



Stat Report 2018/18

In this issue of STAT Report we cover:

- Banks, Industry Super and a Royal Commission
- Bargaining Update
- Annual Subscriptions Due
- Changes at Eastern Health - CDAMS
- Medical Scientists concerned about ACL changes in Bendigo
- VPA Annual General Meeting and Professional Development
- Update on Leave Replacement
- Women's Leadership Development Grants Now Open
- No Pay? No Way! 2018 Survey
- Campaign Corner
- Worth Reading
- Member Benefits

Banks, Industry Super and a Royal Commission

Malcolm Turnbull was dragged kicking and screaming by Australian Unions and the community into the Royal Commission into the banks. There have been countless scandals uncovered by the Commission showing shocking behaviour, including charging dead people for financial advice, forcing blind pensioners out of their homes and telling a father he should have read the fine print on his deceased daughters insurance policy.

Despite the scandals and systemic rip-offs by the banks, the Commission has been ordered by the Turnbull Government to also target unions and industry super funds. The Turnbull Government has always put the big banks first - giving more money and more power to them and big business ahead of justice for Australian workers and customers.

We now know that industry super funds have delivered better average returns for members for 15 years, by returning profits to members not shareholders and by investing in job-creating projects – not just throwing it at the stock market.

The banks have been ripping people off as a business model while paying their executives huge salaries and making record profits. The CEOs of the 4 big banks plus Macquarie get paid \$45.57 million per year. Despite this outrageous excess and everything we have heard about the scandalous conduct of our big banks; the Turnbull Government still wants to give them a \$17 billion tax cut.

This Royal Commission should be focusing on cases which have still yet to be heard, and

prioritising giving justice to the families and workers who have been mercilessly ripped off by the banks.

The Australian community expects justice for victims of the big banks from this Royal Commission. Anything less will be unacceptable and deem this Commission a failure. We cannot let the Royal Commission become distracted by a political fight against industry super - a world leading high performing achievement of the Australian Union movement.

Over the next few weeks the Commission will likely be seeking to damage industry funds and unions instead of solving the problems that exist in the big banks. But so far the commission has only been able to confirm the value and benefits that industry superannuation funds deliver for members.

The only acceptable outcome of this Commission is that our banks are held to account and that they have to keep their hands off workers' super.

[Tell Turnbull to keep the banks out of our super!](#)

Bargaining Update

Community Sector Members' Meeting

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

We continue to push the VHIA to come back to us with a firm offer for the entire community health group. So far 24 out of 29 of the community health employers are agreeing to our final settlement offer. We are hopeful the small number of employers that have not confirmed their agreement will quickly do so.

Australian Clinical Labs

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

Negotiations are ongoing, but progressing slowly. At our last meeting we put ACL on notice that it must make an immediate offer on wages, including a retrospective operative date for the first increase.

If you have any questions please contact Matt Hammond at 9623 9623 or via email at matth@msav.org.au

Melbourne IVF

Bargaining for a new enterprise agreement has commenced at Melbourne IVF. An initial meeting was held with management to discuss the key issues put forward in the Union's claim. We are still waiting on a response from Melbourne IVF but there will be further meetings to come.

The Union will continue to meet with members to discuss progress and next steps.

If you have any questions please contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

Dorevitch

Negotiations between the MSAV and Dorevitch for a new enterprise agreement have been ongoing, with regular, mostly fortnightly, meetings. Whilst Ian McPhan/CEO was directly involved in the early stages of negotiations, the Dorevitch team is now headed by Farhad Ahmadzai, Human Resources Manager.

Let me start by responding to comments made by Ian McPhan in his report/update to staff (scientists and technicians) dated 7/08/2018. Ian claimed that "we are now at the stage where we have drafted a consolidated Agreement together", suggesting that a new agreement has been drafted jointly by the MSAV and Dorevitch. This is not the case, and it is important that I explain

more clearly the current circumstances.

The draft agreement Ian refers to is a document prepared solely by Dorevitch management, with the assistance of an industrial relations consultancy group. This is the document I referred to in my April report to members (see below), and which has bogged down negotiations since. The process since then has been one of MSAV highlighting each of the changes to existing conditions of employment that would result from the Dorevitch draft document and demonstrating how many of these would directly reduce incomes and conditions of scientists and technicians.

To be absolutely clear, there is no draft agreement which has been prepared with the MSAV, or one that has the support of the MSAV.

Summary of where the negotiations are to date

We have been involved in regular meetings since April discussing Dorevitch's draft agreement. The MSAV has provided a line by line response to Dorevitch management, and has been very clear that we will not accept reductions in conditions of employment, particularly if this would lead to reduced incomes. In effect, the MSAV has spent the past 3-4 months having to negotiate back conditions of employment that you are currently entitled to. Ian McPhan acknowledges in his report that MSAV members have made it clear to him that retaining conditions is a critically important principle.

The MSAV remains committed to reaching final agreement with Dorevitch. We believe that what we have proposed is a quicker and safer way to achieve a final settlement that results in genuine wage increases without losing existing conditions.

We have again asked Dorevitch management to commit to an operative date for the first wage increase, and have pushed for a response to this at the next meeting. Note that Dorevitch informed the MSAV earlier this year that wage increases would be budgeted from April 2018.

Melbourne Pathology

Work is being undertaken to restart negotiations for a new enterprise agreement with Melbourne Pathology. The Union will begin to collect members' feedback around the claim to lodge with Melbourne Pathology.

However if you have any questions about the process or how the claim is developed please contact Jimmy Cinar on 9623 9623.

Annual Subscriptions Due

A reminder to members that pay their union dues through one annual subscription, the annual subscription payment for the 2018/2019 financial year were due for payment by the end of July – 31/7/2018.

Please contact the office on 9623 9623 if you have not received or have misplaced the original invoice.

Please note: if you are an unfinancial member you are not covered by Professional Indemnity Insurance.



Changes at Eastern Health - CDAMS

Eastern Health is making changes. According to Eastern Health, the team leader positions for the Ambulatory Continence Clinic and Cognitive Dementia and Memory Service (CDAMS)

require restructuring to enable services to undertake consistent clinical, leadership and operational tasks.

It appears that Eastern Health is combining two team leader roles which are already vacant. The new combined role will be considered a multidisciplinary role. The proposed change will provide a more consistent and sustainable leadership model these services according to Eastern Health.

If you want more information please contact Heidi on 9623 9623 or at heidib@msav.org.au

Medical Scientists concerned about ACL changes in Bendigo

The Medical Scientists Association of Victoria believes that Australian Clinical Labs' decision to close the St John of God Hospital pathology laboratory places patient safety and healthcare standards at risk.

Closing this laboratory, moving medical scientists out of the hospital and relying on point of care testing is dangerous and fraught with risks. Point of care testing is unreliable and not an acceptable substitute for a pathology laboratory. Point of care testing equipment performs a very limited range of tests, is notoriously unreliable and can't guarantee accurate final patient test results.

This decision follows ACL's decision in July 2017 to close the microbiology laboratory in the Bendigo Hospital, leaving Bendigo and the surrounding area with a seriously diminished pathology service.

The Union believes that ACL's decisions to close pathology laboratories and sack scientists at these two Bendigo hospitals in reality dismantles pathology services and pulls back from a world class service as ACL claims.

A Safer Care Victoria investigation into the closure of the Bendigo Hospital microbiology lab recommended significantly enhanced governance arrangements and found that into the future international infection control standards should be applied in hospitals. The most significant of these is to keep microbiology laboratories in hospitals, and highlights the clinical dangers of moving microbiology testing to ACL's laboratory in Clayton, 3.0 hours away by car.

The Union believes that incidents of patient samples going missing or spoiling and serious delays in test results caused by transport delays that emerged immediately after the microbiology laboratory was closed by ACL have persisted and are now compounded by the SJOG Hospital lab closure.

Scientists are reporting to the Union that after waves of redundancies, the reduced staffing levels has increased workloads to the point where the laboratory can't complete clinical testing in required timeframes, and local work that should be done in the hospital laboratory is being sent to ACL's Clayton laboratory, resulting in even further delays.

Scientists' morale has plummeted and complaints from doctors about delays have dramatically escalated.

These are serious issues which will jeopardise patient safety in both hospitals and demonstrate the failings of point of care testing and promised enhanced governance. Point of care testing does not substitute for a scientist performing high quality pathology testing in a laboratory, and moving pathology testing down the highway after the hospital microbiology laboratory was closed.

Having fully functioning pathology laboratories in the Bendigo and SJOG hospitals is the only way to ensure the highest possible care and safety for patients. The State Government is well aware of the concerns of the Union and scientists but maintains a hands-off approach stating that there adequate arrangements in place to protect patient safety.

The Union will continue to keep up the pressure on SJOG, Bendigo Hospital, ACL and the State

Government to make sure that in-house pathology testing is returned at SJOG and Bendigo Hospital. And in an election year it is vital we make healthcare a key election issue.

VPA Inc Annual General Meeting and Professional Development

Save the Date: Wednesday 12 September 2018 @ ANMF Building 535 Elizabeth Street Melbourne.

Make sure you block out 12 September in your diary for the upcoming VPA Inc. Annual General Meeting and Professional Development Seminar. The professional development seminar, featuring Professor James Ogloff AM Director of Psychological Services at Forensicare, will commence following the Annual General Meeting.

More details about the seminar and Annual General Meeting will be provided in future editions of STAT Report so keep your eyes peeled or follow the [VPA Inc. on Facebook](#).

Update on Leave Replacement

The new public sector enterprise agreement includes the requirement for health services to ensure vacancies, arising from people being on leave, are backfilled. Because of members notifying the Union about vacant positions, we have been able to make progress on this important issue. There is even a growing acknowledgement among some services that vacant positions are causing workloads to significantly increase and reduces the effectiveness of services.

We want to ensure that health services are following our new public sector agreement and are doing everything they are required to under the new clauses. It is critical that we pursue every example of a health service not providing backfill staff.

While we're making progress in some services we know that there remain many more positions that are vacant that should be backfilled. Vacant positions are an issue in every health service but we can't take action unless we know about the positions needing to be backfilled.

[If you are aware of a position which has not been backfilled then let the Union know using our handy "Leave Replacement / Backfilling" form.](#)



WORKLOADS INCREASING
INCREASING? STRESS?
TAKE OUR SURVEY TODAY!

msav medical sciences association of victoria
ahp association of hospital pharmacists
vpa Victorian Psychologists Association Inc.

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

Women's Leadership Development Grants Now Open

Women & Leadership Australia (WLA) is administering a national initiative to support the development of female leaders across Australia's health sector.

The initiative is providing women working in the sector with grants to enable participation in a range of leadership development programs.

The leadership development programs are part-time and delivered nationally via WLA's blended learning model. Scholarship funding is strictly limited and will be awarded based on a set of selection criteria being met.

Find out more and register your interest by completing the Expression of Interest form here prior to September 7, 2018: www.wla.edu.au/health

No Pay? No Way! 2018 Survey

The Union works hard to highlight workload issues as the demand for health care services continues to rapidly grow.

It is worth noting that the responses gathered through our previous surveying were instrumental to winning our claim for a backfill clause in the public sector agreement because they were accepted as credible evidence of low staffing and high workloads.

But to make our advocacy work even stronger, 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 you over time.

The evidence from our surveys show that health services have a systemic reliance on unpaid work to keep many services afloat. There is also growing evidence of the negative impact this is having on people's health. [Take the "No Pay? No Way!" survey today.](#)

And this year thousands of hours of unpaid time will be worked by you and your colleagues just to cope with unreasonably high workloads.

We want to use our research to continue lobbying for proper workforce planning that takes into account the ever growing workloads and the increasing demand on health services.

The survey will close on Friday 24 August, so if you haven't done the survey yet make sure you do before then.

[Please take a few minutes to do our survey and help us continue to highlight the growing workforce and workload issues.](#)

Australia's workplace rules are broken. It's time to change the rules!



Authorised by P. Elliott, Secretary, MSAV, Ltd 1, 602 Lygon St, Carlton, VIC 3053

Host a workplace meeting and help grow our campaign



msav
medical scientists
association of victoria



ahp
association of
hospital pharmacists



vpa
victorian psychologist
association inc



^Members from St Vincent's

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: Australia's climate change adaptation plan is non-existent

"Despite the distraction and political chaos of Brexit negotiations, the United Kingdom has just published a far-reaching and thoroughly impressive plan to manage risks from climate change.

This follows on from their broader 25-year Environment Plan, released in January. It aims to "help the natural world regain and retain good health", to enable it to better cope with climate change.

The recently released climate plan is a strategy to save lives from heat, flood and fire — yes, fire, even in the UK!

It should be compulsory reading for the Australian Government, because we have no such plan.

Considering the lives that will be lost, this is negligence in medical terms."

Read the entire article by David Shearman in the ABC at: <http://www.abc.net.au/news/2018-08-01/climate-change-adaptation-where-is-australias-plan/10051392?section=analysis>

Worth Reading: Friday essay: the 'great Australian silence' 50 years on

"It's 50 years since the anthropologist [WEH Stanner](#) gave the [1968 Boyer Lectures](#) — a watershed moment for Australian history. Stanner argued that Australia's sense of its past, its very collective memory, had been built on a state of forgetting, which couldn't "be explained by absent mindedness":

It is a structural matter, a view from a window which has been carefully placed to exclude a whole quadrant of the landscape. What may well have begun as a simple forgetting of other possible views turned under habit and over time into something like a cult of forgetfulness practised on a national scale.

His lectures profoundly influenced historians partly because of the image he captured: for a practice based on documentation, archiving and storytelling, silence is a compelling idea. And a whole-scale silence — a "cult of forgetfulness", no less — indicated a bold re-imagining of a national historiography on Stanner's part."

Read the entire article by Anna Clark in The Conversation at: <https://theconversation.com/friday-essay-the-great-australian-silence-50-years-on-100737>

Worth Reading: Time for bed: Anti-cancer drug putting cancer cells into a permanent sleep

"After almost a decade of research Australian scientists have discovered a new type of anti-cancer drug that can put cancer cells into a permanent sleep, without the harmful side-effects caused by conventional cancer therapies.

Research led by Associate Professor Tim Thomas and Associate Professor Anne Voss from the Walter and Eliza Hall Institute, Professor Jonathan Baell from the Monash Institute of Pharmaceutical Sciences and Dr Brendon Monahan from Cancers Therapeutics CRC investigated whether inhibiting the KAT6A and KAT6B proteins could be a new approach to treating cancer.

The KAT6A and KAT6B proteins are responsible for amplifying genes that stimulate cancer growth."

Read the entire article by Ellen Singleton in the CSIRO Blog at: <https://blog.csiro.au/time-for-bed-anti-cancer-drug-putting-cancer-cells-into-a-permanent-sleep/>

Join the Union

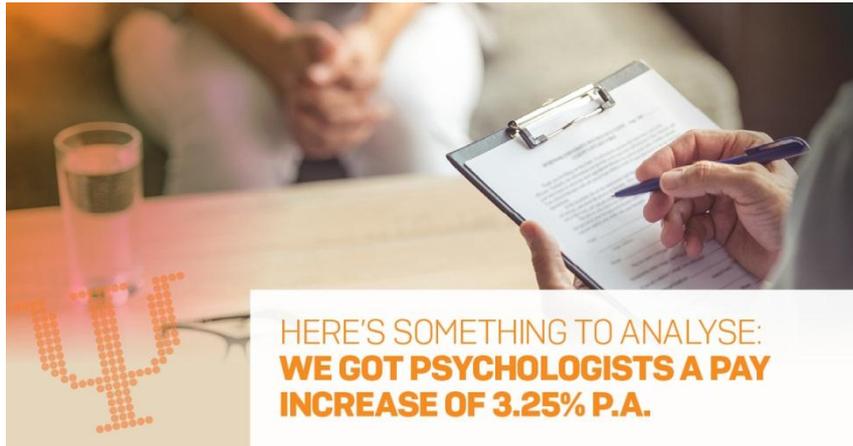
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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.

[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.

[follow on Twitter](#) | [friend on Facebook](#)

Authorised by Paul Elliott, Secretary, 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).

[unsubscribe from this list](#) | [update subscription preferences](#)

