



## Stat Report 2019/01

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### Looking forward to a huge 2019

Happy New Year and welcome to 2019.

2019 will present us with some big challenges. Chief among them is the need to address chronically high workloads by increasing workforces across all of our disciplines. We know that if we fail to address this critical issue members will experience higher levels of work stress, manifested in exhaustion, burnout and other injuries.

We will be working hard to form working relationships with new Members of Parliament elected at last year's state election. We'll also be working to make sure they know about the challenges faced by members and the ways they can make working life better while also making our health system stronger and more resilient. We will endeavour to work closely with the new Victorian Health Minister, Jenny Mikakos, to address the substantive issues facing members as well as seeking to end the corrosive impact of private providers in the public health system. Having developed a good working relationship with Jill Hennessy's office we're keen to ensure we have a stronger relationship with Ms Mikakos.

The Union will continue to work with Victorian Trades Hall Council and the Australian Council of

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Trade Unions on big, society-wide issues like the very real problem of gendered violence at work; addressing wage theft; creating more secure jobs and changing the rules for working Australians.

2019 also means we will have a Federal election in the first half of the year with many tipping it will be held in May. This is going to be our biggest opportunity in a decade to achieve essential changes to industrial relations legislation that will make our workplaces fairer and safer. This election gives us an exciting opportunity to ***Change the Rules!***

2019 is shaping up to be another huge year for the Union and we look forward to working with you all to change the rules for a fairer industrial system so you can focus on continuing to deliver world-class healthcare to all Victorians.

Paul Elliott  
Secretary

## New Report into Rostering Practices in Pathology Services

For the past six or so years the MSAV has worked hard to respond to our members' calls for assistance with issues such as escalating workloads, growing work intensity, leave backfill, staffing levels and worst of all, injuries arising from these.

One initiative of the MSAV's involves an independent and scientific investigation of rostering and staffing in public pathology services. RMIT University was asked to undertake a study of rostering practices in four public sector pathology services (Melbourne Health, Alfred Health, Monash Health and the RCH) to examine the impact of current rostering practices on fatigue and absenteeism. RMIT investigators, headed by Professor Timothy Bartram, conducted the study in the second half of 2018 by analysing rosters, interviewing pathology services senior managers and conducting focus groups of scientists.

| The RMIT University issued its final report in late December 2018.

Of most importance, the RMIT report recommends that each of the pathology services involved immediately employ an additional 20.0 EFT scientists across the four departments studied (Haematology, Biochemistry, Microbiology and Anatomical Pathology) to "address work intensification and meet the requirements of the EA".

You will see that the report is comprehensive and thorough. Its findings and recommendations are truly remarkable, in that the report's principal conclusion is that staffing levels in the four pathology services studied are chronically low and identified the following major issues directly arising:

1. the Occupational Health and Safety of scientists is being compromised, and to the extent that there is now an ongoing risk of injury; and
2. patient safety is potentially being put at risk; and
3. all pathology services studied are unable to comply with Enterprise Agreement provisions relating to rostering requirements, leave relief and workload.

The RMIT report is an objective and scientific investigation of the factors underpinning the MSAV's long-held concerns about workload, and frankly reveals a crisis of employee welfare and patient safety in in pathology services and the need for an urgent response. Not least of the MSAV's concerns is the finding that each of the health services is currently unable to comply with Enterprise Agreement terms relating to rostering and leave backfill – let's not forget the Fair Work Act makes it a civil offence of any employer that contravenes a term of an EA – hence the recent (and apt) term of 'wage theft' we hear and read about. These contraventions of our EA are knowingly committed on a daily basis in our pathology services.

Earlier this week the Union wrote to the CEOs of the four health services involved to provide a copy of the report, emphasise the seriousness of the findings and demand their urgent

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responses. Of course the first and most critical response needed is to hire the additional scientists the report calls for.

It is important that MSAV members in the four services review the report and provide feedback, as quickly as you can to [paule@msav.org.au](mailto:paule@msav.org.au)

We want to reassure members who do not work in pathology services that are not part of the RMIT report that we know that the circumstances in your pathology service are likely to be as desperate as those described in this report. We need your feedback in relation to the report and your advice about how workloads, rosters, leave relief etc in your lab reflect those described in the report. We are very keen to hear from you to start the work about addressing these issues.

## Victorian Government Royal Commission into Mental Health

The Victorian Government is establishing a Royal Commission into Mental Health.

The Government is seeking your input to develop the terms of reference for it. The Royal Commission will be tasked with providing a comprehensive set of recommendations on how to best support Victorians with mental illness, including Victorians at risk of suicide. It will also play a major role in raising public awareness about mental health as an issue.

You can have your say using the survey form or by sending in your feedback in writing. But be quick because consultation on the terms of reference closes on 27 January.

All the details can be found at: <https://engage.vic.gov.au/royal-commission-mental-health-terms-of-reference>

## ACL threatens patient safety in Geelong

Redundancies proposed by ACL will inevitably result in the service being further downgraded putting patient safety at risk and increasing the OH&S issues for the remaining staff. It's a disgusting effort by ACL's management to make such changes over the summer holidays – further risking people's health and well-being in order to make higher profits.

It further highlights what the MSAV has been saying about private providers operating pathology services in public hospitals – it's not about patient safety; it's all about profits.

Check out what we had to say about it in the Geelong Advertiser

**Pathology union chief warns of 'downgraded' local lab services**

**JACOB GRAMS**

THE union representing pathology workers has slammed Australian Clinical Labs for keeping them in the dark on proposed staff changes threatening the quality of services in Geelong.

Australian Clinical Labs (ACL) yesterday revealed it had told staff working in Geelong metropolitan operations of proposed staff cuts in laboratory departments and administrative teams.

ACL is the pathology provider for Barwon Health and has a network of 40 collection centres throughout the region.

In a statement, ACL said the proposal was to send non-urgent community pathology tests to the state lab in Clayton to manage increasing urgent tests needed from hospitals and general practice, stop administrative duplication, and "create a sustainable pathology service in Geelong".

While it is understood this would not impact urgent needs at the Barwon Health-run University Hospital Geelong, Medical Scientists Association of Victoria (MSAV) chief Paul Elliott said he believed cutting scientific staff in the community would "inevitably" affect their operations.

"What ACL is saying is we're going to shift non-hospital testing away from the Barwon lab, and they did this 12 to 18 months ago," he said.

"This has all the hallmarks of a decision made to reduce staffing levels for financial purposes – and it has nothing to do with efficiencies.

"It just means the last pathology service located in Geelong is diminishing. It's being downgraded. That signals to me a real danger for Barwon Health and the community broadly."

He said the impact of pathology staffing limitations had been exposed during the 2014 inquest into the 2011 death of toddler Leroy William Scott.

A delay in receiving pathology results due to Anzac Day was blamed for doctors being unable to administer the correct treatment in time.

Mr Elliott said MSAV had been kept in the dark on the full details of the proposed changes, which are open to staff feedback until January 17.

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## Bargaining Update

### Community Sector

The Union is pleased to report that these negotiations have reached the point of going to a vote of staff covered by the proposed new Community Sector Agreement. The timelines for the ballot are as follows:

1. Distribution of relevant material from around Monday 21 January 2019

2. 1 February 2019 – the formal 'Access Period' commences - to allow time for those covered by the Agreement to review the full draft Agreement that will be voted on.
3. Monday 11 February 2019 – Ballot opens
4. Friday 15 February 2019 – Ballot closes

Note that the ballot will be conducted via electronic means. On 11 February you will receive an email containing a link to the voting page. We will send more information over January to remind members of the full terms of agreement, but here is a quick reminder of the wage increases and lump sum payment:

- 6.5% from 1 June 2018 (when the new Agreement is approved by the FWC this increase will be back paid to 1 June 18)
- 3.5% on 1 February 2019 (as a result of the timing of the ballot etc this increase is also going to be back paid)
- 3.25% on 1 February 2020
- 2.0% on 1 February 2021
- Grade 2 uplifts
- Lump sum payment of:
  - Level 1 – more than 12 months employment \$2,000 for full time and pro rata for part time
  - Level 2 – less than 12 months employment \$750 for full time pro rata for part time
- 5th week of annual leave for some of the Community Health employers (refer to the full report sent on 28/11/2018 for full details on this)

Thanks for your patience and support during this difficult negotiation. If you have any feedback or comments please direct them to Paul at [paule@msav.org.au](mailto:paule@msav.org.au)

## **Australian Clinical Labs**

MSAV met with ACL management late last year to progress a new Enterprise Agreement.

Unfortunately, there is no good news.

Scientists and Techs working for ACL have waited a long time for a pay rise. The Healthscope Agreement delivered its last pay rise on 1 July 2016 as did the St John of God Agreement. This means that it has now been 2.5 years since pay rises have been paid.

We were advised today that the ACL Board has no intention of offering employees a pay rise this financial year. Additionally, it is the Board's view that any pay rise offered next year must be funded by cuts to conditions.

To describe this as disappointing is an understatement. The company is completely failing to recognise how hard employees have worked over the past couple of years. Ironically, part-owner St John of God lists an aim under its value of compassion for people to "Show kindness and generosity in all aspects of our role".

In the New Year, there will be members meetings held to discuss the path going forward.

It's fair to suggest that just talking will not get the job done.

## **Dorevitch**

Dorevitch management has made a late offer to resolve the current impasse in relation to wages and back pay. This offer is significant in that their position on back pay has moved considerably. Dorevitch's offer, received by email today, is as follows:

### Wage Increases

12% from Yes Vote

4% from 1st anniversary

3% from 2nd anniversary

3% from 3rd anniversary

### Back Pay (Lump sum payment)

\$5,000 for full time employees and pro rata for part time and casual employees, payable first pay

period on or after a positive vote.

#### Nominal Expiry Date – 3 years after positive yes vote

The MSAV has responded to Dorevitch by advising we believe the offer is acceptable. We say this based on a judgement that the offer is very significant and is as good as we can negotiate without going to the next level of taking industrial action. It is important to note that in any event a vote of scientists and technicians to approve or reject the offer must be held, giving members the ultimate say on it.

Whilst acknowledging the offer does not give everything we would like, it meets the expectations of MSAV members as expressed through our recent survey, member meetings and various discussions in relation to wages and back pay.

We will move to finalise the draft enterprise agreement immediately in the new year, and plan to have this completed by the end of January. This would allow the voting process to proceed from early February.

#### **Youth Justice (Caraniche)**

Another meeting was held with Caraniche and unfortunately nothing has really changed. They still have not responded to our log of claims other than to say they rejected the draft agreement we tabled. At this stage all we can say is that it's more of the same:

- They promise to provide documents ahead of the meeting and then only provide them on the morning of the meeting.
- They only want to do the bare minimum (that is only have the National Employment Standards (NES))
- They haven't agreed to an operative date for a new agreement and
- They refuse to make a wages offer until they know what the 'overall package' will look like

The Union will continue to work towards agreement and will keep members informed of the progress.

#### **Relationships Australia**

Relationships Australia still hasn't responded to our log of claims so we expect to have a response from them very soon.



## New Year Public Holiday Pay

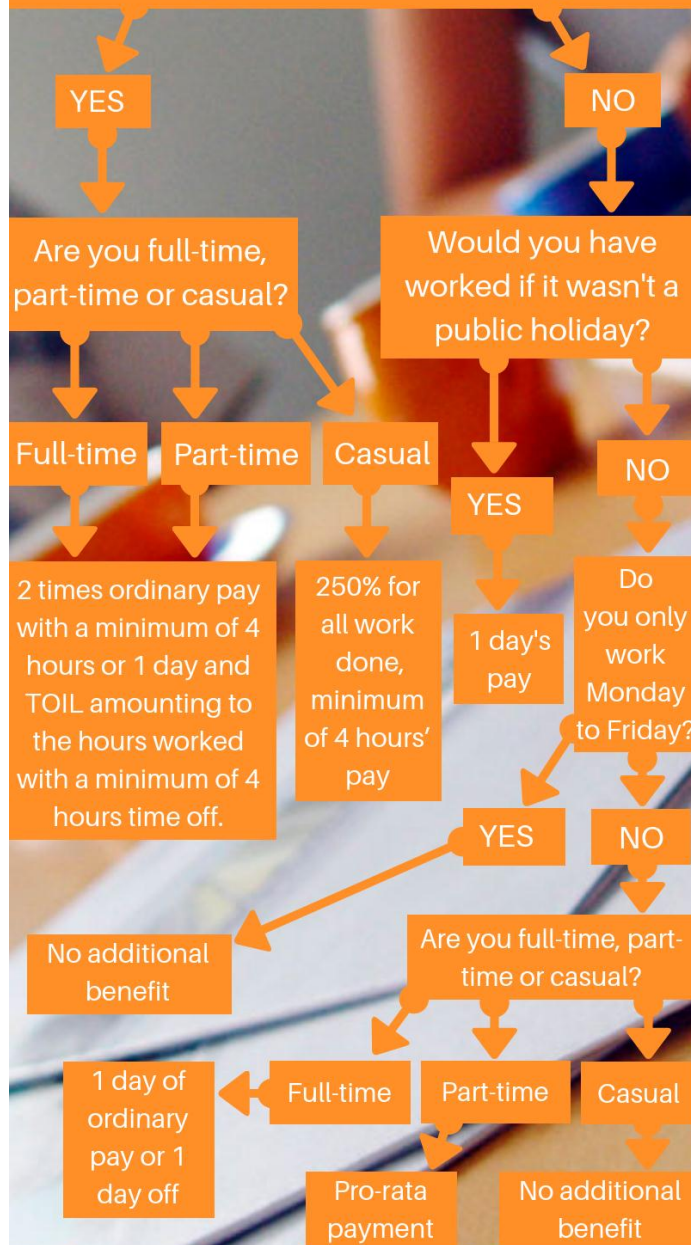
It's the new year which means there's been a public holiday and it's important to know what your public holiday pay entitlements are, especially for those members in the public sector. The New Year's Day public holiday was during the working week with no additional day to make up for a public holiday being on the weekend

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](mailto:enquiry@msav.org.au)



# Public Holiday 2019 Payments

Did you work that day?



## Productivity Commission wants banks in charge of super

The changes to the superannuation system proposed by the Productivity Commission continue the Abbott/Turnbull/Morrison government's ideological commitment to putting banks and big business above the interests of working people.

The recommendation to remove superannuation from the IR system is completely unacceptable

and shows the ideological fanaticism which underpins this report.

The proposed changes would block working people from being represented in the system which manages their money, while handing a huge amount of power to financial regulators which the Banking Royal Commission has demonstrated are grossly ineffective at shielding working people from banks which regularly put profit before their own customers.

The evidence in the report vindicates the union movement's position that the banks have no place in super due to their systemic under-performance.

Any system which is geared towards promoting the best performing funds would promote industry funds which have, year after year, outperformed all bank-owned funds, simply because they are run to enhance the retirement savings of their members, not the share price of the big banks.

The success and performance of not-for-profit industry funds has been largely due to their superior governance structure which sees unions as working peoples' representatives and employers as joint custodians of Australians' retirement savings.

Any attempt to dismantle this world-class model would inevitably damage the performance of these funds. The Union will work with the movement to ensure that Australians are not forced to have their retirement savings handled by the banks, especially given everything we now know from the Royal Commission.

## Psychologists: If you need help at work you need the VPA Inc.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

### **Common beaches of employment entitlements and negotiation of enterprise agreements**

The VPA routinely assists members over issues such as harassment and bullying, under classification, organisational re-structuring, incorrect calculation of leave entitlements and health and safety. In addition, it negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

## Support the Healthy Futures campaign



The Union strongly believes that climate change is union business. We know that climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms, displacing people and straining our health systems.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal, oil and gas.

**Join us in asking HESTA and FSS to divest from fossil fuels at [www.healthyfutures.net.au/divest](http://www.healthyfutures.net.au/divest).**

## Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

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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: Sounds of summer: why are cicadas so loud?

"Summer doesn't officially kick in until you are deafened by a cacophony of cicadas desperately screeching for a mate. You might be frantically fraternising too if you'd spent up to seven years underground sucking on tree sap and you've only got a week or two to shed your exoskeleton and get the attention of a female — among the thousands of others just like you — without getting eaten. It's a tough gig for male cicadas.

Cicadas (pronounced se-cade-ahs, in our humble opinion) are a truly iconic part of Australian summer and despite some species being capable of producing an ear-splitting call so loud it's painful for human ears (over 120 decibels), they tend to be a much-loved insect. Perhaps because their calls signal long, lazy summer days or perhaps their expert camouflage and mysterious shells captured our imaginations growing up. Either way, they're an integral part of our Aussie lives."

Read the entire article by Eliza Keck in the CSIRO Blog at: <https://blog.csiro.au/sounds-of-summer-why-are-cicadas-so-loud/>

## Worth Reading: Five life lessons from your immune system

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"Scientists love analogies. We use them continually to communicate our scientific approaches and discoveries.

As an immunologist, it strikes me that many of our recurring analogies for a healthy, functioning immune system promote excellent behaviour traits. In this regard, we should all aim to be a little more like the cells of our immune system and emulate these characteristics in our lives and workplaces.

Here are five life lessons from your immune system."

Read the entire article by Joanna Groom in The Conversation at:

<https://theconversation.com/five-life-lessons-from-your-immune-system-103425>

## Worth Reading: Women's health is the next tech boom, but that's not necessarily all good news

"For years, consumer health technology has been faulted for overlooking women as customers and building devices for the default white male consumer.

Men also control the purse strings, and for that reason, what gets built. A 2017 [Crunchbase survey](#) estimated that among the top 100 global venture firms, the percentage of women partners hovered at only 8 per cent.

And look, often the guys are simply uncomfortable with body talk."

Read the entire article by Ariel Bogle at the ABC at: <https://www.abc.net.au/news/science/2019-01-09/womens-health-technology-femtech-privacy-and-diversity-issues/10638618>

## Join the Union

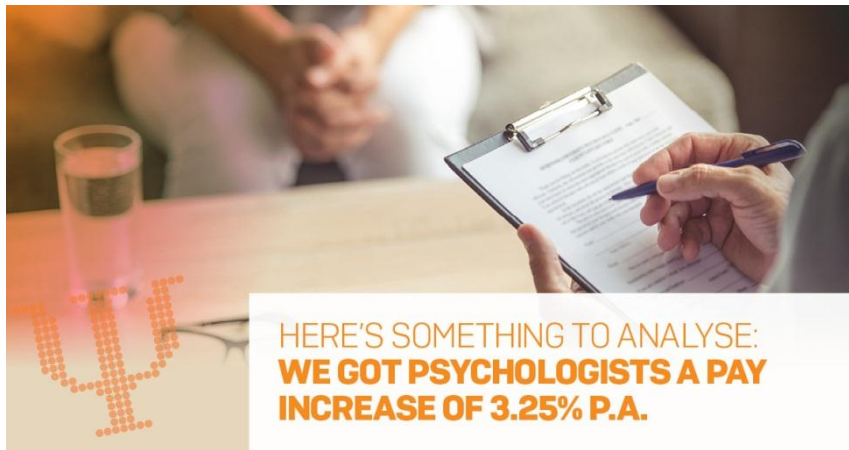
**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

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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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.

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