



## Stat Report 2018/14

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### Costs of working unpaid hours

*Each time you do unpaid work there is a cost involved and it's not just the lost wages.*

We know from our ongoing research into the unpaid work that thousands of hours of unpaid work are being done to make sure that key health services continue to deliver the world-class healthcare we expect. And when you think about it, thousands of hours of unpaid work is a lot of extra time given to employers, while we're repeatedly told Australia's workforce is too unproductive and doesn't deserve a real increase in wages.

In fact, the myth about our workplaces being unproductive is extremely harmful when it just doesn't reflect the reality.

Each year the excuse of needing to increase productivity is used to withhold pay increases or to run stories about 'lazy' Australian workers. Just think how the private health sector continues to lag further and further behind the public health sector in pay rates. It's little wonder that workers don't want to stay in the private health sector.

The reality is that like other workers, you're giving your employers your time and not being paid for it. Often we'll tell ourselves it is all part of being a professional. Or that if we don't do the extra work then it'll be left for others. Or we'll tell ourselves, or have managers and supervisors tell us, that if we don't do the extra work a patient will be worse off.

None of these are valid reasons to do unpaid work.

It is well established that the growing levels of unpaid work in our workplaces stem primarily from understaffing. We shouldn't lose sight of the basic truth that it is an employer's responsibility to ensure there are enough staff to do the work required, not yours. It also means that the real implications of increasing workloads and diminutions in staff levels are being hidden or not

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properly accounted.

Another harmful impact from the levels of unpaid work is that employers use the fact that work is getting done to argue that staffing levels are correct. In other words, they are using the goodwill of members who perform unpaid work against them.

Excessive workloads in many respects rob you of your ability to be professional. It robs you of time with your family, friends or doing other things you enjoy outside of work. And it also robs you of your ability to take care yourself and ability to ensure you're performing at your best.

When you are stressed and overworked errors can occur and mistakes can be amplified. Stress and being overworked can lead to serious health problems leading to increased time away from work. And there is not a single employer that accepts a defence of stress and anxiety from high workloads for errors made.

Excessive workloads are not about you and your level of professionalism; it's about management lacking the professionalism they demand of you. It's about the failure of management to properly resource your service by ensuring that workplaces are fully staffed.

It's about the very real concern that many vital services are reliant on you doing unpaid work; and an unspoken workplace culture of doing unpaid work.

It is up to us fight back. It is up to us to protect our professions, wages and hard won conditions and rights at work. It's why we've been asking for your help to identify vacant positions in your workplace that need to be backfilled.

Together we worked hard to address these issues through the public health sector agreement with rostering protocols and requirements on backfilling temporarily vacant positions. But the best way to fight back is to strengthen our collective voice by increasing our membership – please encourage your colleagues to join the Union. It only takes a couple of minutes and can be done from the comfort of home at: <https://members.msav.org.au/register>

Paul Elliott  
Secretary



## Bargaining Update

### Community Sector Members' Meeting

We are waiting for the employers to respond to a settlement offer finalised at recent meeting of members.

The VHIA has advise that ot will have a response from the Community Health employers late next week.

### Australian Clinical Labs

Enterprising bargaining is underway for a new agreement to cover all scientists and technicians at Australian Clinical Labs.

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A big part of that work will be bringing together the former Healthscope and St John of God agreements to ensure that members do not lose conditions. Another obvious issue will be to ensure a decent pay rise for all members.

As a part of the process, we also think it is important to ask you directly what you think should go into the union's claim. A short survey is being conducted by the MSAV in conjunction with VAHPA who share coverage of technicians with us.

The link for the survey is here: <https://www.surveymonkey.com/r/ClinicalLabs2018>

Please take a few minutes to complete the survey.

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)

## Australia's workplace rules are broken. So let's change the rules!



### Host a workplace meeting to build support for our campaign



## 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 Education 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](#)

## Human Rights Commission to investigate workplace sexual harassment

The Human Rights Commission will undertake an investigation into the scale, drivers and consequences of workplace sexual harassment and develop recommendations drawn from current best practice as part of a 12-month inquiry announced this week.

The inquiry is being established in response to the #MeToo movement's exposure of the harm sexual harassment is causing individuals, workplaces and society. This is despite the Federal Government making it harder for women to seek

It will also investigate the current legal framework, complaints to state and territory anti-discrimination agencies, the use of technology and social media, and will use economic modelling to assess the cost to individuals and businesses.

In making its recommendations, Jenkins says the AHRC will consider the changing work environment, current good practices for preventing and responding to workplace sexual harassment and will provide an opportunity to "participate in developing a solution".

National consultations and the public submissions are expected begin around October

[Get more information about the inquiry and the terms of reference](#)

*If you have experienced sexual assault or sexual harassment and feel you would like to speak to someone for support or information, [1800RESPECT](#) (Phone: 1800 737 732) can provide counselling 24-hours a day, 7 days a week.*

## New Financial Year and Invoices

It's that time of year when we start thinking about lodging tax returns – or least finding someone to do it for us. Members who pay their membership via direct debit should find in their inbox their End-Of-Financial-Year invoice letting you know how much you've paid in Union fees so you can claim it back when you lodge your tax return.

All other lump sum paying members have been issued receipts during the year as they've paid.

If you haven't seen your invoice in your inbox make sure you contact us on 9623 9623.



**Positions not backfilled?**



**Let us know**

## 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.

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

## 10th Australian Rural & Remote Mental Health Symposium

The Australian Rural & Remote Mental Health Symposium will be held on Monday 15 – Wednesday 17 October 2018 at Hotel Grand Chancellor, Hobart, Tasmania.

Suicide and harm prevention, physical health, digital and low intensity mental health, child and youth, supporting the mental health workforce and consumer focused recovery are some of the topics that will be addressed at the Symposium.

You can get all of the details for the Symposium and how to submit an abstract by visiting <https://anzmh.asn.au/rrmh/>



**VPA Inc.  
PD Seminar**

**11 July 2018**  
1:30pm to 4:30pm

**ANMF Education  
Centre,**  
535 Elizabeth St,  
Melbourne

**RSVP today:**  
**[enquiry@msav.org.au](mailto:enquiry@msav.org.au)**

  
vpa  
victorian psychologists  
association inc

Authorised by Fikelly, Secretary, VPA Inc, Lvl 1, 82 Lygon St, Carlton VIC 3053

## 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.

[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](#)

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## Worth Reading: Burnout is common among psychotherapists

"Working an emotionally-demanding job can leave you frazzled by alienation, exhaustion, and confusion about whether you are doing any good. Clinical psychologists and psychotherapists live their day-to-day at the interface of their clients' most difficult emotions and recollections, so it is no surprise that burnout is a leading cause of problems for those in the profession. To better understand the risk factors that contribute to therapist burnout, a new review article in the Journal of Clinical Psychology has examined findings from 30 years of research.

Gabrielle Simionato and Susan Simpson of the University of South Australia gathered 40 articles in English on the topic, involving a total of almost 9,000 psychotherapists. On average, participants expressed a low to moderate degree of occupational stress, with just over half of those canvassed reporting moderate to high burnout. Burnout is often broken into three elements, and of these, the one most prevalent for therapists was emotional exhaustion – feeling physical and emotional fatigue while at work. Also prevalent to a lesser degree were the other two aspects: depersonalisation and a reduced sense of personal accomplishment."

Read the entire article by Alex Fradera in the British Psychological Society at <https://digest.bps.org.uk/2018/06/22/burnout-is-common-among-psychotherapists-now-a-review-has-identified-the-personal-characteristics-that-increase-the-risk-further/>

## Worth Reading: Revisiting metadata retention in light of the government's push for new powers

"The Minister for Law Enforcement and Cybersecurity, Angus Taylor, foreshadowed this week that the Turnbull government will continue to pursue new law-enforcement powers that would allow authorities access to encrypted digital data in the fight against terrorism, organised crime and online crime, such as cyber fraud and child exploitation.

To assess the worthiness of this pursuit, it is useful to review the developments in the past six years regarding the government-mandated collection and storage of mass electronic data, referred to as "metadata".

Read the entire article by Rick Sarre in The Conversation at: <https://theconversation.com/revisiting-metadata-retention-in-light-of-the-governments-push-for-new-powers-97931>

## Worth Reading: Rising inequality linked to drop in union membership

"The sharp [fall in trade union membership](#) since Margaret Thatcher came to power in 1979 has directly contributed to the high levels of income inequality that the current prime minister, Theresa May, has denounced and promised to tackle, according to a new study.

The analysis, which looked at the effect unions have had in combating inequality and improving pay and working conditions in the UK and other countries, found that, where membership had fallen and union influence had decreased in workplaces, income inequalities had risen."

Read the entire article by Toby Helm in The Guardian at: <https://www.theguardian.com/inequality/2018/jun/10/rising-inequality-falling-union-membership>

## Worth Reading: Five seasons in Australia? Meet sprinter

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## and sprummer

"It's winter – and until the end of August you can expect to be rugging up and spending more time indoors sipping hot chocolate and watching your Netflix favourites... or can you? You might think you have until the end of August to enjoy hibernation, but could it be you only have until July 31? And why do we observe four seasons, each exactly three months long?"

The four-season year was brought here by Europeans in the late 1700s. Except of course that here down under, the seasons were turned upside down, with our winter coinciding with Europe's summer and so on.

In his book *Sprinter and Sprummer*, botanist Tim Entwisle argues the case for a five-season calendar that more closely reflects antipodean cycles in weather, and plant and animal activity."

Read the entire article by Mary-Lou Considine in the CSIRO Blog: <https://blog.csiro.au/five-seasons-in-australia-meet-sprinter-and-sprummer/>

## Worth Reading: From motherhood to menopause, does science need to rethink its theories on women?

*"Science is a battleground when it comes to women's minds and bodies."*

That's science journalist and author Angela Saini, who has been looking into one of the fastest growing fields of research: sex difference.

She believes science is susceptible to gender bias, as well as politics and cultural context.

"That can influence the outcome of research as much as anything else," she told an audience at the recent Sydney Writers' Festival.

There, Saini outlined which theories about women she believes should be put back under the microscope."

Read the entire article by Anna Kelsey-Sugg in the ABC at: <http://www.abc.net.au/news/2018-06-15/angela-saini-has-science-got-women-wrong/9863576?section=technology>

## Worth Reading: Bees get stressed at work too (and it might be causing colony collapse)

"Ever been overworked, tired and felt muddle-headed? Research now shows honey bees suffer from the same thing – and we understand why.

A honey bee's life is hardly relaxing. Every day forager bees make many trips, travelling long distances, to gather vital resources of pollen and nectar from flowers. They have to deal with predators, challenging weather conditions and the very real risk of getting lost.

Just as chronic stress affects [mental abilities in humans](#), our [recent study](#) suggests these stressful foraging activities reduce bees' ability to solve problems, by changing the connectivity between specific neurons in the brain."

Read the entire article by Amelie Cabirol and Andrew Barron in the Conversation at: <https://theconversation.com/bees-get-stressed-at-work-too-and-it-might-be-causing-colony-collapse-96412>

## Join the Union

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

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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.



[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](#)

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## 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?

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

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