



Stat Report 2019/06

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Monash Health backtracks on commitment

The Union has been in the Commission and the proceedings were, to put it mildly, a disappointment.

Monash Health, represented by the Victorian Hospitals' Industrial Association, put the astonishing position that they now perceive that there is no need to employ additional staff. This is despite their own documentation and the independent research conducted by RMIT University into rostering practices indicating the contrary.

Apparently Monash Health maintains the view that it never offered to employ an additional 27.4 EFT but when pressed were unable to explain the document tabled to the Union setting out the EFT by site and department; or why it was given to the Union if not for the purpose of agreeing how many staff to put on.

Monash Health may come up with more staff in the April budget. But it may not. Such is the attitude of management and their concern for the safety of their staff or the safety of their patients. It's clear that while they expect you to "act like a professional" they obviously don't hold

themselves to the same standard or expectation to “act like a professional” to ensure patient safety is maintained and the safety of staff is upheld.

Their own business cases refer to OH&S risks being of paramount concern but they now say they have no particular concerns regarding OH&S. Again, this is despite their own documentation and the reports from members about exhaustion, anxiety, burn out and lack of staff.

So what now?

- Keep Going - We urge all members at Monash to remain firm on their actions to date – do not accept extra shifts or overtime – continue taking your breaks and leaving on time and so on. We know all this is having an effect so don't stop! [Check out the article in The Age](#).
- Report - since Monash aren't sure, you should report your OH&S concerns – email Kevin Ericksen k.ericksen@monashhealth.org and CC enquiry@msav.org.au
- Talk to your OH&S reps about action you can take to address the dangerous workloads
- Where necessary put in a Riskman – report hazards through formal channels

Most importantly don't back down from your right to a safe work environment. Monash Health's strategy is to continue to deny there are issues and to tell the government that everything is fine.

The management is relying on the fact that concern for patient safety is so high that you'll compromise your health and safety and do unpaid work. And this is not just the experience at Monash Health, this is an invasive workplace culture across medical pathology laboratories in the public and private sectors.

Please stand with members at Monash Health and send your messages of support to enquiry@msav.org.au or leave them on [our Facebook page](#).

Paul Elliott
Secretary

Bargaining Update

Dorevitch

The Union continues meeting with Dorevitch to finalise a few outstanding clauses in the new agreement but it is our view that we are very close to reaching agreement with management. This is major step forward and while negotiations have been progressing more slowly than we would like, it indicates that Dorevitch's management continues to work with us in good faith.

We should have a draft of the new agreement available for members to consider early next week.

Caraniche

Caraniche and the VPA, have exchanged their respective claims for an Agreement and discussed various aspects of the draft Agreement provided by the VPA. The Agreement will cover all psychologists, including provisional psychologists, working in youth justice services. However Caraniche has proposed that the Agreement exclude the General Manager of Youth Services.

Caraniche has also proposed that the Agreement be for 4 years (the VPA has proposed a 3 year Agreement) and that the rates of pay will come into effect from the date of a positive vote in favour of the Agreement. The VPA has proposed an operative date for salaries of 1 July 2018.

So far the discussions have been confined to conditions of employment; we are yet to discuss salaries and salary-related matters. So there is a fair way to go with the negotiations.

Additional meetings have been scheduled for 18 March 2019 and 1 April 2019 with Caraniche to continue negotiations.

However Caraniche and the VPA will be trying to resolve some of the more technical drafting

issues via email between meetings. Meanwhile we will be convening VPA members' meetings to discuss progress to date, and to get members' views issues including the proposed length of the Agreement, the classification structure and the operative dates of salary increases.

Thanks to Shaun for being part of the negotiations as a VPA representative.

If you have any questions or suggestions please contact Rosemary Kelly rosemaryk@msav.org.au or Jimmy Cinar jimmyc@msav.org.au

St Vincent's Ethos Procedure

The Union recommends that MSAV, AHP and VPA members DO NOT PARTICPATE in the Ethos Procedure introduced by St Vincent's Health

What is the Ethos Procedure?

It is a process under which anonymous complaints can be made by one St Vincent's employee against another employee.

Employees are then contacted by an 'Ethos Messenger' and invited to a meeting to 'reflect' on their behaviour – that is, it is assumed that the anonymous complaint is true – there is no way to challenge it.

This is a recipe for allowing employees to be bullied by others through a process of lodging anonymous complaints, and for employees to be assumed to be guilty through having an anonymous allegation made against them.

Are these complaints confidential?

No they are not! A record is kept and HR can take action against an employee who has been the subject on more than one negative report by person or persons unknown.

And a letter can be placed on an employee's personnel file following a 'conversation' with HR. This is in no way due process and breaches the disciplinary provisions of our current EBA, and the performance management and disciplinary provisions of the new EBA.

The "Ethos Procedure" is in breach of the EBAs, including by allowing anonymous complaints

The EBAs provide that complaints about individuals are not to be de-identified, that all allegations are to be made in writing and that employees are shown procedural fairness, and that members have the right to bring a representative to any meetings.

MSAV AHP and VPA Advice to Members

We strongly advise members to refuse to take part in the 'Ethos Procedure' as either an 'Ethos Messenger' or if contacted by an 'Ethos Messenger'.

If you are the subject of an anonymous complaint and/or are contacted by an 'Ethos Messenger' contact the Union for advice on 9623 9623 or at enquiry@msav.org.au

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>

Positions not backfilled?

Let us know

WRAW Fest 2019

Next week is Women's Rights at Work Festival 2019!

Women have an essential and crucial role in our economy and society in both paid and unpaid work.

We know that this work-life collision largely affects women. Women bear the majority of the load in parenting/caring, meaning women face disproportionate levels of job insecurity, casualisation when they take the time to care. The system is rigged against working women.

So take a stand and get involved with WRAW Fest 2019 - [check out what's on](#)

The Zelda D'Aprano Activist Award

Each year the Victorian Union movement recognises and reflects on the activism of unionist Zelda D'Aprano, whose courage, determination and no holds barred direct action changed history for working women in Australia.

Know a union woman who is making change through activism? Nominate them for the Zelda D'Aprano Activist Award! Nominations close on 29 March.

You can find all the details and how to nominate at: <https://www.unionwomen.org.au/zelda-award19>

Change the Rules Campaign

There are lots of different activities you can join to help Change the Rules at this year's federal election and they're taking place all across Victoria. You can find out what other activities are on by visiting <http://www.weareunion.org.au/when>

Or you can join our organising group to work on activities in our workplaces and neighbourhoods on Facebook at: <https://www.facebook.com/groups/348061059362550/>

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: Explaining the unexplained at Home Affairs

"Last week, while the prime minister was celebrating the return to Australia of one refugee and trying to stop the medical transfer of many others, the Australian National Audit Office released another scathing report on the mismanagement of the Department of Home Affairs. This time, it found that the department's processing of citizenship applications was neither resource-efficient nor time-efficient, causing significant delays for people waiting on a response to their citizenship application.

The report adds to evidence assembled in 2015 by the Refugee Council of Australia, where I work, which showed that refugees were waiting an average of 215 days to receive citizenship, with most of those affected being people who had arrived by boat and had been found to be refugees here in Australia.

We heard stories of people being told they had passed their citizenship test and would be invited to attend a ceremony within a few weeks, but never being contacted again. Some people had received text messages the day before their ceremony informing them that it had been cancelled. On phoning the department, they were told that their applications were "processing" and they should not attempt to get in contact again.

Read the entire article by Asher Hirsch in Inside Story at: <https://insidestory.org.au/explaining-the-unexplained-at-home-affairs/>

Worth Reading: My older patients suffer most during hotter and longer heatwaves

"My elderly parents are very happy in their decision not to have air conditioning. They live in a 50 year old brick house, with insulation and window coverings, the same one in which we enjoyed our childhood spent mostly outside – apart from the odd really hot day when the shades were drawn and the warm north winds swirled outside. They declined the air conditioner we offered to install for them in November, as they didn't feel they needed it.

This year was different. The heatwaves were hotter and longer, the overnight temperatures soared. They have already sweltered for many more days than in the past, and both take tablets for heart problems. No surprises that they have had a few "dizzy spells" in the heat. One was almost hospitalised.

So, as previously they went with fans and a wet cloth in the hot part of the third day of several heatwaves – a strategy similar to what we use in hospital when people with heat stroke need active cooling. Many of their friends feel the same and are reluctant to buy an appliance they have managed without for 80 plus years. Unfortunately they are now in one of the vulnerable population groups who really suffer – and end up in hospital – during these heatwaves we are seeing more frequently. Other vulnerable groups are their smaller grandchildren, athletes, outdoor workers and people with mental illness to name a few."

Read the entire article by Marianne Cannon in The Guardian at: <https://www.theguardian.com/commentisfree/2019/mar/01/my-older-patients-suffer-most-during-hotter-and-longer-heatwaves>

Join the Union

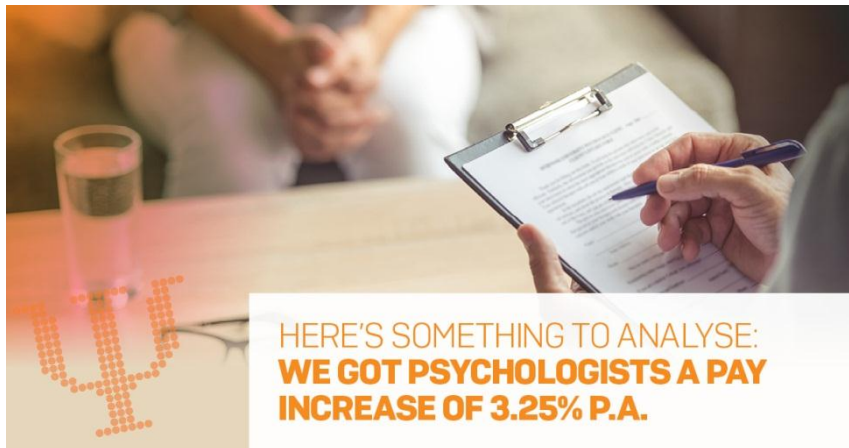
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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.



WE DIAGNOSE AN **INCREASE
IN PAY OF 3.25% PER YEAR
OVER 4 YEARS.**

[Share on Facebook](#)



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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