



Stat Report 2018/19

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Federal Government in turmoil – time to Change the Rules

With a Federal Government in utter turmoil following a particularly nasty change in Prime Minister, it's vital we keep up the campaign to change the rules.

Increasing insecure work and casualization of the workforce; businesses able to refuse to bargain; more workers feeling like they are working harder for less in return – these are some of the reasons why we're campaigning to change the rules for working people.

We know that with Scott Morrison as our Prime Minister, he will continue to pursue an anti-worker agenda by giving more tax cuts to the big end of town; further cuts to penalty rates and continuing to foster insecure work.

Then the new Prime Minister voted 8 times against having a royal commission into the banks and our financial system, insisting there was nothing to investigate, despite what we now know of the big banks' preparedness to lie to regulators and engage in corrupt and fraudulent behaviour.

He also wants to give your superannuation to the big banks despite the overwhelming evidence

that industry super funds provide better returns (on average) than retail super funds or self-managed super funds. And we can't forget the role Scott Morrison has played in our treatment of people coming to Australia asking for our help only to find themselves trapped on Nauru.

The Productivity Commission's report, released last month, into income inequality found that nearly half of all Australians experienced income poverty at some point between 2011 and 2016, and nearly one in ten Australians currently live below the income poverty line. The Commission's report also found that income inequality has increased over the last three decades alongside wealth inequality, warning that excessive inequality and entrenched disadvantage can erode social cohesion and hinder growth. It can also weaken investment in education and skills. Let's not forget he voted against legislation to restore penalty rates for some of the lowest paid workers in the country.

The report comes on the heels of repeated record low wage growth in Australia and after repeated warnings from unions that the workplace relations system is broken, and does not give workers the tools or power we need to win fair pay rises.

We've also seen this week a call to institute deep structural reform of Australia's workplace relations rules to make them fair for women, including overhauling paid parental leave and removing restrictions on bargaining.

A new report commissioned by the ACTU lays out a comprehensive series of recommendations for reform that will address the structural bias against women in our current workplace laws. They include:

- The abolition of the concept of "primary" and "secondary" carers, to be replaced by 26 weeks' parental leave that a family can decide to use however they want
- The removal of restriction in the bargaining system that prevent women earning a fair wage. Women must be able to collectively bargain.
- Removing restrictions on bargaining so women can negotiate with someone who has the capacity to say yes to a fair pay rise
- The payment of superannuation on every dollar that women earn, including on paid parental leave
- Stronger powers for the Fair Work Commission to proactively tackle gender inequality, including establishing a new expert Gender Equality Panel, giving the Commission the power to hear and determine sexual harassment and sex discrimination claims, and implementing stronger pay equity provisions
- The right for employees with parenting and career responsibilities to receive – not merely request – family friendly working hours
- The provision of ten days paid family and domestic violence leave
- The restoration and protections of penalty rates
- A proper definition of casual work

Women are more likely to be working casually than men, and are far more likely to be award-dependent, and therefore vulnerable to cuts to penalty rates. Across society women are paid 14.6 percent less than men and they retire with 43 percent less superannuation.

Despite the proclamations that Morrison will do better, the truth is whether it's Turnbull or Morrison or somebody else, their policies won't change. They won't change their attacks on penalty rates or wage theft. They won't change their support for companies refusing to bargain with their staff. They won't change their attacks on asylum seekers and they won't change their attacks on our rights at work. We've seen just this week that the new IR Minister was very quick to get behind a multi-national company seeking to rip away workers' rights.

The only way we'll get change is to change the rules. And to change the rules we need our colleagues with us.

One of the best ways to bring our colleagues with us 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. [Register to host a workplace meeting here.](#)

State Wide Delegates Meeting – 25 September

On 25 September, MSAV, VPA Inc., AHP delegates will be joining with thousands of other delegates from around Victoria to get the latest update on the campaign to Change the Rules. You'll also get the latest updates on the next steps in the campaign and how you can help take the campaign into your workplaces to keep building momentum to Change the Rules.

It's going to be a huge event – the last delegates' meeting was standing room only - and to make sure that you can get into the event, it is vital that you let us know if you want to attend.

If you're planning on attending please let Alex know at alexs@msav.org.au

Australia Needs a Pay Rise Rally – 23 October

Join us on 23 October for a country wide rally for a pay rise. Keep your eyes peeled more details about the rally.



NPACC Supervision changes about vested interests not patient outcomes

The National Pathology Accreditation Advisory Council (NPACC) has recently made a couple of decisions that appears to be entirely about vested interests rather than ensuring the best patient outcomes.

Under current regulations, a major pathology service may be under the direction, control and full-time supervision of a pathologist, or senior scientist who is expert in the group, or groups, concerned. The new NPAAC Standards specifically provide for a pathologist to be in charge of all sections of pathology. This specific change is reflected in two new NPAAC documents – *Requirements for medical pathology services* and *Requirements for supervision in the clinical governance of medical pathology laboratories*.

This new requirement is being sold as a way to improve the quality of pathology services, improve lab governance with a shift to managing risk. However, not a shred of evidence has been produced to suggest there will be any improvement in the quality of pathology services, improvements in lab governance, reductions in risk or additional benefits to patients by changing who can be effectively in charge of a medical pathology laboratory.

In fact not a shred of evidence was produced to show that current laboratory supervision requirements limit quality or governance in labs, nor that they constitute any form of risk to patients. On the contrary, current supervision structures have overseen continuous improvement to quality and risk standards.

In making this change the NPAAC is effectively cutting off career paths for medical scientists to leadership roles in laboratories, in favour of pathologists. This change could also lead to substantial increases in the cost of staffing laboratories while not providing any greater protection to patients or result in improvements in turn-around times for tests.

There are no clinical reasons for this change and there is no evidence provided that such a change would improve laboratory services. This is purely a push to have pathologists in charge of laboratories and nothing to do with patient safety.

Help bring this matter to light and demand that the Health Minister not change NPAAC regulations to make pathologists the only ones in charge of a medical pathology laboratory and sign our petition to the Federal Health Minister, Greg Hunt

Bargaining Update

Community Sector

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

Enterprising 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

Renewal of scientists' agreement at Melbourne IVF. The first bargaining meeting was held in August between MIVF management and the MSAV team which included three member representatives. Major issues (apart from wages and conditions) include workloads and backfilling of scientists particularly on parental leave and LSL.

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.

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.

Melbourne Pathology

Work continues 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.

Caraniche Pty Ltd

Caraniche have had to be dragged into negotiating a first agreement with psychologists employed by Caraniche in juvenile justice services as part of the YHaRS consortium. YHaRS provides services for the Parkville Youth Justice Precinct and the Malmsbury Youth Justice

Precinct. <http://www.ysas.org.au/youthhealthandrehabilitationsservice>

Caraniche refused to enter into negotiations for a first EBA with the VPA, despite a petition signed by more than half the psychologists employed in the YHaRS . The Union then applied to the Fair Work Commission for bargaining orders, and a new electronic vote was held. Of the 23 psychologists employed by Caraniche in YHaRS, 14 voted for negotiations to start. Caraniche has now agreed to negotiate an EBA - but still have not advised of their availability to meet.

Watch this space.

Contact Jimmy Cinar or Rosemary Kelly on 9623 9625 if you have questions.

Ballarat IVF

Negotiations for a first EBA for scientists at Ballarat IVF have concluded and the Agreement has been circulated prior to voting being conducted on 14 September 2018.

Despite agreement having been reached for the new wages to apply from 1 July 2018, Ballarat IVF walked away from that commitment and the new rates of pay will now apply from the date of a positive vote. Similarly management walked away from the agreed rate of pay for the laboratory supervisor position. Any IVF scientists thinking of working for Ballarat IVF should ring the MSAV first.

Contact Rosemary Kelly or Jimmy Cinar on 9623 9625 for any further discussion.

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



Host a workplace meeting and help grow our campaign



^Members from St Vincent's

2018 Climate and Health Symposium

You're invited to participate in the 2018 Climate and Health Symposium to discuss the

topic: *Climate change is a health issue – what will it take to get action to respond?*

The Symposium is a high-level event with participants from the health sector, local and state government, professional and industrial associations, not for profit organisations, research, academia, sustainable healthcare, environmental organisations, and civil society who will gather to share challenges, successes and opportunities on climate change and health and generate momentum to help accelerate coordinated and effective action.

Event Details

Time and Date: 8.30am-11.30am Friday, 21st September 2018 (includes morning tea, followed by CAHA Annual General Meeting 12.00pm-1.00pm, followed by lunch until 1:30pm).

Venue: Multipurpose Room 1, Kathleen Syme Library and Community Centre, 251 Faraday Street, Carlton

RSVP at <https://www.eventbrite.com.au/e/2018-climate-and-health-symposium-tickets-49119753505> to secure a place - please note there is a small charge to cover costs.

The Climate and Health Alliance is hosting the symposium which will have participants hearing a series of 'lightning talks' on the latest policy, advocacy, research and communications on climate change and health. The symposium is structured to enable participants to share their insights, knowledge and ideas to build a stronger collective understanding of current initiatives and opportunities for collaboration to inspire accelerated action to tackle climate change.

This Symposium will engage participants in a discussion to achieve the following objectives:

1. Identify how to frame climate change as a critical public health issue to policy makers and the media
2. Raise awareness of research, policy and advocacy initiatives on climate change and health in Australia
3. Engage and build the community of professionals dedicated to climate and health action
4. Generate momentum and commitments for action on climate and health
5. Use the discussions to feed into the Climate and Health Forum at the Global Climate Action Summit in California in September

You can register for the Summit at <https://www.eventbrite.com.au/e/2018-climate-and-health-symposium-tickets-49119753505> - please note there is a small charge to cover costs.

Health & Safety Reps Conference 2018

It's on again! The Trades Hall Health & Safety Reps (HSR) Conference is back: bigger and better than ever! Section 58 powers of the HSR will be the focus of this year's conference. [Click here to register now!](#)

Inspecting the workplace, getting the assistance of other people, being present when a WorkSafe Inspector visits your designated work area, attending interviews about health and safety – these are critical powers that help you keep your workplace safe and healthy for everyone.

The 2018 conference will feature expert speakers on s58 of the OHS Act as well as HSRs explaining how they have used s58 to win safer, healthier workplaces.

Save the date - Tuesday 30 October 2018. The rural program has been expanded again. You can attend an HSR conference in Melbourne, Bendigo, Morwell and Wodonga! Register at: www.weareohs.org.au/conf18

Because the conference is s69 approved, if you give your employer at least 14 days' notice, they have to let you attend the conference. After you register, you will be taken to a webpage where you can download the s69 certificate and a notice to give to your employer to ensure you get released for the conference.

The HSR Conference is both the biggest date in the Victorian OH&S calendar and is the biggest HSR event in Australia. [We can't wait to see you there!](#)

Learn more about your HSR powers – [get along to the 2018 HSR Conference!](#)

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.

Victorian State Election

You can also get involved in activities near you to support the campaign. Head over to [We Are Union to check out what activities are on near you](#).

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 burns while politicians fiddle with the leadership

"With swathes of New South Wales [still smouldering](#) and temperature records [tumbling all over the world](#), Malcolm Turnbull is losing his grip on the prime ministership, partly because of his inability to land a very modest emissions policy. His is the latest failure in a decade-long story of broken climate policy in Australia.

Like most voters, scientists are tired of these political games when clearly so much more is on the line.

That's because what is happening now with extreme weather events and longer fire seasons is exactly what [we forecast a decade ago](#). This isn't breaking news. In fact, the science around the role of climate change in extreme temperatures is so solid that the editors of the world-leading [Bulletin of the American Meteorological Society](#) have discouraged scientists from researching extreme temperatures in its [annual extreme events issue](#)."

Read the entire article by Sophie Lewis and Sarah Perkins-Kirkpatrick in The Conversation at: <https://theconversation.com/australia-burns-while-politicians-fiddle-with-the-leadership-101905>

Worth Reading: Explainer: what is resignation syndrome and why is it affecting refugee children?

"Reports from Nauru are raising concerns about an outbreak of a severe trauma-related mental disorder known as traumatic withdrawal syndrome, or resignation syndrome.

Recent legal action resulted in urgent medical evacuation of a child in an unconscious state following a progressive social withdrawal and failure to speak, eat or drink. The child was unresponsive, dehydrated and at risk of death from the physical complications of this extreme state.

Medical experts noted there are no adequate medical or mental health facilities on Nauru to treat this condition. This outbreak raises serious questions about the impact of our offshore facilities for vulnerable populations and the capacity of the current system to respond adequately."

Read the entire article by Louise Newman in The Conversation at:

<https://theconversation.com/explainer-what-is-resignation-syndrome-and-why-is-it-affecting-refugee-children-101670>

Worth Reading: 'Big data' says you're a cancer risk. Do you want your insurer to know? Do you want to know?

"Your health is becoming another data point to be collected and analysed on a massive scale, as clinical records are digitised, apps track our heart rate, and new tools promise they can tell someone's mental state from a tweet.

This growing mass of health data has led some experts to call for a new "social contract" — a fresh negotiation of trust between patients and the groups that want their most intimate information.

While digital healthcare could have significant benefits, University of Maryland artificial intelligence law expert Frank Pasquale warned citizens may need protection from the unintended consequences of big data analytics in healthcare."

Read the entire article by Ariel Bogle at the ABC at: <http://www.abc.net.au/news/science/2018-09-01/health-data-growth-has-privacy-legal-implications/10156396>

Worth Reading: Can you beelieve?! Our guide to native bees

"Think of a bee. You're probably imagining a fuzzy yellow and black thing with a little stinger helping pollinate things. Well done! That's a great description of the European honeybee, *Apis mellifera*, but try and imagine another bee... How about a native Aussie bee. Any ideas? No? Well, buckle up, buttercup, with help from our Guide to Native Bees of Australia, we're going on a wild native bee-hunting ride."

Read the entire article by Eliza Keck in the CSIRO Blog at: <https://blog.csiro.au/can-you-beelieve-our-guide-to-native-bees/>

Worth Reading: Climate-constrained healthcare

"On 22 June last year, a rare display of tripartisan support for action on climate change was on display in Parliament House in Canberra. Indigenous health minister Ken Wyatt joined shadow health minister Catherine King and Greens leader Richard Di Natale for the launch of a road map for tackling climate change as an urgent health concern.

Representatives from across the health sector attended the event, where speakers described the wide-ranging health benefits of actions to reduce emissions. The launch was followed by a round-table discussion hosted by the Australian Healthcare and Hospitals Association, where discussions were also marked by a sense of collaboration and goodwill.

All three politicians stressed the importance of the report, [*The Framework for a National Strategy on Climate, Health and Well-being*](#), which made wide-ranging recommendations across portfolios, including energy, environment, transport and infrastructure, as well as health. Tellingly, the framework — and the extensive consultation it was based on — was not the work of governments but of a small organisation, the Climate and Health Alliance, or CAHA, and of volunteers rather than health departments or agencies."

Read the entire article by Melissa Sweet in Inside Story at: <https://insidestory.org.au/carbon-constrained-healthcare/>

Worth Reading: Big banks and employers do what they

like - because they can

"This week came the news that the economy over the past year grew faster than it has any time since 2012. It was a nice point given that the average household's income is still at 2012 levels in real terms. The national accounts are not reflecting the reality of people's own economic experience, but they do reflect how skewed the economy has become away from households.

Within the national account the ABS provided a figure called "real net national disposable income per capita", which is often referred to as a measure of Australia's economic wellbeing. In the past it has been a rough and ready guide for how we're all going. But the problem is the national income includes not just the income of households, but also companies.

In the past two years, this measure of wellbeing was 5.5%. Given the average annual rise this century has been just 1.7%, that should mean we're all doing rather nicely!

Except over the past two years, the real household disposable income has fallen. If you use the ABS's price index for household consumption it has fallen 1.3%, if you use the standard consumer price index, it has fallen 2.5%. By either measure, household's disposable income is now lower than it was at the end of 2011."

Read the entire article by Greg Jericho in The Guardian at:

<https://www.theguardian.com/business/grogonomics/2018/sep/09/big-banks-and-employers-do-what-they-like-because-they-can>

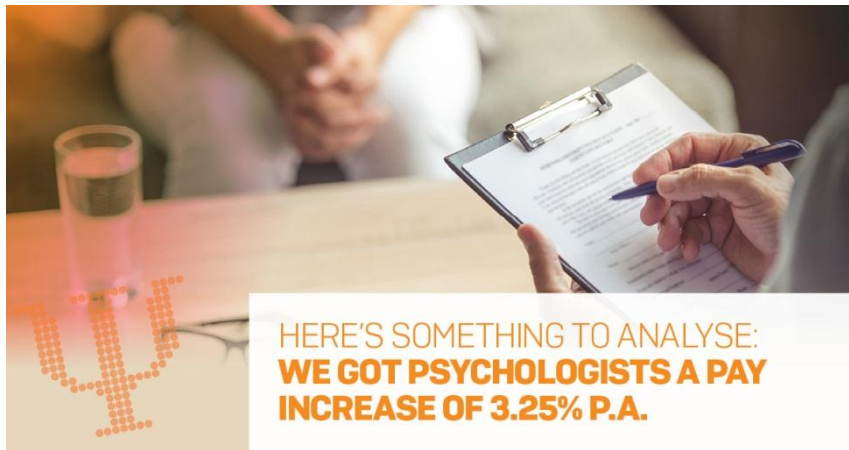
Join the Union

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

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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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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).

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