



Stat Report 2019/23

In this issue of STAT Report we cover:

- No more pathology at Colac Hospital as Clinical Labs cuts and runs
- Bargaining Updates
- New Membership System
- Auditor General's Office report on Access to Mental Health Services
- Union Reconciliation Action Plan
- Victorian Long Service Leave Act
- VPA Professional Development
- Campaign Corner
- Worth Reading
- Member Benefits

No more pathology at Colac Hospital as Clinical Labs cuts and runs

The Medical Scientists Association of Victoria fears that Colac Hospital will have to cease offering its full range of clinical services as Clinical Labs announces it is closing the pathology laboratory at Colac Hospital.

Clinical Labs notified the MSAV that it will close the pathology laboratory and walk away from the hospital shifting work to Geelong and a greater reliance on point-of-care testing which is notoriously inaccurate and unreliable. Without a pathology laboratory, Colac Hospital patients will lose time critical pathology testing, which is essential for safe, quality-assured patient care outcomes.

The decision by Clinical Labs means that Colac Hospital will not be able to safely perform surgeries or offer much of the current range of health care options without medical scientists in a fully functioning pathology laboratory in the hospital. It also means that without a scientifically-staffed onsite blood bank, the hospital's full range of acute care services are unlikely to continue or at the very least will be severely impacted and put patients with emergency blood transfusion needs at risk.

This decision will have a serious negative impact on patient safety and the level and quality of care patients will get at Colac Hospital.

The Medical Scientists Association believes the decision by Clinical Labs will immediately compromise the quality of care patients receive at Colac Hospital given it will no longer have a pathology lab.

A fully functioning pathology laboratory is as important to maintaining a hospital's key clinical services as an ambulance is to maintaining accident and emergency department services.

If a pathology laboratory is essential to being able to deliver safe, high quality clinical services to patients this week, how can the same services be delivered safely the next week with no pathology? The government needs to immediately step in and ensure pathology services at Colac Hospital continue to be run on-site.

It's simply not good enough that patients at Colac Hospital are not being given the highest quality of care because Australian Clinical Laboratories is more interested in profits than ensuring the healthcare of patients is the top priority.

In an emergency, a blood bank scientist providing correctly matched blood out of a hospital blood bank can mean the difference between life and death for any patient with a serious haemorrhage. There is every chance that, without a pathology laboratory, local patients will now have to travel large distances to receive medical treatment currently delivered in their local public hospital.

This lab closure is the third in 2019. Without urgent Government intervention the threat of pathology lab closure looms for every smaller regional hospital. Private pathology companies will drive a wedge into public health in Victoria and through their greed establish two standards of health care.

The Union is calling on Colac Hospital and Health Minister, Jenny Mikakos, to assure the community that the vital pathology laboratory will remain open and that private pathology providers like Clinical Labs are barred from being awarded pathology contracts at any public hospital in the future when this is the how they treat Victorians.

Paul Elliott
Secretary

Bargaining Updates

Cabrini

Cabrini is endeavouring to direct part-timers to work night shifts. Cabrini can ask or request you to change, direct is not something that we believe that they can reasonably do.

We take the view that this is not appropriate nor consistent with the Enterprise Agreement and the National Employment Standards. If you're being pushed to do something that you can't reasonably do please contact the Union on 9623 9623 or at matth@msav.org.au



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

New Membership System

Our new membership system is up and running and we couldn't be happier with it and how it will improve functionality for you.

The Union contacted you a couple of weeks ago (the email is below) about a new membership system we are switching to.

With the new system up and running it means you'll also be able to directly update your financial and personal details without having to call the Union. And you'll be able to download your own tax invoices for the union fees you pay when it comes to tax time.

When we wrote to you we thought our new membership system would not have the financial components ready. But with the diligent hard work of our team we have been able to get everything up and running properly and securely, including the financial components.

That means we will proceed with the August billing and we won't have to process two payments in September.

We realise that this may cause some distress for members who were planning for two payments in September and we truly apologise for the distress but we feel the new membership system will make life easier for you and gives you control more of your information.

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

Auditor General's Office report on Access to Mental Health Services

Victorian Auditor General's Office (VAGO) Report on Access to Mental Health Services (March 2019) scathing about the Department of Health and Human Services' Mental Health branch

According to the Auditor General's Office DHHS has done too little to address the imbalance between demand for, and supply of, mental health services in Victoria. The Auditor General reports there is a lack of sufficient and appropriate system-level planning, investment, and monitoring over many years means the mental health system in Victoria lags significantly behind other jurisdictions in the available funding and infrastructure, and the percentage of the population supported.

The Auditor General's report also highlights there has been little progress closing the significant gap between area mental health services' (AMHS) costs and the price they are paid by DHHS to deliver mental health services, meaning many people wait too long or miss out altogether on services, and for those that do receive services, their clinical care can be compromised by the need to move them quickly through the system.

Importantly the report highlights the lack of progress around addressing funding and workforce issues.

These issues, along with many more being explored through the Royal Commission into Victoria's Mental Health System, are why the VPA Inc fights so hard to address workforce issues, especially understaffing and exploding workloads.

[You can read the Auditor General's full report here](#) – you can read the VPA Inc submission to the Royal Commission into Victoria's Mental Health System [here](#).

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.

Professional Development Seminar - Gender Dysphoria

Save your spot and register today!



Victorian Long Service Leave Act

Many members may have heard about the Victorian Long Service Leave Act, which has come into force. We're happy to inform members that it does not apply to our members who work in public health and for other employers covered by our enterprise agreements.

The Act is only a safety net for people who don't have an entitlement under an award or an enterprise agreement. While we understand that some members are concerned about the potential to lose long service leave entitlements, the Act will not impact on your Long Service Leave entitlement and it will continue as before under the public sector enterprise agreement without any changes. Don't forget, the basic Long Service Leave entitlement in our health agreements is double that in the Act.

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

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!](#)

Positions not backfilled?

Let us know

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: Don't bank on a wage rise this year. Expect rate cuts instead

"Groucho Marx summed it up perfectly: "I worked my way up from nothing to a state of extreme poverty."

It's an amusing line, one with which many of us identify. Getting a job, holding it and trying to secure a decent wage has become an increasingly difficult task, particularly for our young.

On paper, our jobs numbers look pretty good. Unemployment is low, a record proportion of Australians either are working or looking for work and, in the past few years at least, there's been reasonable growth in full-time employment.

The great bugbear, however, is wages growth or, rather, the lack thereof. For 60 years, it has been an article of faith among economists that once you approach full employment — [a jobless rate at about 5 per cent](#) — wages and inflation take off."

Read the entire article by Ian Verrender in the ABC at: <https://www.abc.net.au/news/2019-07-22/do-not-bank-on-a-wage-rise-this-year-expect-rate-cuts-instead/11329764?section=analysis>

Worth Reading: There is no evidence that halting superannuation rises will boost wages

"[Claims by a group of Liberal party MPs](#) that the superannuation guarantee (SG) should be held at 9.5 per cent to allow workers to get a pay rise "fly in the face of all available evidence", the opposition say.

The group of government MPs that included Andrew Hastie (chairman of the house intelligence and security committee), Jason Falinski (MP for the Sydney seat of Mackellar) and Queensland senators Amanda Stoker and Gerard Rennick have urged Prime Minister Scott Morrison to hold off on legislated increases in the SG to raise it from 9.5 per cent to 12 per cent by 2025.

Instead they want to see wages rise 2.5 per cent without explaining a mechanism to make that happen"

Read the entire article by Rod Myer in The New Daily at: <https://thenewdaily.com.au/money/superannuation/2019/07/22/politicians-trying-to-stop-superannuation-guarantee>

Worth Reading: How the treaty momentum is growing

"When Queensland's deputy premier Jackie Trad announced a [conversation](#) about treaty-making last week, her state joined [Victoria](#) and the [Northern Territory](#) in initiating formal agreement-making processes with Aboriginal and Torres Strait Islander peoples. These are significant developments: as the [Uluru Statement from the Heart](#) records, treaty-making is a key aspiration of Indigenous Australians.

The deputy premier's announcement also reflected the growing divide between the major parties. While the federal Coalition has ruled out [not only](#) a constitutionally entrenched Voice to Parliament but [also](#) a treaty process, Labor states and territories are listening and acting.

Indigenous leaders have long argued that the quest for [bipartisan](#) support is not necessarily beneficial to their interests, but one-sided support also carries its risks. If treaties come to be associated only with the Labor side of politics, there is a danger that any process or agreement struck by Labor governments will last only as long as the parliamentary term in which that party governs."

Read the entire article by Harry Hobbs in Inside Story at: <https://insidestory.org.au/how-the-treaty-momentum-is-growing/>

Worth Reading: Extreme weather caused by climate change has damaged 45% of Australia's coastal habitat

"If you think climate change is only gradually affecting our natural systems, think again.

Our research, [published yesterday in Frontiers in Marine Science](#), looked at the large-scale impacts of a series of extreme climate events on coastal marine habitats around Australia.

We found more than 45% of the coastline was already affected by extreme weather events caused by climate change. What's more, these ecosystems are struggling to recover as extreme events are expected to get worse.

There is [growing scientific evidence](#) that heatwaves, floods, droughts and cyclones are increasing in frequency and intensity, and that this is caused by climate change."

Read the entire article by Russ Babcock, Senior Principal Research Scientist, CSIRO, Anthony Richardson, Professor, The University of Queensland, Beth Fulton, Research Group Leader, CSIRO, Eva Plaganyi, Senior Principal Research Scientist, CSIRO, Rodrigo Bustamante, Research Group Leader, CSIRO in the CSIRO Blog at: <https://blog.csiro.au/extreme-weather-caused-by-climate-change-has-damaged-45-of-australias-coastal-habitat/>

Join the Union

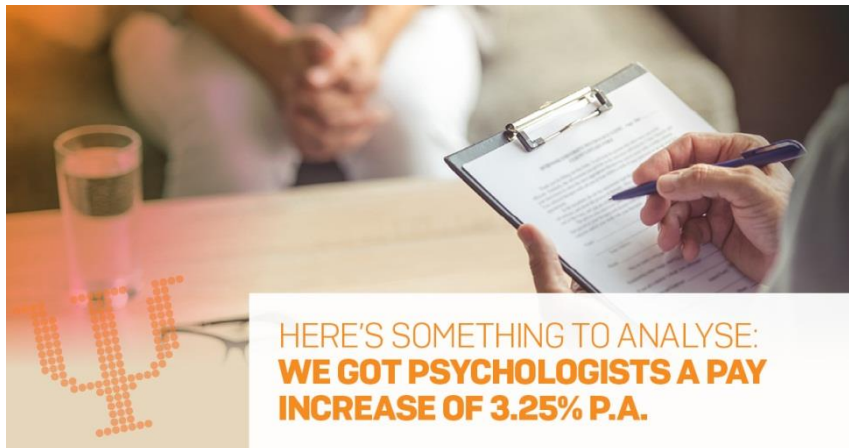
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

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.**

[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](#)



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.](#)



Share STAT Report

Is there a copy of STAT Report on your Union noticeboard or in your staff room?

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

[follow on Twitter](#) | [friend on Facebook](#)

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).

[unsubscribe from this list](#) | [update subscription preferences](#)