Record at any time, or create one if they previously opted out.

My Health Record is a computer-based system designed to collate all of a person's desired health records into one place, with the aim of making it easier to share this information with their various healthcare providers."

Read the entire article by Lucy Barbour in the ABC at: <http://www.abc.net.au/news/2018-05-14/my-health-record-opt-out-dates-announced-amid-concerns/9760102?section=politics>

## Worth Reading: Indigenous communities are reworking urban planning, but planners need to accept their history

"Nearly 80% of Aboriginal and Torres Strait Islander people in Australia [live in urban areas](#) but cities often exclude and marginalise them.

Urban planning and policy have been central to this, and the harms can be seen in key moments and processes that have shaped Australia's urban environments.

Today, Indigenous people continue to be seen as "[out of place](#)" in the city. Their rights and interests remain largely invisible in urban history, policy and planning practice.

Read the entire article by Libby Porter, Louise Clare Johnson and Sue Jackson in The Conversation at: <https://theconversation.com/indigenous-communities-are-reworking-urban-planning-but-planners-need-to-accept-their-history-92351>

## Worth Reading: Reality bytes: How Augmented Reality will change our lives

Augmented Reality (AR) now is where the Web was several decades ago — on the cusp of mainstream adoption and brimming with potential. It's hard to imagine our lives now without the Internet, and in a couple of decades Augmented Reality could be just as embedded in our lives as the World Wide Web.

So what exactly is AR? It's the convergence of our digital and physical worlds. It means we no longer need to look at a screen to access information. Through a device like our smartphones, or smart glasses, we can look at data or computer-generated enhancements layered on top an existing reality, or physical environment. On the other hand, Virtual Reality (VR) is a computer-generated simulation of an environment.

These innovative technologies will change the way we interact with digital systems every day in our work and at home. AR and VR have already been embraced across retail, construction, manufacturing and of course, entertainment. (Pokemon Go, anyone?). But we've barely scratched the surface of what's possible.

Read the entire article by Chris Chelvan in the CSIRO Blog at: <https://blog.csiro.au/reality-bytes-how-augmented-reality-will-change-our-lives/>

## Join the Union

**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

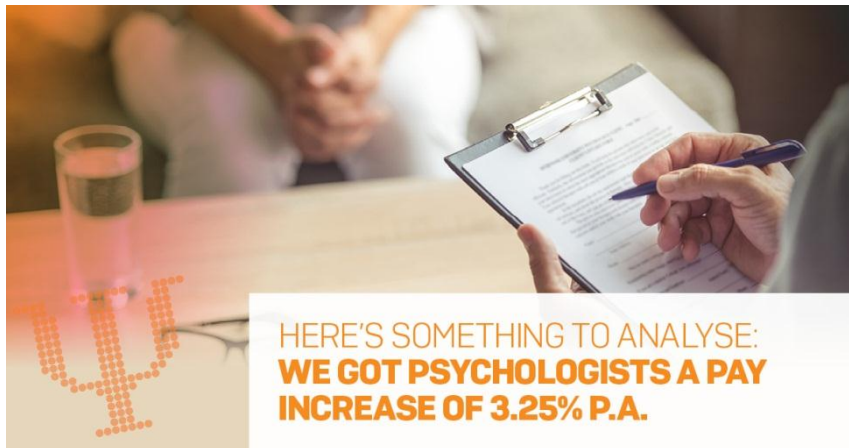
To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.

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WE DIAGNOSE AN **INCREASE**  
**IN PAY OF 3.25% PER YEAR**  
**OVER 4 YEARS.**

[Share on Facebook](#)



HERE'S SOMETHING TO ANALYSE:  
**WE GOT PSYCHOLOGISTS A PAY**  
**INCREASE OF 3.25% P.A.**

[Share on Facebook](#)



WE WON PHARMACISTS AN EASY  
TO SWALLOW **3.25% PER YEAR**  
**PAY INCREASE.**

[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.

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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](mailto: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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