



Stat Report 2018/21

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There is a pay crisis in Australia

Australia needs a pay rise. Our living standards are going backwards and our pay isn't keeping up with basic living costs. Each day people are struggling to make ends meet. They're deciding on whether to pay the bills, rent or mortgage or have lunch.

Something is very wrong. Our system is seriously out of balance, but the Morrison Government won't even acknowledge there's a problem. To be fair the Abbott and Turnbull governments didn't acknowledge there's a problem either.

We have record low wage growth because the rules are broken and don't give workers the tools needed to get fair pay rises and more secure jobs. It says something when the list of groups calling for working people to get a pay rise includes organisations like the Reserve Bank of Australia, the OECD and the International Monetary Fund.

The labour share of national income – a good measure of how fairly the nation's resources are being divided – is close to its lowest point in half a century. It fell 0.3 percent over the past year and more than two percent over the last two years.

But working people are coming together and working together to change these rules; to stand up and demand that the rules are changed. And we're asking you to join us and be a part of it.

Our Change the Rules campaign is about much more than a pay rise. It is about re-balancing the whole system and changing the rules that have led to record inequality and bringing back the fair go for working people. It's about building a future where our pay is fair, our work is more secure and our country is a great place to live.

Let's stand together, in the streets of our cities and towns across Victoria and the whole country, and put on the biggest rally they have ever seen.

Join us on 23 October at 10:30am at Trades Hall for the Australia Needs a Pay Rise rally. It's going to be massive and we want you to be there.

Help promote the rally by [downloading and sharing the leaflet](#) with your colleagues, family and friends



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. Further discussions this week were held to resolve differences between us. A resolution has been made more complicated by some community health services shifting their position.

A full report to members will follow next week.

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

Melbourne IVF

Negotiations remain ongoing with the major issues (along with wages and annual leave) being workload and staffing.

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

Dorevitch

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.

Ballarat IVF

The Ballarat IVF Agreement was voted up by members and is currently being assessed by the Fair Work Commission for approval.

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

Relationships Australia

Negotiations are ongoing but frustratingly slow. The employer has not responded to any claims by the VPA or even put a wages position on the table. Even though bargaining has been going for 6 months.

Please contact Rosemary Kelly on 9623 9625 if you have any questions.

NPAAC Supervision changes about vested interests not patient outcomes

Final chance to sign the petition!

The National Pathology Accreditation Advisory Council (NPAAC) 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.

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

Sign the petition at <https://goo.gl/forms/Z4fbblqetoZnOpv82>

Check your enrolment to vote

On 24 November we're heading to the polls to elect a new state government so now is a great time to make sure that you're enrolled to vote.

So if you've recently moved or changed your name or have just turned 18 then you should check whether you're enrolled. You can check to see if you're correctly enrolled at the Victorian Electoral Commission website - <https://enrolment.vec.vic.gov.au/>

To help make sure more Victorians participate, the Victorian Electoral Commission has developed "Voters Voice" which is a free app. It is designed to help people participate in the state election who have complex communication needs low literacy, low English language ability or use Auslan.

You only have until 8pm on 6 November to make sure you're properly enrolled so you can exercise your vote and help shape our next state government – check your enrolment at <https://enrolment.vec.vic.gov.au/>

Anti-poverty week 2018

Starting Monday is anti-poverty week. Poverty and severe hardship affect more than a million Australians and more than a billion people worldwide.

The main aims of Anti-Poverty Week are to:

- Strengthen public understanding of the causes and consequences of poverty and hardship around the world and in Australia; and
- Encourage research, discussion and action to address these problems, including action by individuals, communities, organisations and governments.

Everyone is encouraged to help reduce poverty and hardship by organising an activity during the Week or taking part in an activity organised by others. Find out what you can do for anti-poverty week by visiting www.antipovertyweek.org.au

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.

You can attend an HSR conference in Melbourne, Bendigo, Morwell and Wodonga!
Register at: www.weareohs.org.au/conf18

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 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: You can't 'erase' bad memories, but you can learn ways to cope with them

"The film *Eternal Sunshine of the Spotless Mind* pitched an interesting premise: what if we could erase unwanted memories that lead to sadness, despair, depression, or anxiety? Might this someday be possible, and do we know enough about how distressing memories are formed, stored, and retrieved to make such [a therapy possible](#)?"

Cognitive behaviour therapy (CBT) is a common treatment for anxiety disorders. The basic idea of CBT is to change the fear-eliciting thoughts that underlie a client's anxiety.

Imagine the instance where a person has a dog phobia. They are likely to believe that "all dogs are dangerous". During CBT, the client is gradually exposed to friendly dogs to cognitively reframe their thoughts or memories into something more realistic – such as the belief "most dogs are friendly".

Read the entire article by Carol Newall and Rick Richardson in *The Conversation* at: <https://theconversation.com/you-cant-erase-bad-memories-but-you-can-learn-ways-to-cope-with-them-103161>

Worth Reading: The science is clear: we have to start creating our low-carbon future today

"This week's release of the special report from the Intergovernmental Panel on Climate Change (IPCC) has put scientific evidence on the front page of the world's newspapers.

As Australia's Chief Scientist, I hope it will be recognised as a tremendous validation of the work that scientists do.

The people of the world, speaking through their governments, requested this report to quantify the [impacts of warming by 1.5°C](#) and [what steps might be taken to limit it](#). They asked for the clearest possible picture of the consequences and feasible solutions.

It is not my intention in this article to offer a detailed commentary on the IPCC's findings. I commend the many scientists with expertise in climate systems who have helped Australians to understand the messages of this report.

My purpose is to urge all decision-makers – in government, industry and the community – to listen to the science."

Read the entire article by Alan Finkel in The Conversation at: <https://theconversation.com/the-science-is-clear-we-have-to-start-creating-our-low-carbon-future-today-104774>

Worth Reading: Can democracy survive?

"Sometimes you have to sit up straight and look the facts in the face. Yes, Donald Trump is the president of the United States of America. Time might slowly dull this realisation, but it shouldn't. We've witnessed bad presidents before — and perhaps, when all is calculated, more destructive ones — but none this shameless. From his opening campaign speech, in which he described immigrants as rapists and drug dealers, Trump revelled in ignorance, flaunting his indifference to truth and contempt for the complexities of government. He spread racist conspiracy theories and threatened to jail his opponent. This was a man without even the pretence of depth, a vindictive and easily distracted bully, proudly incurious about the world outside his own experience.

And yet with all this knowledge — he never attempted to hide any of it — the American people still chose him as their leader. I watched the count at a Democrats Abroad event in Canberra, and I've never seen a room change so quickly. Early confidence turned into mild panic, which then turned into open devastation, all within an hour. People were crying. If this was democracy, something was very sick in its heart."

Read the entire article by Shaun Crowe in Inside Story at: <https://insidestory.org.au/can-democracy-survive/>

Worth Reading: Ten lessons from cities that have risen to the affordable housing challenge

"Imagine planning a public transport system for a large city by providing one bus at a time on one route that might serve a few dozen people (but nobody knows how many). That is what planning for housing affordability looks like in most Australian capital cities: innovative projects take years to develop and never get scaled up into a system.

Who can we learn from? In July, the lead author returned to three cities comparable to Melbourne that she visited in [2015](#) – Vancouver, Portland and Toronto – to re-interview key housing actors and review investment and policy changes over the past three years. All have big housing affordability problems, caused by a strong economy and 30 years of largely unregulated speculative housing. A lack of federal government involvement has exacerbated these problems.

But these four cities have recently developed very different approaches to housing systems planning, with increasingly divergent results. Toronto has gone backwards. Vancouver and Portland, though, are reaping the rewards of good metropolitan policy, from which we have drawn ten lessons for Melbourne."

Read the entire article by Carolyn Whitzman, Katrina Raynor and Matthew Palm in The

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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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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