



Stat Report 2019/22

In this issue of STAT Report we cover:

- New membership system and new features
- Bargaining Updates
- The Flu Season and You
- Union Reconciliation Action Plan
- Workplace Health and Safety: Boland Review
- VPA Professional Development
- Campaign Corner
- Worth Reading
- Member Benefits

New membership system and new features

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

From late July the Union will be using a new membership system. 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. It's going to be easier for you to keep us up-to-date because you can update your personal details as soon as your details change. The new system will keep your personal data safe and secure as it's separate to our other business functions. Your security is extremely important to us and the new system gives us confidence that your personal and financial data will remain safe.

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. You won't need to ring us up anymore to ask for them. When you need them all you have to do is visit the site, log on and download them.

But with new things come new challenges.

We've been working hard to make sure the change in membership systems is as smooth as possible with as little disruption to you as possible. As a result we now hope to have some of the finance elements available at the time our new system goes live. But it means that for people who pay their membership by direct debit each month there may be a delay to the August billing.

Unfortunately one of the challenges with the new membership system is that you will need to re-create your online profile. If you had a profile on our website, you will have to set up a new profile in order to access your information. This is part of the measures we've put into place to make sure your personal and financial data remains secure while we change membership systems. If you're new to our website you'll need to set up a profile in order to access your information and to get the full benefit out of our new membership system. By creating your profile you'll be able to

access your personal information and keep us up-to-date with any changes in your life like changing employers or moving house.

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

Paul Elliott
Secretary

Bargaining Updates

Melbourne Pathology

The Union continues to wait for confirmation of a rescheduled meeting.

Caraniche

The Union continues to meet with Caraniche's bargaining team to work through the agreement.

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.

Cabrini

The Union has been made aware of changes being pursued at Cabrini. The Union has contacted Cabrini but they are indicating that there should not be any changes to employment arrangements / conditions. As you can imagine the Union does not necessarily believe Carbrini and we will meet and consult with Cabrini management in the coming weeks about what exactly this all means and identify any unknown / unintended consequences.

A recent meeting of members explored the issues at Cabrini.



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

The Flu Season and You

You'll have heard that this year is one of the worst flu seasons we've had recently. Undoubtedly there'll be some debate about whether it actually is the worst flu season but there are some important things you need to know about the flu vaccine and your rights at work.

Because it's flu season lots of health services will make the flu vaccine available to staff. Sometimes employers will try to make it sound like it is a compulsory requirement to get a flu shot and some other employers will attempt to tell you that you can be sacked for refusing a flu shot. The truth is, it is entirely up to you if you wish to take the flu vaccine and 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

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.

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!



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!](#)



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: Embarrassment putting Australian women at risk of cervical cancer, research finds

"A nationally representative survey of 1,000 women has found almost a third of women may delay or avoid cervical cancer screening because they find it "awkward", and a quarter because they're "embarrassed".

In Australia, 80 per cent of cervical cancers are found in women who are overdue for screening or have never been screened.

When women were asked what the barriers were to getting screened, around four in ten said they found the test uncomfortable, mostly because it was "painful", "exposing", or they were fearful of the testing process itself.

An estimated 951 women will be diagnosed with cervical cancer in Australia this year, and 256 will die."

Read the entire article by Olivia Willis in the ABC at: <https://www.abc.net.au/news/health/2019-07-11/embarrassment-puts-women-at-risk-cervical-cancer/11298660>

Worth Reading: Looking after loved ones with mental illness puts carers at risk themselves. They need more support

"Victoria's [royal commission into mental health](#) today turns its attention to the families and carers of people living with mental illness.

An estimated [2.8 million Australians](#) provide practical day-to-day and emotional support for someone they care about. Of those informal carers, [around 240,000](#), or 8.6%, are looking after someone with a mental illness.

And this number is likely an underestimate. Carers often support loved ones with multiple difficulties. So while they may report looking after someone with a physical illness, this person could be experiencing mental health challenges, too."

Read the entire article by Jaelea Skehan and Sally Fitzpatrick in The Conversation at <https://theconversation.com/looking-after-loved-ones-with-mental-illness-puts-carers-at-risk-themselves-they-need-more-support-116349>

Worth Reading: The Dish: Fact vs fiction

"“You treat us like a pack of galahs. [That’s a kind of parrot.] Just because I don’t wear a tie or spend all day buried in a manual doesn’t mean I’m a drongo. [That’s a hopeless ...]”

What’s your favourite line from the movie ‘The Dish’?

Created by Rob Sitch and the Working Dog Productions team, the 2000 film is an Aussie classic. It features Sam Neill, Tom Long and Kev Harrington as staff at our Parkes radio telescope, in rural New South Wales, and how they supported receiving and relaying the live TV broadcast images of the Apollo 11 Moon landing.

The Dish is loved by audiences and critics: David and Margaret both gave it 4.5 stars! We love the movie so much we thought it’d be fun to take look at what’s fact and what’s fiction, all in the name of a good story, of course."

Read the entire article by Kate Cranney in the CSIRO Blog at: <https://blog.csiro.au/the-dish-fact-vs-fiction/>

Worth Reading: Adani has set a dangerous precedent in requesting scientists’ names

"A freedom of information request has revealed Adani sought the names of CSIRO and Geoscience Australia scientists involved in reviewing groundwater management plans related to its proposed Carmichael mine.

Adani argued it required a list of people involved in the review so as to have “peace of mind” that it was being treated fairly and impartially on a scientific rather than a political basis.

Ten days before Adani’s request, Geoscience Australia’s acting director of groundwater advice and data reportedly raised concerns that Adani had “actively searched/viewed” his LinkedIn profile and that of a colleague."

Read the entire article by Samantha Hepburn in The Conversation at: <https://theconversation.com/adani-has-set-a-dangerous-precedent-in-requesting-scientists-names-120487>

Join the Union

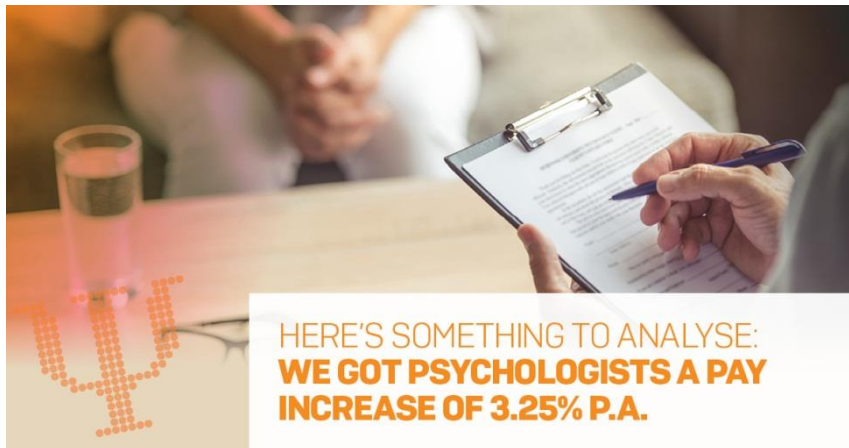
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

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.



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

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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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[Medical Scientists Association of Victoria](#) | [Victorian Psychologists Association Inc](#) | [Association of Hospital Pharmacists](#)



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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