



Stat Report 2018/12

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Healthscope closures highlight private provider problems in healthcare

Members may have heard about Healthscope closing two hospitals in Victoria and winding back operations at a third hospital.

It comes about as a result of corporate decisions to save money not because there has been a sudden drop in people seeking medical attention. It comes at a time when there is a growing need for greater levels of access to the healthcare facilities especially in rapidly growing parts of the state.

These closures highlight the very real problem with allowing private providers to deliver essential emergency services like hospitals. Patients and workers are being unnecessarily impacted due to corporate decisions that have nothing to do with delivering better healthcare but are all about delivering higher profits. It isn't good enough to have a private provider make significant decisions about the level of access to healthcare people have with no thought given to those impacts. These decisions might make the bottom line for Healthscope healthier but it is unnecessarily adding stress to people who are seeking medical care for a healthier life.

And all of this is happening while there appears to be aggressive bidding by a couple of consortiums seeking to takeover Healthscope.

The Union will keep a watching brief on the developments of these hospital closures and any flow on impacts it will have for members.

If you're being impacted by Healthscope's decision to close two hospitals and wind back operations in Frankston please contact the Union at enquiry@msav.org.au or call on 9623 9623.

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 met with the VHIA twice this week, and received a formal offer. Details of the offer will be explained in a newsletter early next week, and we will follow up with a meeting/s to discuss it and our response.

Please let us know if you'd like to organise a meeting in your workplace at 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 math@msav.org.au



VPA Professional Development Seminar

[REGISTER TODAY FOR THE VPA INC. PD SEMINAR – 11 JULY](#)

The next 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.

The afternoon will commence with registration at 1:30pm and the seminar starting at 2pm for a 4:30pm finish time. We will also provide afternoon tea.

Make sure you register to save your spot.

[REGISTER TODAY FOR THE VPA INC. PD SEMINAR – 11 JULY](#)

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 to hold a workplace meeting. Let us know if you're ready to hold a workplace meeting on the Change the Rules campaign – [sign up here](#)

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

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

Authorised by PElliott, Secretary MSAV, Lvl 1, 62 Lygon St, Carlton VIC 3053



Social Media and the Workplace

Social media is a lot of fun. It's a great way of keeping up with what your friends and family are doing, wherever they are in the world. But there are some big downsides to social media, especially when they include the workplace.

The increasing use of mobile devices combined with social media means there is an ever-increasing blur in the distinction between work and private life. And let's not forget that employers are regularly monitoring and watching social media for what employees are saying.

Like other areas of the law, industrial law has been slow to react with the increasing use of social media. However there have been a range of matters brought before the Fair Work Commission (FWC) relating to the use of social media by employees. FWC will consider if the conduct in question:

- Is likely to cause serious damage to the relationship between the employer and employee
- Damages the employer's interest
- Is incompatible with the employee's duty as an employee

Unfortunately workers have to be extremely careful in using social media when talking about their work and workplace. There is little doubt that a lot of social interaction exists in the workplace but it is vital to avoid some of the following pitfalls:

1. Social media is not private interaction; unless you set the strictest privacy levels for your content to protect yourself from being monitored by your boss.
2. Make sure you don't follow or friend the boss and work colleagues. It seems harsh but the number of work colleagues that have access to your social media can be an important determinant in any FWC proceedings.
3. Don't mention your boss and the company you work for. FWC will consider whether there has been a direct reference to the company or anyone individual. This doesn't mean you can't discuss wages and conditions or genuine grievances but make sure you don't mention the boss or the company.
4. Don't discuss patients and definitely don't name them. This is particularly relevant for health sector workers as it can result in immediate termination of employment because of breaches of the privacy of a patient or patients.
5. The degree of offence of the comments posted to social media will be an issue considered by FWC
6. Only post material that you would be happy to post in a public forum or shout out in the middle of the MCG

There is definitely one golden rule for social media use and that is don't drink or use drugs and use social media.

If you have any questions make sure you contact the Union on 9623 9623.



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

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.

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 \(SRV\)](#)

[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: Taking a closer look at the flu

"Last year was the worst flu season on record. If you've had it, you know that the flu is pretty debilitating. You could be laid up in bed for days with a fever, aches and pains, a runny nose and a headache, demanding sympathy from your entire family. You could also have to take up to two weeks off work which can be particularly hard if you're self-employed. Influenza, more commonly known as the flu, is pretty awful and it can even be life threatening for vulnerable people like the elderly, children or immune-compromised people.

Influenza outbreaks spread around the world every year which results in about three to five million cases of severe illness and about 250,000 to 500,000 deaths.

So we know it's bad and potentially deadly but do you really know what it is, how it's caused and how to treat it? Knowing more about viruses, like the difference between a cold and the flu, can really help protect yourself and others around you from contracting them. So let's have a closer look at influenza."

Read the entire article by Nikki Galovic in the CSIRO Blog at: <https://blog.csiro.au/taking-a-closer-look-at-the-flu/>

Worth Reading: Social media is a window to privacy's biggest issues

"The advent of social media has caused a very significant shift in how we use digital communication tools. Companies like Facebook create an environment that is filled with words, videos and images from friends we've known for decades, and use their platform to create new connections, facilitate events, raise money for charities and amplify the voices of individuals and groups. Platforms that serve as tools for social connection are heavily subscribed to among

young Australians, and as a consequence, the issues they raise will be significant among current and new data-driven services in Australia, over the next few decades."

Read the entire article by Ketan Joshi in the CSIRO Blog at: <https://blog.csiro.au/social-media-is-a-window-to-privacys-biggest-issues/>

Worth Reading: Tough new EU privacy regulations could lead to better protections in Australia

"Major personal data breaches, such as those that occurred recently at the [Commonwealth Bank](#), [Cambridge Analytica](#) and [Yahoo](#), have taught us how vulnerable our privacy is.

Like the cigarette and alcohol markets, it took a long time to prove that poorly regulated data collection can do us harm. And as with passive smoking, we now know that data trading can [harm those around us](#) as well as ourselves.

Regulators in the European Union are cracking down on the problem with the introduction the new strict General Data Protection Regulation ([GDPR](#)) from May 25. The hope is that the new rules will shift the balance of power in the market for data away from companies and back to the owners of that data."

Read the entire article by Vincent Mitchell in The Conversation at: <https://theconversation.com/tough-new-eu-privacy-regulations-could-lead-to-better-protections-in-australia-96992>

Worth Reading: Five ways hospitals can reduce their environmental footprint

"Picture the environmental life cycle of many disposable surgical instruments. Iron ore from Western Australia is shipped to China and smelted, fashioned into stainless steel surgical instruments in Pakistan and exported as single-use instruments. In Australia, clinicians use these instruments once, then discard them.

So much that comes into patient contact is routinely used only once. This includes gowns, surgical drapes and covers for patients, anaesthetic breathing equipment, face masks and bed mats.

On top of this, energy is wasted in hospitals because heating, cooling and devices are left on when not in use. It's not surprising then to learn that health care [produces 7% of Australia's carbon emissions](#); hospitals produce about half of this."

Read the entire article by Forbes McGain in The Conversation at: <https://theconversation.com/five-ways-hospitals-can-reduce-their-environmental-footprint-90390>

Join the Union

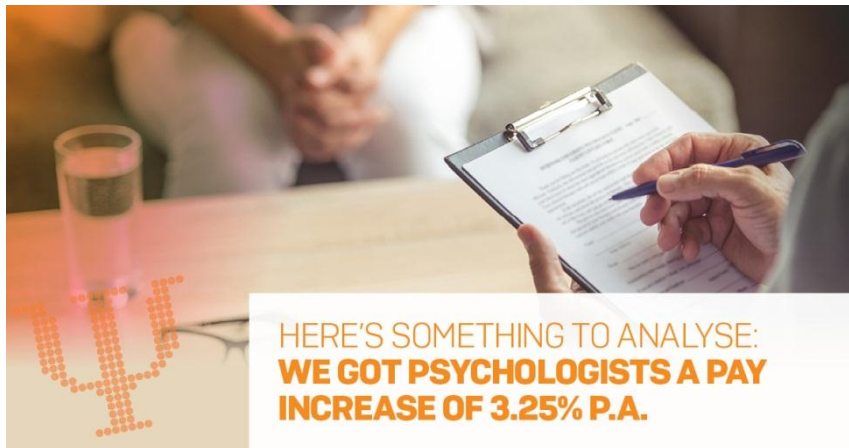
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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.



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.**

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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.](#)



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