



Stat Report 2018/27

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Additional federal funding for health?

This week there were a number of reports about Prime Minister, Scott Morrison, offering an additional \$1.25 billion for healthcare. The reports suggest that the Prime Minister has made the offer without prompting, with the additional funding going into such areas as cancer treatments, drug and alcohol clinics, chronic disease programs, and extra mental health services.

While any additional funding is welcome this is still a drop in the bucket of what's actually needed in the public healthcare sector to ensure that every Australian receives the world-class healthcare we deserve. It is worth pointing out there is not a lot of detail about the additional funding and where the funding is coming from or how it is going to be distributed across the different areas identified. But Scott Morrison could go even further though and really show his support for our universal health system by ending the massive subsidies paid to the private health insurance industry or propping up private pathology providers. With premiums going up and reports of junk policies and fewer services available, it's a wonder the LNP government continues to prop up an industry that is obviously incapable of standing on its own two feet without taxpayer subsidies.

We want to be optimistic about the additional \$1.25 billion for healthcare but we have to be sceptical given how much funding has been ripped out of healthcare by the LNP. This gesture smacks of desperation as the Prime Minister can see the writing on the wall that his government is destined to be kicked out in 2019. And it suggests that the LNP are vulnerable on healthcare given their repeated attempts to privatise various aspects associated with Medicare like the processing of rebates.

We'll wait and see whether the Prime Minister delivers on the additional funding and what other healthcare policies are put forward by the LNP ahead of next year's federal election before we come out extolling the funding boost in the short term.

Paul Elliott
Secretary

Bargaining Update

Dorevitch

Meetings are continuing, and we will have a comprehensive report for members early next week.

In the meantime, members asked why we haven't taken these negotiations off to the Fair Work Commission for arbitration, as happened for the HWU. The answer to this is pretty technical, so let's try with a dot point summary of what the Fair Work Act says:

- We have to be taking protected industrial action (strike)
- The industrial action must be creating a risk to the welfare of the community or individual
- If the above happens, an application must be made to the FWC to have the industrial action terminated (in the HWU case the Vic State Government made the application)
- The FWC must issue an order terminating the industrial action
- If all of the above has happened the FWC will arbitrate.

In short, a Union cannot just refer a dispute to the FWC to have it arbitrated.

Everything about what is required to have the FWC deal with a bargaining dispute is technical, complex and downright unfair on workers/Unions – *Change the Rules!*

Community Sector

A detailed members report has been distributed and includes the Union's report in relation to the last offer made by Community Health sector employers. Please note the offer made on annual leave involves some employers agreeing to the claim to increase annual leave accruals to 5 weeks per year with a subsequent reduction in some public holiday entitlements (e.g. deletion of pub holiday payments for days you don't work and reduced loading from 250% to 200% for days worked). On the other hand of course, there are Community Health employers refusing to concede the extra week of annual leave.

The package includes the following wage increases:

- 6.5% from 1 June 2018
- 3.5% on 1 February 2019
- 3.25% on 1 February 2020
- 2.0% on 1 February 2021

In addition, the public sector Grade 2 'uplifts' will apply and a \$2,000 upfront lump sum payment is also offered (pro rata for part time staff)

This offer was put to a meeting (teleconference) of members held on 21 November. This meeting recommended the offer be put to a vote of members and other staff covered by the proposed agreement as soon as possible.

We will advise members of the dates of the vote as soon as they are confirmed. Please provide any comment or feedback to Paul Elliott as soon as possible.

Australian Clinical Labs

Enterprising bargaining for a new agreement to cover scientists and technicians at Australian Clinical Labs is proceeding, clearly at a very slow pace.

The MSAV is pushing very hard for a wages offer and operative date for the first increase. We hope to get a response from ACL at the next meeting in early December. If you have any questions please contact Matt Hammond at 9623 9623 or via email at matth@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.

Youth Justice (Caraniche)

The next bargaining meeting is on 17 December. They still have not responded to our log of claims, which they have had since 25 September, other than to say they rejected the draft agreement we tabled.

Relationships Australia

The Union had a meeting last Tuesday with Relationships Australia and they are still refusing to respond to our log of claims, even though they are largely technical matters that must be in there under the NES. They undertook to respond by the next meeting but with a short turnaround to Christmas this will be in the new year.

Members meeting at Monash Health

Let's see out 2018 with an update on matters at Monash and share the Holiday Cheer!

The MSAV will hold a Members meeting for all Monash Pathology Members at Clayton.

Agenda: Update on our Staffing Dispute and Report back on Rostering Study Findings

Date: Thursday 20 December 2018

Time: 12 Noon

Where: Pathology Conference Room, Level 3 MMC Clayton

Please make sure your area is represented and that as many can attend as possible.

For those at other sites or unable to attend please watch out for updates in STAT Report and as always communicate with your colleagues at Clayton.

For those we don't see we wish you a safe and happy Festive season!

Climate Change and Health

The 2018 Lancet Countdown on health and climate change

The release of the [2018 Lancet Countdown report](#) on 29th November 2018 was a big global news story. The report tracks 41 indicators across five domains in health and climate change, including political engagement, finance, adaptation, health co-benefits and current progress and is the result of 12 months of hard work from over 100 academics from 27 academic institutions and agencies, across every continent. It highlights the importance of widespread public understanding of the impacts of climate change on health, as well as the urgency for action to be taken.

A key message for policymakers (and health advocates informing them) is this: "A lack of progress in reducing emissions and building adaptive capacity threatens both human lives and the viability of the national health systems they depend on, with the potential to disrupt core

public health infrastructure and overwhelm health services."

Australian Health and Climate Report - MJA-Lancet Countdown

Alongside the Lancet report, the [Medical Journal of Australia](#) released an assessment of the progress on climate change and health within the Australian context, revealing an alarming lack of political action which will threaten lives. [Read more](#).

Launch events for the MJA-Lancet report were held in Canberra and Sydney, with the Canberra event being hosted by Ministers Fitzharris and Rattenbury. You can watch the co-author of the MJA Lancet Countdown 2018 [Professor Tony Capon talking to ABC News 24](#) about the implications of the report for Australia.

Plastics in Healthcare

CAHA's international partner, Health Care Without Harm, has released a [new report on plastics in healthcare](#). Medical waste is regularly reported washed up on beaches, and if not properly disposed of, plastics from healthcare will contaminate the environment for decades or even centuries. The report estimates that of the 8,300 million metric tonnes (Mt) of plastics produced to date, 6,300 Mt have become waste and almost 5,000 Mt have been accumulated in the environment or landfills.

Climate resilient healthcare facilities

In light of the increasing impacts of extreme weather events, health professionals increasingly understand the need to prepare health services and facilities for future climate emergencies. A recent series of webinars cover the impacts of climate driven, extreme weather events on emergency departments and health systems, along with opportunities for resilience, preparedness and emergency medicine leadership. [Access slides and resources here](#). A recent [peer reviewed article](#) provides further insight on how healthcare facilities can become more climate resilient.

Join and help take action

Individuals can join CAHA to support their work to ensure people's health and well-being is central to national and global efforts to respond to climate change. [Click here to join CAHA](#)

Divesting from fossil fuels

Because the Union strongly believes that climate change is union business and because it threatens our health we're amazed and disappointed that our superannuation funds are ignoring our future health and well-being with HESTA and First State Super (FSS), Australia's biggest health industry super funds, still investing our money in fossil fuels like coal, oil and gas.

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest

The Union is a supporter of the Climate and Health Alliance and the Healthy Futures campaign.

Latest NPAAC accreditation standards consultation

The National Pathology Accreditation Advisory Council (NPAAC) has released the draft *Requirements for Laboratories Reporting Tests for the National Cervical Screening Program*, the new *Requirements for Validation of Self-Collected Vaginal Swabs for use in the National Cervical Screening Program* and the *Requirements for Transfusion Laboratory Practice*.

NPAAC is undertaking public consultation on these requirements and is seeking input from medical scientists, pathologists and laboratories. **Submissions are due on 17 December.**

In making your submission you might want to consider providing:

- An indication of whether the document(s) is acceptable in its current form
- Technical comments or suggestions on possible revisions to the document or
- Comments on potential associated costs in reliance to compliance

Submissions will need to identify the relevant NPAAC document(s) and [forwarded to the NPAAC Secretariat using the public consultation form](#).

Positions not backfilled?

Let us know

Annual Leave for Public Sector

One of the great outcomes from our negotiations for a new public sector enterprise agreement was the inclusion of an additional week's annual leave plus loading. The provision covering the extra week's annual leave commenced from 28 December 2017, which means that you started accruing your extra week of leave from then.

Annual leave for members in the private sector are dependent on the agreements with those providers and may be different to the conditions outlined below.

Here are the provisions for annual leave in the public sector agreement:

Basic Entitlement

Employees, other than casual employees, covered by the Agreement are now entitled to 5 weeks annual leave for each year of service. Annual leave loading of 17.5% applies to the 5 weeks basic entitlement.

Annual Leave Exclusive Of Public Holidays

Annual leave doesn't normally include public holidays but if a public holiday falls on a day during your annual leave, and you would've been rostered to work on the public holiday, then the equivalent ordinary time will be added to your annual leave time.

Weekend Shift Worker Additional Leave

Staff (including part-time staff) who work shifts in excess of 4 hours which fall on a Saturday and/or Sunday, as part of your ordinary hours, will receive additional annual leave at 0.5 times the number of ordinary hours worked, up to a maximum of 38 hours (1 week) additional leave in any 12-month period. Note this week is in addition to the new base entitlement of 5 weeks leave.

Single Day Annual Leave

You can take Annual Leave as single day periods but you're not able to take more than 10 such days in any calendar year.

Cashing Out of Annual Leave

Where an employee has accrued annual leave in excess of eight (8) weeks, then by mutual written agreement the Employer may pay the annual leave (and annual leave loading as applicable) in excess of eight weeks to the employee as a one-off cash payment, at the rate that would have been paid had the leave been taken.

Superannuation contributions will be paid by the Employer in respect of the period of annual leave to be paid out.

Payments made in accordance with the above extinguish an employee's right to access leave or receive further payment for the period of leave paid out.

Questions?

If you have any questions or queries regarding your Annual Leave entitlement (whether you're working in the public, community or private sectors) please make sure you contact the Union on 9623 9623 or via email at enquiry@msav.org.au

Festive Season Public Holiday Pay

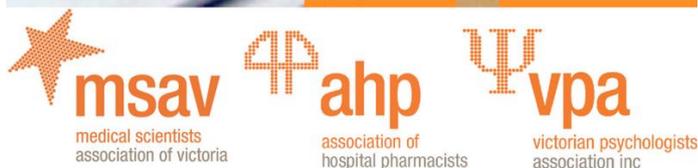
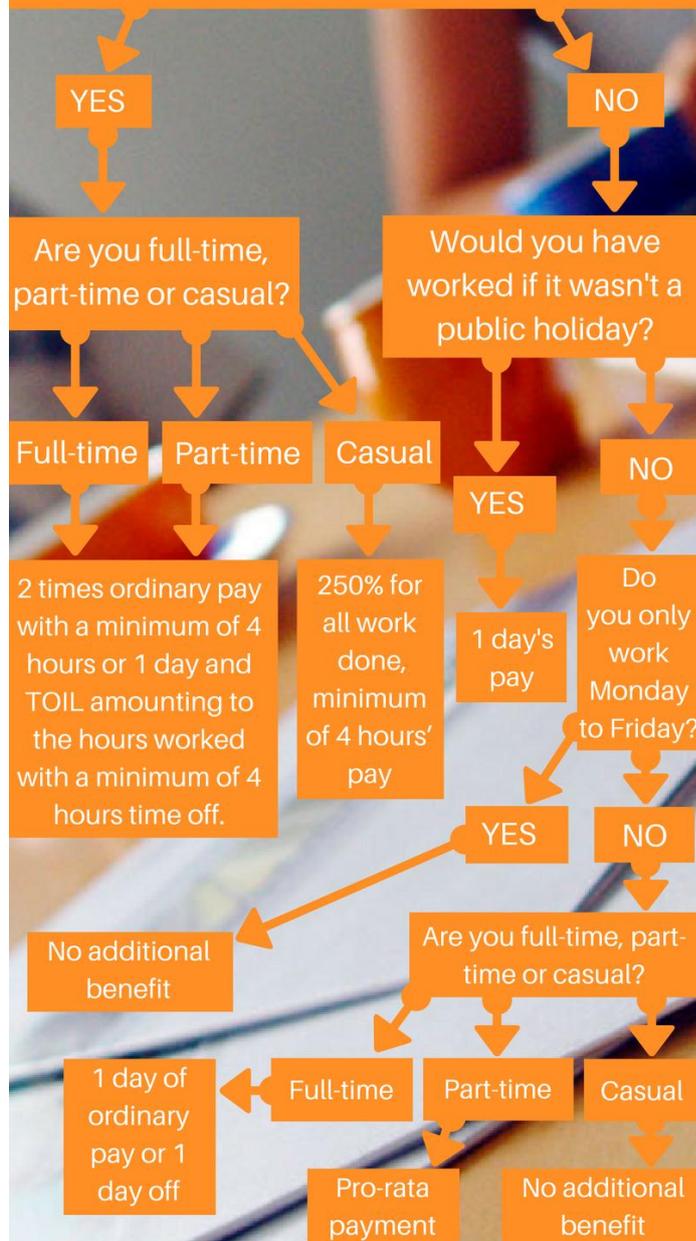
The festive season is upon us and it's important to know what your public holiday pay

entitlements are, especially for those members in the public sector. This year Christmas Day and Boxing Day are during the working week with no additional day to make up for a public holiday being on the weekend. The same applies for the New Year's Day public holiday.

To make sure you know what your entitlements are and whether you've been properly paid, use the flowchart below. If you have any questions about your public holiday pay, whether you work in the public, community or private sectors, please contact the Union on 9623 9623 or at enquiry@msav.org.au

Public Holiday 2018 Payments

Did you work that day?



Office Hours over the Festive Season

The Union will be closed from 22 December and will reopen on 3 January. The Union is also changing its opening hours - starting in 2019 the office will be open from 9am to 5pm.

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: Meet the remote Indigenous community where a few thousand people use 15 different languages

"On Australia's remote north-central coast, the small community of Maningrida is remarkable for many reasons. It boasts dramatic coastal scenery, [world-renowned bark and sculptural artists](#), skilled weavers and [textile printers](#), and [unique local wildlife](#). But Maningrida is extraordinary for another reason: it is one of the most linguistically diverse communities in the world, with 15 languages spoken or signed every day among only a couple of thousand people.

Northern Australia is a "hotspot" for language diversity. But of the more than 250 different Australian languages spoken at the time of colonisation, now only 15-18 are being passed on to new generations of speakers. Perhaps 100 more are still spoken by a handful of elderly speakers. Understanding how the multilingualism of this region works may help us maintain and revitalise other languages.

Abigail Carter, a Language and Culture worker at Maningrida College, has lived in Maningrida for most of her life, and also spends time at Wurdeja, a small outstation community her family calls home east of Arnhem Land's Blyth River. Like most of her friends and family, Abigail is highly multilingual. Her main language is the [Martay dialect of the Burarra language](#), and she is a fluent speaker of English."

Read the entire article by Jill Vaughan in The Conversation at: <https://theconversation.com/meet-the-remote-indigenous-community-where-a-few-thousand-people-use-15-different-languages-107716>

Worth Reading: Digital platforms. Why the ACCC's proposals for Google and Facebook matter big time

"The Australian Competition and Consumer Commission has released the preliminary report of its [Digital Platforms Inquiry](#), and Google and Facebook won't be happy.

Rather than adopting a gently-gently approach, the ACCC has produced draft recommendations that are extensive and dramatic.

If implemented, they would significantly affect the way the digital platforms make their money, and help direct the content we consume.

What's more, the inquiry is touted as a world first. Its findings will be closely monitored, and perhaps even adopted, by regulators internationally."

Read the entire article by Sacha Molitorisz and Derek Wilding in The Conversation at: <https://theconversation.com/digital-platforms-why-the-acccs-proposals-for-google-and-facebook-matter-big-time-108501>

Worth Reading: Do it better or do it differently?

"Among the commitments premier Daniel Andrews made during the recent Victorian election campaign was a [royal commission](#) into mental health in his state. Coming not long after the launch of a Productivity Commission [inquiry](#) into the impact of mental health on the economy and productivity, it was a dramatic expression of a wider trend. Separate inquiries were already examining the mental health systems of [Western Australia](#) and in [South Australia](#).

In any other healthcare field this welter of inquiries might seem excessive. But it's business as usual for mental health, a sector in which inquiries are "more frequent than iPhone updates," [according](#) to John Mendoza, former chief executive of the Mental Health Council of Australia. Two other experts in this area, Ian Hickie and Sebastian Rosenberg, have identified thirty-two statutory reviews of the mental health sector since 2006.

The reasons for such a high level of scrutiny are complex. But one key motivator is the quest to find out why, despite significant boosts in funding for research, policy-making and services over the past two decades, the statistics reveal that Australians are not enjoying improved mental health."

Read the entire article by Jennifer Doggett in Inside Story at: <https://insidestory.org.au/do-it-better-or-do-it-differently/>

Worth Reading: Clinical waste watch

"Global Green and Healthy Hospitals has a platform of 10 ways in which health care can reduce its carbon footprint.¹ The one that usually stands out for nurses and midwives is 'waste' — it's in our hands and we decide which bin to put it in.

There is so much waste in health care. Vigilant nurses, midwives and carers see this every day and are increasingly looking for opportunity to reduce waste, recapture value and preserve resources.

But how?

There is confusion about waste segregation in the community before we add in the complexity of health care and our already busy clinical loads. And then — isn't hospital waste irritating?"

Read the entire article by Ros Morgan in Australian Hospital and Healthcare at: <https://www.hospitalhealth.com.au/content/facility-admin/article/clinical-waste-watch-16305721>

Worth Reading: Enterprise bargaining faces extinction and it could lower your wages, warns think tank

"The Centre for Future Work, part of the left-leaning Australia Institute thinktank, has published a research report detailing a dramatic decline in the number of enterprise agreements (EAs) and workers covered by them, especially in the private sector.

"The number of private sector employees covered has dropped by 34 per cent since end-2013 (peak year), a decline of 662,461 employees," observed report author and economist Alison Pennington.

Enterprise bargaining was introduced in the early 1990s with the aim of allowing employers and employees to negotiate above-award pay and conditions in return for workplace-specific productivity-enhancing trade-offs that were supposed to be a win-win for both parties."

Read the entire article by Michael Janda in the ABC at: <https://www.abc.net.au/news/2018-12-13/enterprise-bargaining-faces-extinction/10612796>

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.



[Share on Facebook](#)



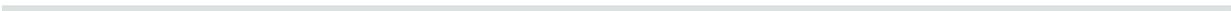
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Your Union is on Facebook

Keep up to date with what's happening by liking us on Facebook



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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