



Stat Report 2019/21

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Success at Dorevitch Pathology

We have some terrific news for our members at Dorevitch Pathology – you have a new agreement and it starts today (14 July)! Yes that's right you have a new agreement!

After spending 12 years working to get the management back to the negotiating table, it took the departure of key people and the increase in MSAV membership for the new agreement to be reached. Senior management at Healius & Dorevitch Pathology came kicking and screaming an acceptance that scientists and technicians are paid 2007 rates of pay and deserve a substantial pay rise. Let's not forget pathology is the most lucrative part of this company's different divisions.

Another significant influence over the past year or so has been Dorevitch's reputation as a poor employer making the Dorevitch brand less competitive particularly in key areas of hiring and retaining staff, especially among graduates.

The new agreement sees a significant increase wages (19% over 3 years) after years of stagnation and we have made sure to update conditions as well. From today our new agreement is in force, which means you will see the adjustment to the new rates of pay on your next pay slip. You will also find your back pay will be included in the next pay period and it will be paid back to March this year.

But it is important to highlight that when members work together, sign up their colleagues to be Union members and stick together great outcomes can be achieved. It was through years of keeping the pressure on Dorevitch Pathology and our members looking after each other in the face of some truly hostile management attacks that we were able to win a new agreement. There is little doubt in our mind that it was the work and persistence of our members that ultimately lead to this great achievement.

And now with the new agreement in place it is vital we continue to build our membership to ensure that our agreement is enforced properly. Increasing membership will also make it easier

when we next sit down with management to discuss enterprise bargaining or if we have to enforce our agreement. We are looking forward to having a more productive relationship with Dorevitch Pathology and working with members to ensure our new agreement is properly enforced.

If every Dorevitch scientist and technician asked a colleague to join the MSAV, our effort to build the level of membership needed to establish a strong protection against any attempt to erode the new agreement will happen much more quickly.

If you have any questions about your new agreement please contact us on 9623 9623 or via email at enquiry@msav.org.au

Paul Elliott
Secretary

Bargaining Updates

Eastern Health

We have some great news for members about public holiday pay relating to Australia Day. Yes that's right we're talking about a public holiday 7 months ago. But we're happy to say that Eastern Health has seen the error of their ways and will now rectify the issue.

A big thank you to the members who highlighted the issue and worked with us to get it resolved for everyone at Eastern Health. We are now working with Eastern Health to ensure that no other disciplines were disadvantaged.



**A Special Membership Offer
for Melbourne Pathology**
Visit msav.org.au/melbpath for details

Union Reconciliation Action Plan

Next week is NAIDOC Week and the Union wants to ensure that it is doing everything it can in order to recognise and acknowledge Indigenous Australians, their culture and their contribution to the Union and Australia's healthcare system, especially the disciplines we cover.

There is little doubt that much more work needs to be done and towards this end the Union is working on its first Reconciliation Action Plan. In order to do this properly we're seeking involvement from members who identify as Aboriginal and/or Torres Strait Islander. Together we will work through what the first Reconciliation Action Plan will be about; what measures of success we will have and the timelines for achieving actions set out in the plan.

If you identify as Aboriginal and/or Torres Strait Islander and want to help the Union develop its Reconciliation Action Plan please contact Alex at enquiry@msav.org.au or on 9623 9623.

Workplace health and safety: Boland Review

Everyone has a right to a safe workplace and to arrive home safe at the end of the working day.

Yet every week four people are killed and thousands more seriously injured in Australian workplaces. Every one of these is preventable!

We fight for improved workplace laws and safer workplaces and the survey will provide invaluable information for us to continue to fight for safer workplaces. The more responses that are received the better informed our work will be on fixing workplace health and safety.

Ensure you select the 'Health Services Union' as your union when completing the survey.

Please take the survey and share it with your colleagues:

https://australianunions.org.au/safe_at_work_survey

Professional Development Seminar - Gender Dysphoria

Save your spot and register today!



New database and new features

The Union is getting a new database from late July which means payments for Union fees in August will be delayed.

From late July the Union will be using a new database. We're pretty excited about the change because it means you will have even more control over more of your information. You'll also be able to directly update your financial and personal details without having to call the Union. Another great feature is that you'll be able to download your own tax invoices for the union fees you pay when it comes to tax time.

But with new things come new challenges.

We won't have some of the finance options available at the time our new database goes live. We've done this to make sure that the new database is working properly.

Once we're confident the database is working as it should, we'll get to work on the finance elements. And since we'll be working on the finance elements of the new database, it means that for people who pay their membership by direct debit each month, like you, there will be a delay to the August billing.

As a result of the delay it means the Union will process the monthly direct debit for August in September, effectively meaning two payments will come out in September.

We realise that this may cause some distress for members who carefully plan their finances each month. And for that we truly apologise but we feel the new database will make life easier for you and for us.

If you have any questions or concerns please contact the Union on (03) 9623 9623 or at enquiry@msav.org.au

Submission to Mental Health Royal Commission

The VPA Inc. has made its own submission to the Royal Commission into Victoria's Mental Health. The Victorian Psychologists Association Inc welcomes the opportunity to provide input to the Royal Commission, and is hopeful that Commission will deliver recommendations that will improve the access, assessment and treatment of Victorians experiencing mental illness who present to Victorian public mental health services.

The VPA Inc. wants to thank everyone who contributed through interviews, completing the survey or providing feedback on the earlier version on the submission. All of these contributions made it possible for the submission to be completed and made on behalf of VPA Inc. members.

[You can read or download a copy of the submission here.](#)

VPA Professional Development Seminar

Save the Date for the VPA Professional Development Seminar on the afternoon of Wednesday 11 September 2019 [Register here now!](#)

The subject for the seminar is Gender Dysphoria and it will touch on the following themes:

- Overview of gender in childhood and adolescence
- Gender dysphoria in childhood and adolescence
- RCH Gender Service model
- Working with families of Trans and Gender Diverse children and adolescents
- Therapeutic models of care for adolescents and adults

The seminar will be held at the Royal Children's Hospital's conference facilities at Flemington Road Parkville.

Registration and light lunch will commence at 12:30pm with the seminar being from 1pm to 4:30pm. Details of the presenter will be promoted once they have been finalised.

[Register here now!](#)



Climate Emergency Action in September

On 20 September students across Australia and the world will start a week of climate emergency activism starting with a huge strike action. The Union fully supports students taking action to address the climate emergency and we encourage all members to support the strike by attending with your family, friends and colleagues.

While the Union encourages members to support the school strike make sure you do so without falling afoul of our harsh industrial laws. If you're considering on supporting the action by attending the strike you might want to consider taking leave or using TOIL. Since the school strike will be happening during lunch time you might think having a longer lunch will work but be mindful of your shift requirements.

If you're concerned that attending the strike might cause you some problems you can still show your support by organising a workplace action. This can be as simple as having a special lunch to highlight the gravity of the climate emergency while taking selfies with signs that explain what you're doing and why and then sharing them on social media.

You can find out more about the next school strike for climate [here](#) and you can find resources to help promote the climate emergency action [here](#).

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 refugees](#)

Worth Reading: The health impacts of climate change and why calls for action are growing louder

"We tend to think about climate change as an environmental problem.

But it's the impending impacts on our health that have medical experts sounding the alarm.

Last November, planetary health professor Tony Capon co-authored the [first national report](#) to track Australia's progress on climate change and human health.

It coincided with the release of a [global report](#) from leading medical journal The Lancet, which warned climate change is "the biggest global health threat of the 21st century".

"When we understand the connections between climate change and human health, it makes it clear that this is urgent," Professor Capon said."

Read the entire article by Olivia Willis in The ABC at: <https://www.abc.net.au/news/health/2019-07-06/health-impacts-of-climate-change/11282926>

Worth Reading: Mental illness is complex – yet patients are often left to manage their own brain

"Do you ever wake up and feel pinned to the bed by an invisible enemy? Do you ever stand in an ordinary room and feel vulnerable, in danger? Do you ever read the news and feel the long fingers of past violence on your throat? Actually feel them, and wait for your throat to close?"

Mental illness is complex. And so, the medical model of mental illness is complex too. Once in a while, it becomes news. Critics start to opine: too many people are getting sucked in. Too many people are taking pills they don't need. Too many people are going to their doctors when they're sad or nervous or unable to complete everyday tasks. Clinical terms have entered the vernacular to describe non-clinical behaviour: "psychotic" is just feeling passionate about something; "OCD" means wanting to have a clean house. It has become impossible, critics suggest, to know who's actually unwell and who's just tired.

It's a misnomer. There is not a groundswell of secretly healthy people gorging on mental healthcare plans. According to the Australian government's own statistics, 54% of people with mental illnesses don't access treatment. The proportion of people with mental illnesses accessing treatment is only half that of people with physical disorders."

Read the entire article by Anna Spargo-Ryan in The Guardian at: <https://www.theguardian.com/commentisfree/2019/jul/07/mental-illness-is-complex-yet-patients-are-often-left-to-manage-their-own-brain>

Worth Reading: Australia's biggest private health insurers illegally rejected thousands of claims

"The nation's biggest health insurers illegally rejected the claims of thousands of sick or injured Australians over seven years, leaked documents show.

A government whistleblower who investigated their conduct has also revealed how his efforts were frustrated by years of inaction, failures to fully alert the public, intervention from his

superiors, and suspicions that the insurers were falsifying or withholding evidence.

"I am going public with this story because it doesn't seem right that the authorities say nothing to the public after finding health insurers breaking the law," the whistleblower said. "I believe this was plainly illegal corporate wrongdoing and the authorities should have taken it seriously."

Private health insurers routinely refuse to pay hospital bills by linking their customers' illnesses to a pre-existing health condition. But, before doing so, they are legally required to appoint a doctor to review the medical evidence and consider advice from the customer's treating physician."

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

<https://www.theguardian.com/australia-news/2019/jul/08/australias-biggest-private-health-insurers-illegally-rejected-thousands-of-claims>

Worth Reading: National health regulator AHPRA accused of not investigating medical complaints properly

"A woman has accused the national health regulator of failing to properly investigate her serious complaint against a doctor, as whistleblowers say understaffing, a toxic culture and pressure to meet unrealistic targets at the organisation are putting public safety at risk.

"The public's not being adequately protected," David Gardner, former investigator and team leader at the Australian Health Practitioners Regulation Agency (AHPRA), told 7.30.

"There are some practitioners out there who pose great risk and they're not being properly monitored or investigated."

His assessment was backed up by Toby Latcham, who worked as a data analyst and investigator for AHPRA for five years before taking stress leave.

"If you have a concern about a doctor, if you've been harmed or if there is a risk of harm, we won't substantively respond to that harm for months," he said.

"We're too busy trying to put out fires."

Read the entire article by Madeleine Morris in the ABC at: <https://www.abc.net.au/news/2019-07-09/ahpra-accused-of-not-investigating-medical-complaints-properly/11279380>

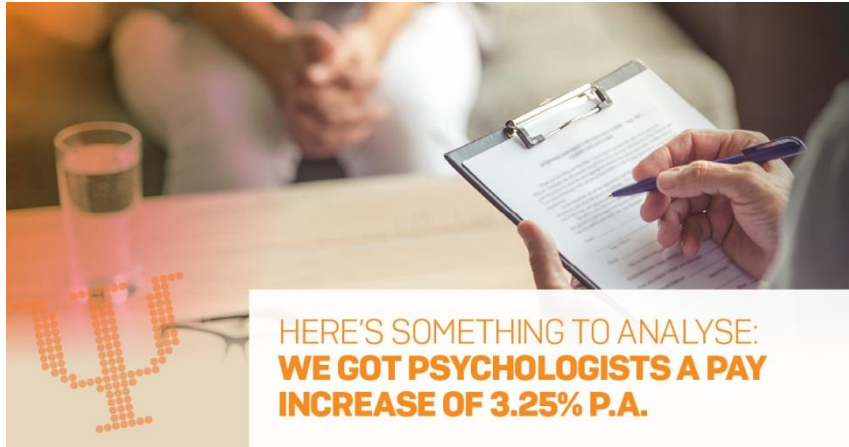
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Are your workloads increasing? Are your stress levels increasing? Join the Union today!

To protect our professions we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



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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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Authorised by Paul Elliott, Secretary, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email enquiry@msav.org.au A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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