



## Stat Report 2019/26

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### Taking action on the climate emergency

Climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms, displacing people and straining our health and food systems. We are facing a climate emergency. Not only are there direct physical health and well-being issues associated with the climate emergency but there are growing concerns around the mental health and well-being of people, especially younger people, who are facing an uncertain climate future.

You will have read in past STAT Reports about the Union's support for members taking action to tackle climate change. And it has never been more important for us to take action. Every week there's an article about the state of the environment and the climate with more severe storms and weather systems being reported on. Unfortunately we have federal government filled with people who either deny climate change is happening or claim Australia's impact is so small there is no point in taking action until other nations start to take action in reducing their emissions. We know the Government uses this logic solely to defend its 'do nothing' approach to taking any action against climate change.

Climate change is not just a threat that's somehow off in the never never; a concern for the future. The threat of climate change is real and it's happening now. More and more governments around the world are officially classifying climate change as a 'climate emergency'.

Working on the front lines of our healthcare systems means you already know there are growing health impacts associated with the changing climate. You are seeing those impacts. You are seeing the harm being done to people from the increasing severe weather events we're experiencing. You are seeing the mental harm being done to people as our climate changes while we continue to hear from climate change deniers that it's all a hoax perpetuated by big science.

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It doesn't help when our federal government, despite all the evidence, continues to bury its head in the sand declaring that fossil fuels are an important part of Australia's future energy mix. Sadly we have an opposition that apparently supports fossil fuels being part of Australia's future energy mix. This is happening while more and more people in the health industry are coming out to highlight the impacts the changing climate are having, with the latest group being the Australian Medical Association. The AMA made it quite clear that from their perspective we are in a climate emergency and there will be significant health impacts unless the world drastically cuts its emissions.

That's why it's never been more important that we as union members take action and recognise that we are in a climate emergency. It's an issue that the Victorian Trades Hall and the Australian Council of Trade Unions has identified as a problem and one that union members must take on like we take on threats to our rights at work.

**On 20 September students across Australia and the world will start a week of climate emergency activism starting with a huge strike action.**

We stand in solidarity with the students' strike action and the Union encourages all members to support the strike by attending with your family, friends and colleagues, or in any other way you can. If you're considering 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 about having a longer lunch but be mindful of your shift requirements.

If you're concerned that attending the strike might be difficult 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 or taking selfies and sharing them on social media. There are lots of ways you can support the school strike while at work.

**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](#).**

Paul Elliott  
Secretary

## Bargaining Updates

### Monash Health

Electronic Medical Record (EMR) training is currently underway at Monash Health. This training must be done in paid time not during breaks or before or after work. Your employer has an obligation to ensure that you have the training you need and that training is to be done during paid time.

The Union notes that where EMR has gone live (Dandenong) members are reporting a range of system problems. Please report these problems to the Union as well in order for the Union to ensure that Monash Health puts resources towards fixing them.

### Kronos & finger scanning

Monash Health has sought a response by 29 August but the Union has advised that this is not possible as there is not sufficient information in order to prepare a response. The Union is waiting for further detailed information from Monash Health about what is to be implemented.

The scope and impact of the change is currently unclear as we're aware of some disciplines being impacted but this is not across the entire service at this point in time.

Members are asked to attend meetings about it (should any meetings be organised) and pass on that information to the Union.

### Staffing

Discussions over pathology staffing and prioritisation of work are ongoing. The Union is waiting for draft documents covering each discipline about how work is to be prioritised when labs are short staffed (which is all the time). The Union has also reached agreement on a guideline for a

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backfill process.

## Annual General Meeting Notices

### **MSAV**

Notice is hereby given that the Annual General Meeting for the Medical Scientists Association of Victoria will be on 25 September starting at 11:30am and will be held in Seminar Room 2, Function Centre, Royal Melbourne Hospital – 300 Grattan Street, Parkville

You can find a copy of the [MSAV's Annual Financial Report here](#).

### **HSU#4**

Notice is hereby given that the Annual General Meeting for the Health Services Union Victoria #4 Branch will be on 25 September starting at 11:30am and will be held in Seminar Room 2, Function Centre, Royal Melbourne Hospital – 300 Grattan Street, Parkville

You can find a copy of the [HSU#4 Annual Financial Report here](#).

### **AHP**

Notice is hereby given that the Annual General Meeting for the Association of Hospital Pharmacists will be on 25 September starting at 11:30am and will be held in Seminar Room 2, Function Centre, Royal Melbourne Hospital – 300 Grattan Street, Parkville

You can find a copy of the [AHP Annual Financial Report here](#).

## Victorian Long Service Leave Act

Many members may have heard about the new Victorian Long Service Leave Act, which will soon be coming into force. We're happy to inform members that it has no bearing on the employment arrangements of our members who work in public health and for other employers covered by an enterprise agreement.

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 LSL 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](mailto:enquiry@msav.org.au)

## Nominations for VPA Inc Committee are open

Nominations are now open for membership of the VPA Committee

Financial members of the VPA can nominate for a position on the Committee and we would welcome members who would like to make a contribution to the governance of the VPA to nominate for one of the officer positions or as an ordinary member of the Committee. Current members of the Committee may renominate.

The election will take place at the VPA AGM on 11 September 2019 for a 2 year term of office. The Committee meets at 3.30 pm six times a year on a Thursday afternoon, and members who are employed in the public sector are entitled to paid leave to attend.

If you have any questions please contact the Secretary, Rosemary Kelly  
[rosemaryk@msav.org.au](mailto:rosemaryk@msav.org.au)

[Download the nomination form here](#)

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## MSAV Privacy Policy

The MSAV has updated its privacy policy. The update includes a couple of changes to enable the Union to enter into arrangements with third parties to offer and deliver a range of services to members. You can read the [updated privacy policy here](#)



**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](http://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.

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[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: What kind of state values a freeway's heritage above the heritage of our oldest living culture?

"The Victorian government has announced it is [seeking heritage listing for parts of the Eastern Freeway](#) in Melbourne. We heard this news on Wednesday as we sat under a [grandfather tree](#) in solidarity with Djab Wurrung people whose cultural heritage is being threatened by the same government.

A Major Road Projects Victoria proposal to extend the Western Highway will destroy sacred Djab Wurrung trees and places. They [have been protecting these trees](#) for more than a year, but [faced eviction](#) – from their own Country – by today's deadline. All this is happening as the government is conducting [treaty negotiations across the state](#).

What kind of world do we live in when freeways are valued as of greater cultural significance than the practice of the oldest living culture in the world? Threatening to evict Djab Wurrung while proposing heritage status for the Eastern Freeway is a surreal perversion of law, heritage and community value."

Read the entire article by Libby Porter, Amaara Raheem, Blanche Verlie, Bronwyn Lay, Marianne Jago and Mick Douglas in the Conversation at: <https://theconversation.com/what-kind-of-state-values-a-freeways-heritage-above-the-heritage-of-our-oldest-living-culture-122195>

## Worth Reading: Four home traps that contribute to the gender pay gap

"Australia's gender pay gap is diminishing, says a new report, but some contributors to it seem harder to overcome than others. For me, the finding hit close to home.

The report, by KPMG for the Diversity Council of Australia and Workplace Gender Equality

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Council, says the pay gap declined from \$3.05 an hour in 2014 to \$2.43 in 2017. Women on average now earn A\$31.14 an hour compared with A\$33.57 for men.

The report breaks down the economics to some very specific factors. Overall, two-thirds of the decline is credited to diminishing industrial and occupational segregation.

Proving harder to erode is “gender discrimination” (which the report defines as that portion of the pay gap unexplained by other factors) and the impact of career interruptions. For women, time out of the workforce is generally to care for young children or other family members, the report states, with such interruptions being “gendered and highly persistent”.

Read the entire article by Emma Williamson in The Conversation at:

<https://theconversation.com/four-home-traps-that-contribute-to-the-gender-pay-gap-122261>

## Worth Reading: What the Bureau of Statistics didn't highlight: our continuing upward redistribution of wealth

"The results of the latest Australian Bureau of Statistics biennial survey of income and wealth have met with an uneven response, perhaps in part due to a slipshod [press release](#).

Released with the data on July 12, it was headed: “Inequality stable since 2013-14”.

It began:

*Income inequality has remained stable in Australia while income growth has been slow, according to new information released by the Australian Bureau of Statistics today.*

Oddly, the press release didn't include data to back up its conclusion. That was left for reporters and analysts to find, diving into the trove of more detailed information assembled by the bureau, from which a somewhat different picture emerged, particularly for wealth.

Writing for the [ABC](#), Stephen Long and Michael Janda noted that average (mean) household wealth has been climbing quickly whereas typical (median) household wealth has not, implying that the rich are getting richer much more quickly than Australians in the middle."

Read the entire article by Christopher Sheil and Frank Stilwell in The Conversation at:

<https://theconversation.com/what-the-bureau-of-statistics-didnt-highlight-our-continuing-upward-redistribution-of-wealth-121731>

## Worth Reading: Not-for-profit superannuation funds surge into top spot after banking inquiry

"Not-for-profit superannuation funds have moved into a clear position of dominance in Australia's \$2.87tn retirement savings industry following the banking royal commission, [new figures show](#).

Statistics released by the prudential regulator on Wednesday show the amount of money looked after by industry funds, which are jointly run by employers and unions, surged by \$87.3bn, or 13.8%, in the year to the end of June.

Over the same period of time the amount managed by the retail sector, which is run for-profit by big banks and other finance companies, grew by a miserly 0.51%, or just \$3.2bn."

Read the entire article by Ben Butler in The Guardian at: <https://www.theguardian.com/australia-news/2019/aug/28/not-for-profit-superannuation-funds-surge-into-top-spot-after-banking-inquiry>

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## Worth Reading: Squeezing wages has come home to bite corporate Australia

"Years of begrudging wage rises and screwing the last few cents out of suppliers have come back to bite corporate Australia where it hurts: On the bottom line.

The ASX reporting season that finished on Friday showed the financial year to be the worst since the GFC.

Even with a booming resources sector and strong healthcare stocks, the impact of six years of real take-home wages going backwards has caught up with company profits.

It has been par for the course for management to gain a share price sugar hit – and executive bonuses – by announcing a new round of cost-cutting and holding down wages."

Read the entire article by Michael Pascoe in The New Daily at:

<https://thenewdaily.com.au/money/finance-news/2019/09/02/corporate-performance-worst-since-financial-crisis/>

## Worth Reading: The worrying fallout from the high cost of healthcare

"High healthcare costs are keeping Aussies away from the doctor and the dentist and forcing many to borrow to meet them, new data shows.

One in five of us borrows to fund medical appointments, with many putting it all on credit or borrowing from family and friends, survey data from comparison site Finder shows.

On average, Australians borrow \$1577 to meet their medical expenses, but 60 per cent of borrowers need less than \$1000, suggesting some are borrowing serious figures."

Read the entire article by David Ross in The New Daily at:

<https://thenewdaily.com.au/money/your-budget/2019/09/01/health-insurance-too-expensive/>

## Join the Union

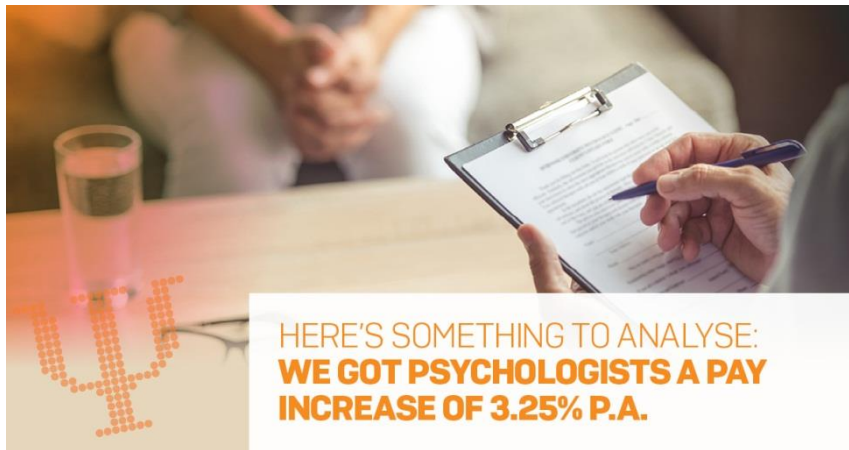
**Are your workloads increasing? Are your stress levels increasing? Join the Union today!**

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.



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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.](#)



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