



Stat Report 2019/14

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Change the Government, Change the Rules

With the election entering its final days, it has been a rather lacklustre affair with little energy and certainly nothing that indicates there is big thinking coming from the Coalition. It is bewildering that throughout the entirety of the election campaign, there has been nothing said about the sort of Australia the Coalition will deliver. Every day we just see the Prime Minister attacking others and their ideas but offers very little other than to say “look at our record.

So let's look at the Coalition's record.

Coming to power in 2013 we saw how quickly the promises from that election melted away with Tony Abbott and Joe Hockey declaring that there were 'leaners and lifters' and a budget that put freezes on Medicare rebates for doctors' visits, diagnostic imaging and pathology. The policies the Coalition have pushed through Parliament with the support of independents and One Nation encouraged insecure work and stagnating wages. The Coalition has done absolutely nothing to address the significant increases in the cost of living as more and more people are finding it more difficult to make ends meet – potentially having to work 2 and 3 jobs to make ends meet.

Under Turnbull we saw more of the same from the Coalition. The only difference is the language

was not nearly as brutal and there was no longer any reference to 'leaners and lifters' . But there was still nothing done to address the increasing casualization of jobs, the ongoing stagnation of wages and increasing living costs. The Coalition hasn't ended the freeze on pathology fees which means people needing medical assistance are still be paying gap fees; and it's only going to get worse as the gap fees get larger.

The Coalition has continued its assault on working people by refusing to back increases in the minimum wage. They have been unapologetic about making it harder and harder for low-paid workers as penalty rates are taken away across a range of industries. And to add insult to injury, the cuts to penalty rates hasn't resulted in more shifts on weekends or more people being employed; it was just another lie from the Coalition and industry.

For the duration of the election campaign climate change and healthcare have been big issues with more and more health professionals stepping forward to highlight how much climate change is already impacting on our health and well-being. It's another reason why the Union says that after two terms of LNP Government ridiculing international warnings about climate change threats to the environment and our health we must have a new direction.

Unfortunately we've heard absolutely nothing from the Coalition about how they will ensure that our future healthcare needs are being met or how they will ensure there's a national framework to address our health and well-being as the climate changes. We can only assume that they will continue to freeze Medicare payments for pathology testing but we're not getting much better from the ALP who have only promised to unfreeze Medicare payments for pathology tests as they relate to cancers and their treatment. We have to note this is a major step in the right direction but it doesn't go nearly far enough in addressing the out-of-pocket expenses for Australians who need to get regular tests done to manage their medical conditions. It also speaks to the utter failure of our political leaders to understand the importance of pathology to every aspect of health care.

There has not been nearly enough detail put forward to address the long-term mental health needs of the country. There remains an acute shortage of resources and staff being devoted to the mental health and well-being of Australians. We only need to look at the Head Space model which is failing to have the long term impact it was expected to have and isn't able to cope with the growing complexity of issues people are presenting with. In many cases those people who aren't able to get help through Head Space are falling through the cracks.

With climate change having a major impact on our health and well-being it's only the Greens and Labor who have agreed to create a national framework to deal with the health impacts of climate change while the Coalition will not make the same commitment.

The sad fact remains that the Coalition is not and has not properly ensured the future healthcare needs of Australians are being met. And it appears they have no interest in explaining the sort of Australia they want to create when they've spent the entire election campaign attacking others.

It's clear that it's time to change the government to change the rules.

Paul Elliott
Secretary

Bargaining Updates

Melbourne Pathology

Negotiations for a new scientists and lab technicians agreement have resumed.

A members meeting will be held next week to discuss negotiations and outcomes. We are hopeful that this long running negotiation will shortly end with significant wage increases and improved conditions for MSAV members.

If you want more information please contact the Union on 9623 9623 or at enquiry@msav.org.au

End of Financial Year

The End of Financial Year is coming which means that it's almost tax time. If you're a member on Annual Subscriptions you can expect to see your invoice in your inbox towards the end of May so that you have received it before 30th June, and can therefore use them to claim your membership in the current Financial Year tax returns.

If you haven't paid your membership you will want to do it ahead of the end of Financial Year. If you're not a member we can't help you at work and we can't extend the Professional Indemnity Insurance to cover you.

If you pay your membership through Direct Debit you will continue to receive your receipts as you pay your membership each month. We will also email members on Direct Debit a tax receipt after the last direct debit is done in June for the current Financial Year.

If you have any queries about your tax receipts please contact Anastasia on (03) 9623 9623 or at enquiry@msav.org.au

Victorian Royal Commission into Mental Health

The Victorian Royal Commission into Mental Health is now taking submissions. The Royal Commission was 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.

The Victorian Government has already committed to implementing every recommendation from the Royal Commission's report. But right now is our opportunity to contribute to the work of the Royal Commission by making submissions and/or participating in community consultation sessions.

To find out when community consultations are being held go to: <https://rcvmhs.vic.gov.au/whats-happening-now>

And to make a submission to the Royal Commission visit: <https://rcvmhs.vic.gov.au/submissions>

Submissions to the Royal Commission will close on 5 July.

Insuring Hospital Pharmacists

Are you a hospital pharmacist worried about your Professional Indemnity Insurance? Join the AHP today and get the insurance you need!

That's right! Not only will you get access to professional support to protect and advance your rights at work, your membership includes Professional Indemnity insurance.

Our policy, which meets Pharmacy Board requirements, means you're covered for up to \$20 million in any one claim and up to \$80 million in total in any one policy period. And since it is the right insurance for hospital pharmacists, it's the only insurance policy you'll need.

Constant restructuring, longer unpaid hours, more work job cuts and tough negotiations over pay and conditions are a challenge for everyone. That's why it pays to belong to the AHP to protect and advance your rights at work.

And we've got your Professional Indemnity insurance covered too – it's the only cover you'll need!

[Join today](#)

You and the flu vaccine

It's that time of year when the dreaded lurgy is doing the rounds. And it's also that time of year for lots of health services to make the flu vaccine available to staff. You should know that it is entirely up to you if you wish to take the flu vaccine. You can't be forced to take the flu vaccine regardless of any claims made by your employer.

However, if you feel it's something you should do and your employer is offering the opportunity to take the flu vaccine then you should feel free to take the vaccine.

If you've been told to take the flu vaccine and failure to do so will result in some kind of disciplinary action make sure you contact the Union on 9623 9623 or via email at enquiry@msav.org.au

LGBTQIA+ Union Workers Conference

You're invited to the first LGBTQIA+ Union Workers conference, being hosted by Victoria Trades Hall Council. In celebration of this year's IDAHOBIT theme, "Justice and Protection for all", the conference is going to ask what a justice and safe workplace looks like for LGBTQIA+ workers in 2019.

Workshops included

- How to address LGBTQIA+ workplace bullying and harassment
- What are religious exemption laws? How can we change them?
- Your rights Transitioning at work, what is Paid Transition Leave? And how to organise to get it!
- Politics and why it matters. How to get involved in LGBTQIA+ campaigning
- And more!

Key Info

- The whole conference is FREE!
- To attend you must register (limited capacity), follow the link <https://weareunion.typeform.com/to/nln91t>
- Food, alcohol and drinks provided
- Fully accessible

When: 14th May, 12:30pm to 5:00pm, finishing with alcohol, nibbles till 7:30pm.

Where: 126 Trenerry Cr, Abbotsford, Vic, 3067.

All participants must register to attend; register by following the link:

<https://weareunion.typeform.com/to/nln91t>



Union Aid Abroad-APHEDA Raffle

Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

The annual raffle raised more than \$60,000 last year. Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong, and helps build unions and social movements.

As well as knowing your money goes to great things, you'll be in the draw for some terrific prizes.

FIRST PRIZE: Take the holiday of your dreams with an \$8,000 travel voucher.

- Can be used on domestic or international travel through any Australian accredited travel agent.
- Can be used to take one big holiday or a number of smaller trips.

SECOND PRIZE: Ride off into the commuter sunset on a fabulous Gazelle bicycle (valued at \$2199). Dutch-made, the Ultimate C1 is a premium lightweight city bike designed to be the lightest hub drive city bike in its class.

THIRD PRIZE: Escape into a world of books with a \$500 book voucher from Gleebooks, Sydney's leading independent bookseller for more than 40 years – available online or in-store.

How to buy your tickets:

[Buy online](#)

[Download and complete this form](#); or

FREECALL 1800 888 674 or email office@apheda.org.au

Spread the word and help us blitz the raffle this year - **raffle closes Friday 17 May**

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: Lies, obfuscation and fake news make for a dispiriting – and dangerous – election campaign

"The integrity of Australia's electoral processes is under unprecedented challenge in this federal election.

The campaign has already been marred by fake news, political exploitation of social media falsehoods and amplification by mainstream media of crude slurs made on Facebook under the cover of anonymity.

We have seen our first recorded instance of Facebook running Australian fake news.

It was [a false post](#) about the Labor Party's tax policies, wrongly saying Labor intended to introduce a 40% inheritance tax.

It was interesting to trace how this fakery was created."

Read the entire article in The Conversation at: <https://theconversation.com/lies-obfuscation-and-fake-news-make-for-a-dispiriting-and-dangerous-election-campaign-115845>

Worth Reading: Headspace is 'easy for politicians', but failing Australia's youth, experts say

"At 14 years old Jahnesta Carriage reached out for help, she was self-harming and struggling with depression and anxiety, but the support she got made her feel worse.

Like thousands of other young people in Australia, she was referred to Headspace, a youth mental health service, that since 2006, has operated all around the country under its iconic green banner.

"I never felt like they truly knew what to do with a kid with as severe depression or anxiety as me," she said.

Jahnesta received eight free psychologist appointments at the centre, but she felt hand-balled between different workers and like she made little progress before her sessions ran out.

"Really, to sum it all up, Headspace was just a waste of time," she said.

Her mental health deteriorated and at 16 she attempted suicide."

Read the entire article by Isabella Higgins and Sarah Collard in the ABC at:
<https://www.abc.net.au/news/2019-04-28/headspace-failing-australias-youth-experts-say/11039776>

Worth Reading: How the major parties stack up on industrial relations policy

"Industrial relations is in the DNA of Australian politics: it is the defining policy issue that has traditionally distinguished Labor from the Coalition.

Industrial relations issues have featured prominently in recent election campaigns, with Australian Workplace Agreements (AWAs), WorkChoices and union governance being the subject of fierce contestation between the major parties. However, this election the policy contrast is especially evident.

While the policies of the major parties have always differed, over the past 30 years there was a neoliberal consensus on economic policy that in some respects extended to industrial relations.

For instance, the Fair Work Act implemented by the Rudd government reversed some but not all elements of Howard-era industrial relations policies. It largely maintained constraints on trade union power."

Read the entire article by Sarah Kaine and Chris F. Wright in The Conversation at:
<https://theconversation.com/how-the-major-parties-stack-up-on-industrial-relations-policy-116256>

Join the Union

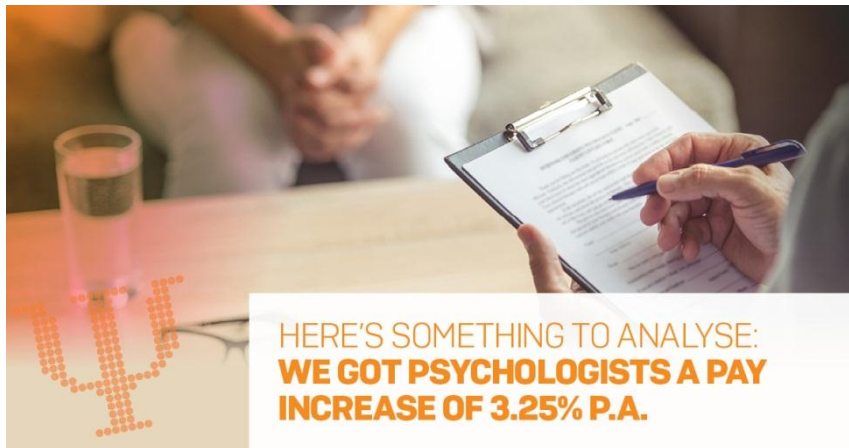
Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

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.**

[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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