



Stat Report 2019/02

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Taking the challenge up to ACL

ACL wants to make 35% of the scientific staff in the Barwon Health pathology laboratory redundant. ACL's intention to achieve this staggering reduction is based, by their own admission, on their drive to *"improve cost efficiencies."*

A very distant consideration for ACL, a private equity business, is quality pathology services, and patient safety standards. The welfare of staff impacted by this jobs raid appears to have slipped from ACL's corporate consciousness.

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

Unfortunately ACL refuses to undertake this massive change in good faith, which is why we have ended up in the Fair Work Commission.

The Fair Work Commission has commenced dealing with the the dispute notifications made by the MSAV and VAHPA in relation to the proposed changes and redundancies in the Barwon lab. The FWC conducted a conciliation conference which resulted in ACL agreeing to a new, hopefully fairer, process of dealing with all of the issues we have raised and changed key dates as follows:

1. The date for submitting an expression of interest is extended until Wednesday 23 January.
2. ACL has agreed to suspend the proposed implementation date of 4 February for the changes to commence. The FWC will conduct a second conciliation on 13 February where this date will be discussed amongst other matters that have not been resolved.

For those members that have decided to not submit an expression of interest, nothing has changed, and there remains no obligation for you to do so.

It again 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 money and profits.

Paul Elliott
Secretary

Caraniche undermining mental health in Youth Justice

Changes are coming to Caraniche and the changes are not the positive kind you'd expect from a mental health provider working with some of the state's most vulnerable people.

Unfortunately, Caraniche are making big changes that will see the already questionable working conditions of psychologists they employ, become so untenable that psychologists are choosing to leave rather than work for greatly reduced conditions. To make matters worse these psychologists, who provide mental health care to young Victorians, are being offered fixed term contracts which attempt to strip away even the most basic entitlements under the Modern Award. The changes have already resulted in a number of psychologists leaving Caraniche and it is expected that there will be more departures.

It beggars belief that an organisation whose primary purpose is to give young Victorians vital mental health care is seeking to profit rather than deliver the care needed and required. It also speaks volumes about the organisation when the employment conditions are so bad that their psychologists would rather risk unemployment than sign on to the vastly inferior terms on offer. With numbers dwindling, there can only be serious doubts as to the ability of Caraniche to fulfil the requirements of a public sector contract.

Instead of fighting for greater funding, Caraniche has effectively sold out its workforce and the vulnerable young Victorians needing urgent mental health care for the sake of more profits. The looming contract changes at Caraniche will only result in fewer psychologists working in Youth Justice while ensuring those that remain are working on worse conditions.

The Union will be calling on Caraniche and the Ministers for Mental Health and Youth Justice to rethink the funding outcomes for young Victorians in our justice system requiring mental health care.

Mental Health Inquiries in 2019

Victorian Government Royal Commission into Mental Health

The Victorian Government is establishing a Royal Commission into Mental Health and the government is seeking your input to develop the terms of reference for it.

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>

Productivity Commission inquiry into Mental Health

The Productivity Commission is undertaking an inquiry to examine the effectiveness of the spending on mental health. Make sure you have your say and make a submission or you can make a comment. The deadline for initial submissions is 5 April.

You can find the terms of reference and how to make a submission at: <https://www.pc.gov.au/inquiries/current/mental-health>

Research into Rostering Exposes Pathology in Crisis

Throughout 2018 research was being undertaken into the rostering practices in a number of metropolitan public hospital pathology services. This research came out of the Union's claims around backfill and workloads and was an outcome we reached coming out of the negotiations for the public sector agreement.

The key finding is that scientist staffing is so low that:

- Patient safety is being put at risk
- OH&S for scientists is being compromised to the extent that there is now an ongoing risk of injury
- Public hospitals are unable to comply with the Enterprise Agreement relating to rostering requirements, leave relief and workloads

Each pathology service needs to employ a minimum of 20 EFT additional scientists so Enterprise Agreement provisions can be met and to reduce excessive workloads and OH&S risks

The report unequivocally says there is need for more staff citing participants in the study indicating that government funding is deficient and falling far short of what hospitals actually need. The report highlights the absolute failure of pathology management to manage; suggesting that hospital's senior management have been incapable of (or unwilling) advocating for greater funding to address these staff shortages – shortages that the Union has been highlighting for the last decade.

The report is an objective and scientific investigation of the factors underpinning the MSAV's long-held concerns about workloads, rostering practices and organisational culture. It reveals a crisis of employee welfare and patient safety in pathology services and the need for an urgent response.

To assist in addressing the low staffing, the report recommends developing a strategic workforce plan, which other clinical services in public hospitals already have; and points out the need for a scientist relief bank.

The report validates what MSAV has been pointing out (the growing issues around workload, rostering practices and organisational culture) for over a decade.

We are at a crisis point in our pathology services with not enough staff to cover the growing demand for pathology services, the increasing complexity and types of testing requested and work intensification.

The report demonstrates the failure of subsequent governments to address this growing crisis and how bad the situation has gotten following a similar report in 2001 that noted work intensification was already a major issue then. That's why the Union is calling on the Andrews Labor Government to immediately address this crisis by increasing medical scientists in our pathology services through a targeted increase of funding to hospitals for this purpose.

Monash Health and On-call

The Union has been following with Monash Health about how it rosters staff on-call. When we approached Monash Health about our concerns we were surprised, and concerned, to find out that Monash has been using on-call as additional staff to come in and help if needed (sickness, workload, etc.).

We were also surprised and disappointed to be told that such practices towards rostering “has been unchanged in the last 10 years.

Monash Health has a primary obligation under section 59.6(a) to have enough staff that on-call is not required on clear days so that staff can have adequate rest and life balance. And it has been pointed out that rostering should have changed since at least December 2017 when rostering protocols commenced.

Under these protocols, Monash Health is required to backfill for absences and it stops employers from using on-call staff for backfill apart from specified circumstances which ought not to arise in a fully staffed lab.

The Union has sought a response from Monash Health as to what steps they will take to ensure that staff are not routinely and regularly rostered on-call on their clear days.



New Year and Australia Day Public Holiday Pay

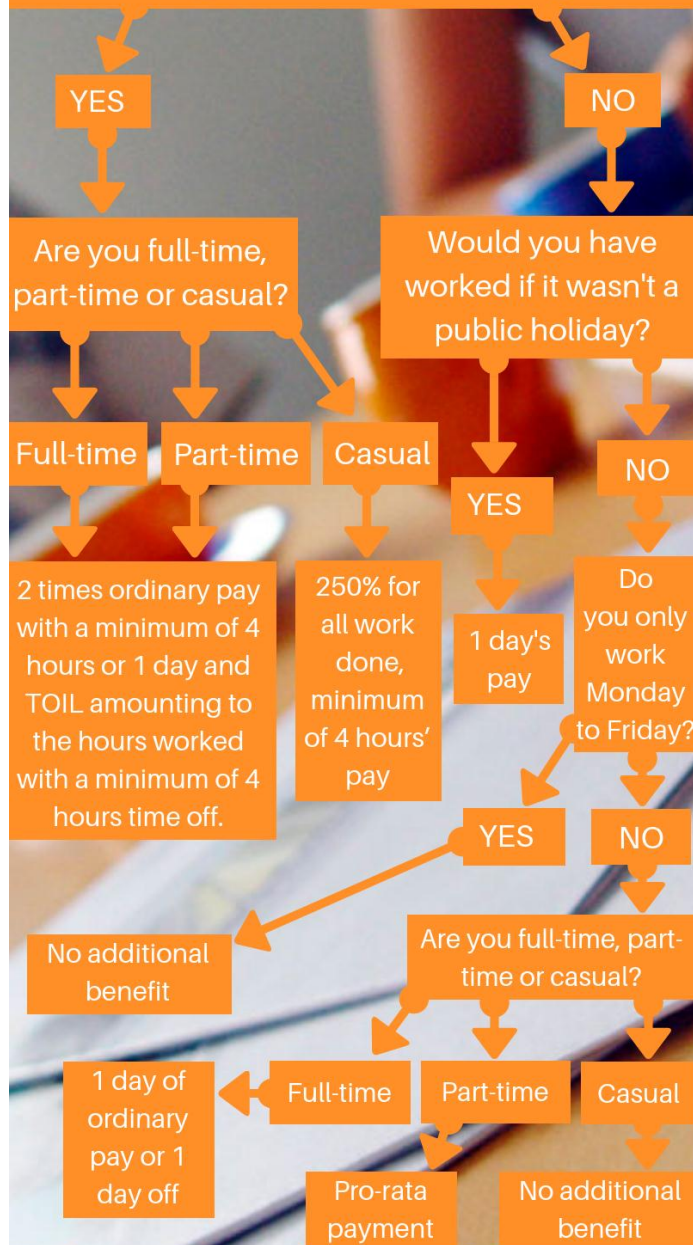
It's the new year which means there's been a public holiday and it's important to know what your public holiday pay entitlements are, especially for those members in the public sector given the new agreement. The New Year's Day public holiday was during the working week with no additional day to make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

Australia Day on the other hand will be different as it falls on the weekend with a replacement day being observed on the following Monday (28 January). In our agreement, Australia Day is an identified day as is any day established to observe a public holiday where it falls on the weekend. But what does all of this mean? It means that if you work both of those days you won't be able to claim public holiday benefits for both days but you will be entitled to the public holiday pay if you work the actual day.

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 2019 Payments

Did you work that day?



Change the Rules National T-shirt Day

2019 is a massive year for the Change the Rules campaign.

Australia needs a pay rise and jobs we can count on but to Change the Rules and bring back the fair go, we need to change the government in 2019. You can be part of making that happen.

For the first national Change the Rules activity, on **Saturday 2nd February union members and campaign activists right around Australia are showing their union pride by taking part in Change the Rules t-shirt day.**

Here's how you can be part of it

1. Wear your Change the Rules t-shirt on Saturday 2nd February 2019. If you don't have a t-shirt you can get one here: <https://shop.australianunions.org.au>
2. Take a selfie and post to social media with #changetherules and #proudtobeunion. Get your family, your mates and your pets in the photo too! Make your Facebook and Instagram posts public we can all see you all looking awesome in your t-shirts.

When you're out in your local community on Saturday 2nd Feb and you spot someone in Change the Rules t-shirt, don't forget to give them a smile and a finger gun salute. Pew, pew.

This is just the first Change the Rules national activity this year, and the Union will be running a number of activities across workplaces and in conjunction with other unions.

Join the Change the Rules campaign here: <https://changetherules.org.au>

Investing in a safer climate

Your savings should safeguard your future—but what if your money is funding dangerous climate change?

Join Environmental Justice Australia, Market Forces and Ethical Investment Services at the Sustainable Living Festival 2019 for this session on how to climate-proof your super, savings and shares.

We'll look at how your money can make change, including how to use your power as a super fund member to call on your fund to divest from fossil fuels. Plus, be inspired by stories of ordinary Australians leading the push to climate-proof Australia's \$2.7 trillion super industry.

Investing in a safer climate

When

5.00-6.00pm, Friday 8 February 2019

Where

Off the Grid, Birrarung Marr

RSVP

facebook.com/events/298013687519666/

Presenters

David Barnden, Environmental Justice Australia
Tim Fitzpatrick, Ethical Investment Services
Rachel Deans, Market Forces
Will van de Pol, Market Forces

This event is part of the [Sustainable Living Festival 2019](#).

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: More than unpopular. How ParentsNext intrudes on single parents' human rights

"ParentsNext is to be the subject of a [Senate inquiry](#), with submissions closing on February 1.

The program has been [widely criticised](#) for making parents' lives more difficult and for unfairly stopping payments.

But that wasn't how it began, and it wasn't what was trialed.

The program trialed from April 2016 provided intensive job-readiness training (and parenting programs) for single parents "at risk", often Indigenous, to help prepare them to enter the workforce when their youngest was ready for school.

An announcement [in the 2017](#) budget declared the trial a success and said that from July 2018 it would be expanded to an extra 20 locations with "a significant Indigenous population", and to the entire country, less intensively."

Read the entire article by Beth Goldblatt in The Conversation at:

<https://theconversation.com/more-than-unpopular-how-parentsnext-intrudes-on-single-parents-human-rights-108754>

Worth Reading: Pharmaceutical companies spent \$34m on patient advocacy groups, research finds

"Major pharmaceutical companies injected more than \$34m into patient advocacy groups in four years, often at the same time as they lobbied for related drugs to be listed on the pharmaceutical benefits scheme, new research suggests.

A study published by University of Sydney's Charles Perkins Centre on Wednesday has for the first time mapped the links between big pharmaceutical players and consumer health groups in Australia.

It shows 34 pharmaceutical companies made 1,482 sponsorships worth \$34.5m to 230 consumer health organisations between January 2013 and December 2016. The sponsorships were on average worth \$23,206.33 and came in the form of direct donations, in-kind support, or product donations."

Read the entire article by Christopher Knaus in The Guardian at:

<https://www.theguardian.com/australia-news/2019/jan/16/pharmaceutical-companies-spent-34m-on-patient-advocacy-groups-research-finds>

Worth Reading: Medical 'breakthrough' may spell end of potentially toxic drugs in transplant recipients

"An Australian medical discovery involving teams spread from Western Australia to Queensland has been hailed as a breakthrough for controlling infections in organ and bone marrow transplant recipients.

The findings, published in the journal Science, are expected to lead to greater survival rates and

should reduce the need for toxic and costly drug treatments.

Recipients of organs and bone marrow suffer low immunity, which makes them susceptible to infections and even death.

Head of experimental immunology at Perth's Lions Eye Institute, Mariapia Degli-Esposti, said the research — which has been carried out using mice, with human trials yet to occur — discovered the animals' own antibodies could be used to help curb infections."

Read the entire article by David Weber in the ABC at: <https://www.abc.net.au/news/2019-01-18/research-may-spell-end-to-toxic-drugs-for-transplant-recipients/10722894>

Worth Reading: Looking forward to constitutional reform by looking back at Uluru

"Australians are likely to vote within the next three years on whether Aboriginal and Torres Strait Islander peoples should have a First Nations Voice to Parliament, as proposed in the [Uluru Statement from the Heart](#). Supported by his party's Aboriginal MPs, Patrick Dodson, Linda Burney and Malarndirri McCarthy, opposition leader Bill Shorten has signalled very clearly that this is Labor's priority for constitutional reform. Indeed, just [last week](#) he confirmed that it would be pursued before a plebiscite on whether Australia should move to a republic.

But the best way of bringing about that reform is still being debated.

Unfortunately the parliamentary committee that spent much of last year considering the options didn't advance the debate greatly when it [reported](#) in November. Like others before it, the committee made the mistake of treating the Uluru Statement's elegantly simple proposal as somehow underdeveloped. Yet the [regional dialogues](#) and the Uluru convention, which preceded the statement, had demonstrated a sophisticated understanding of the nature of constitutions and constitutional amendment, the political realities of referendums, and how best to design the Voice."

Read the entire article by Gabrielle Appleby in Inside Story at: <https://insidestory.org.au/looking-forward-to-constitutional-reform-by-looking-back-at-uluru/>

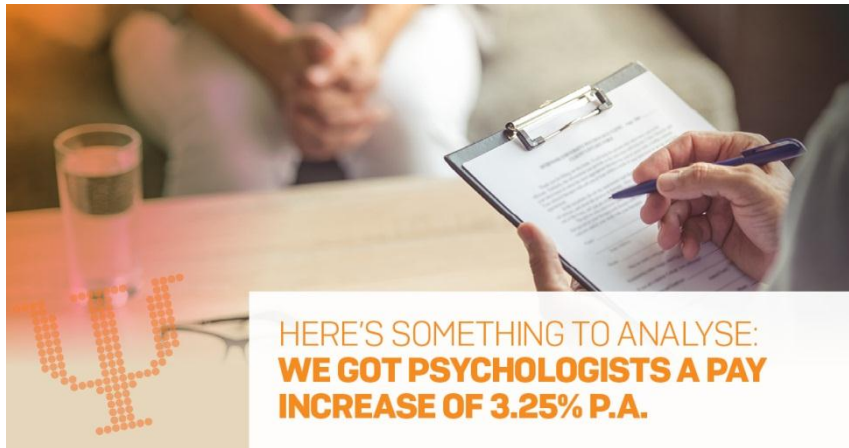
Join the Union

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](#)



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.](#)



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