



## Stat Report 2019/28

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### Gippsland patients in danger with pathology changes

The Andrews Labor Government and Gippsland's large public hospitals continue to put patients in danger by allowing Dorevitch Pathology to continue to down grade and remove services from local pathology laboratories.

The Medical Scientists Association of Victoria has an international medical study which shows that the cuts to pathology services in three Gippsland public hospitals will create a very high risk of avoidable patient deaths through delayed pathology testing and treatment. Health bosses in the Latrobe Regional Hospital, Sale Hospital and the Bairnsdale Hospital recently agreed to a new pathology services contract that allows Dorevitch Pathology to sack scientists and move scientific testing from local hospital laboratories to its Melbourne laboratory.

This change will cause delays of up to 48 hours in critical microbiology testing for urgent conditions, such as septic infections.

The study published by the American Society of Critical Care Medicine examined the impact of delayed pathology testing for septic patients and found any delay could result in significantly decreased survival rates.

A delay of 5 - 6 hours in pathology testing and commencement of treatment for sepsis, a common urgent infectious condition, resulted in survival rate of 42% of patients. A delay of 9 – 12 hours resulted in a survival

rate of just 25%. Importantly, the study also showed that if testing and treatment of sepsis is done within the first hour patient survival rate is 80%.

The alarm bells are ringing; this change should not proceed. Gippsland patients deserve the same standards of care delivered in Melbourne public hospitals, not third world standards with unacceptable levels of mortality from conditions that are treatable in other Victorian hospitals. And worst still, are entirely preventable.

The Union continues warning of the crisis facing medical scientists and patients in Gippsland and instead of employing more scientists we have health services contracting a pathology provider that has done nothing but move more and more testing away from Gippsland.

It is alarming that health care standards are reduced at any time. It is appalling that in Gippsland patient safety will be compromised because Dorevitch Pathology profits are treated as a higher priority despite the research and the science that tells us this move is dangerous. This study provides irrefutable clinical evidence that the pathology changes about to be introduced are unsafe, and will likely harm Gippsland patients. The American Society of Critical Care Medicine study is an alarm bell and that the changes in pathology must not proceed.

The Union has to ask: will it take the deaths of patients for Gippsland health services and the Andrews Labor Government to finally end the contracting out and diminution of pathology services in Gippsland?

The Union is maintaining its pressure on the Minister for Health, Jenny Mikakos, to intervene to protect Gippsland patients and we encourage members in Gippsland to contact their local Members of Parliament to raise your concerns about the diminution of health care in order to ensure bigger profits for Dorevitch Pathology rather than improve the quality of care patients receive.

Paul Elliott  
Secretary

## Updates

### Monash Health

The Union continues to strongly recommend that members:

- Attend any consultation forums offered
- Ask about options for non-consent / opting out
- Ask about timelines for implementation
- Tell them what you think
- If questions aren't answered on the spot ask when you will receive the answers and how the answers will be given for example in an email, or at another forum.
- Communicate any information you receive with the Union to [heidib@msav.org.au](mailto:heidib@msav.org.au)

We also encourage you to sign the Pledge against Forced Biometric Sign-On and send it to us. It's vital we show Monash Health the degree and level of anger and frustration about this issue and their on-going refusal to respect staff and their privacy.

[Download the Pledge here.](#)

### Cabrini

Members are strongly encouraged to check their pay slips with respect to overtime and recall payments.

Based on a number of reports from members, the Union is investigating whether or not Cabrini has been properly calculating overtime and recall payments. Cabrini acknowledges that there have been issues with these calculations which is why it is important for members to check pay slips.

If you believe you have not had your overtime or recall properly paid please contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### Australian Red Cross Blood Service

The bargaining claim has been finalised for your endorsement. It includes:

- Pay rise of 4% per annum
- Increase of base Annual Leave entitlement to 5 weeks per year

- Standalone Family and Domestic Violence Leave paid entitlement of 10 days per year
- Enhanced ability for Scientists to seek reclassification across grades
- Enhanced protections to ensure that jobs are appropriately sized to ensure that workloads match time fraction.

### Pay

Overwhelmingly, members have indicated that you believe that you are entitled to a fair and reasonable pay rise and members are keen to achieve a higher pay outcome than in the last agreement.

### Workloads

Workload is a significant concern for the majority of respondents and this unfortunately results in unpaid work, with significant numbers of members reporting early starts and late finishes. Members are keen to see this rectified and compensated.

### Five weeks annual leave

Members have indicated a keenness to pursue an additional week of annual leave in line with your public sector colleagues.

### Moving between classifications

Members also believe that it should be easier to move to a higher grade and this is not surprising considering the restructuring outcomes of the last decade.

### Family and Domestic Violence Leave

The Blood Service is out of step with recent advances in this space by maintaining an entitlement in policy and by facilitating through the use of personal leave.

We will seek a standalone entitlement of 10 days Family and Domestic Violence Leave per year.

### How to vote

[Click on the link here to have your say.](#) Voting will close at 5.30pm, Monday 28 October 2019.

If you have any questions please contact Matt on 9623 9623 or at [matth@msav.org.au](mailto:matth@msav.org.au)

## Melbourne IVF: Vote NO to the proposed Agreement

Management at Melbourne IVF have finally put an Agreement out to scientists to vote on and it remains unacceptable to MSAV members.

Initially MIVF was only offering a 2.5% annual increases. The only reason you have received the improved offer of 2.75% annual increases is as a result of your industrial action. Management has now put forward a 3-year agreement with 3 annual 2.75% wage increases instead of the MSAV members' position - ie a 4-year agreement with 3% annual increases and an additional week's annual leave.

The Union has advised MIVF that members are not happy with the final offer. MIVF's response is that they are prepared to put out the "Agreement" anyway, and see which way the vote goes – ie they are not prepared to change their position before the vote is counted.

The proposed Agreement will expire on 30 June 2021 which means we will be back preparing to bargain again at the end of next year if it is voted up – ie in about 18 months' time!

**How does the offer compare to the Nurses Agreement?** The nurses' agreement is a **4-year agreement** with an **average of 3% annual increases**. And nurses get **5 weeks annual leave**.

The Agreement which has been circulated clearly shows that management is not listening to you and doesn't value its scientists.

At the end of the day Melbourne IVF does not have a business without the critical input of scientists. And without you they can't deliver on their promises of helping couples start families.

**If you want a better Agreement vote NO to the Agreement.**

By voting NO you would be sending a very clear message that the proposed Agreement is not acceptable and MIVF need to revise their offer.

If you have any questions about the offer and what it means for you, please contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## No Pay? No Way! Survey 2019

This year's No Pay? No Way! Survey has only been open for a couple of weeks and already we're blown away by the number of members responding; and more importantly the stories members are sharing with us. It is extremely troubling to read the experiences some members are having with increasing workloads while staff numbers are not nearly keeping up. There are

To make our advocacy work even stronger, the Union wants to continue building a better understanding of the nature and extent of unpaid work, and more importantly, how unpaid work has changed and the impact it has on you over time.

That's why the Union needs you take the "No Pay? No Way!" survey.

We know there has been a failure across our workplaces in dealing with the extra work. Instead workplaces try to build an expectation that you'll just do more and more work in the same amount of time. And in 2019, we know that tens of thousands of hours of unpaid time will be worked to cope with unreasonably high workloads.

**Please take a few minutes to do our survey and help us continue fighting to grow our workforces, ease extreme workloads and eliminate stress related injuries.**

[MSAV members take this survey](#)

[AHP members take this survey](#)

[VPA Inc members take this survey](#)



## 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



oil and gas.

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,

**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.

[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: Electricity democracy: the power is yours

"Do you want to reduce your carbon footprint? You've chosen a great time to do so. Want to capture the sun's rays to power your home? Great. Tempted to install a household battery? Not a problem. Want to construct a wind turbine out the back? I like the way you think, but you'll need [planning approval](#). The point is, we currently have more electricity options than ever before. So, there's no time like the present to go green.

Whether you own your own home, live in an apartment or rent, you have choices. We've listed a few ways to get the most sustainable power for your dollar, from your kitchen to your garage."

Read the entire article by Claire Ginn in the CSIRO Blog at: <https://blog.csiro.au/electricity-democracy-the-power-is-yours/>

## Worth Reading: Damning report: LRH issues apology to mental health staff

"Latrobe Regional Health has formally apologised to its mental health staff after a workplace culture review revealed bullying and lack of leadership from senior staff.

A Mental Health Service Workplace Culture Review found "several cases would meet the Fair Work Act definition of workplace bullying and one matter would constitute sexual harassment".

It also found that roster shortfalls at Traralgon's Flynn unit resulted in a "higher proportion of junior staff working with the most acute patients with limited supervision from more senior staff".

The report, which was released to the media last Thursday, was conducted by an independent consultant which passed down 13 recommendations to support welfare and staff safety."

Read the entire article by Michelle Slater in the Latrobe Valley Express at:

<https://www.latrobevalleyexpress.com.au/story/6449280/damning-report-lrh-issues-apology-to-mental-health-staff/?cs=1840>

## Worth Reading: Mental health concerns increasingly common among young Australians, report finds

"The latest youth mental health report from Mission Australia and the Black Dog Institute has found rates of psychological distress among young people have risen 5.5 per cent in the past seven years.

These findings are consistent with other recent reports, and paint a concerning picture of worsening mental health in young people.

The question now at the forefront of researchers' minds is: why?

"To be quite honest, people really don't know," said Helen Christensen, director of Black Dog and professor of mental health at the University of New South Wales."

Read the entire article by Olivia Wills in the ABC at: <https://www.abc.net.au/news/health/2019-10-23/mental-health-concerns-increasingly-common-young-people/11628094>

## Worth Reading: Australia is on a slippery slope to tyranny

"Like the frog in the slowly heating pot, Australia's major media organisations have belatedly realised they are in a most uncomfortable fix.

After mostly cheerleading the 75 or so increasingly more draconian national security laws introduced over the past 18 years, they now realise they have unwittingly encouraged an erosion of their freedom to report, inform and hold government to account.

This puts in jeopardy the very thing that makes Australia a free country.

One of the founders of the United States of America, Thomas Jefferson wrote: "Our liberty cannot be guaranteed but by the freedom of the press, nor be limited without danger of losing it."

Those words ring very true today in the Commonwealth of Australia and the pity of it is we have arrived at this in no small way by successive coalition governments ruthlessly seeking to establish the political ascendancy over their Labor opponents."

Read the entire article by Paul Bongiorno in The New Daily at:

<https://thenewdaily.com.au/news/2019/10/21/paul-bongiorno-press-freedom/>

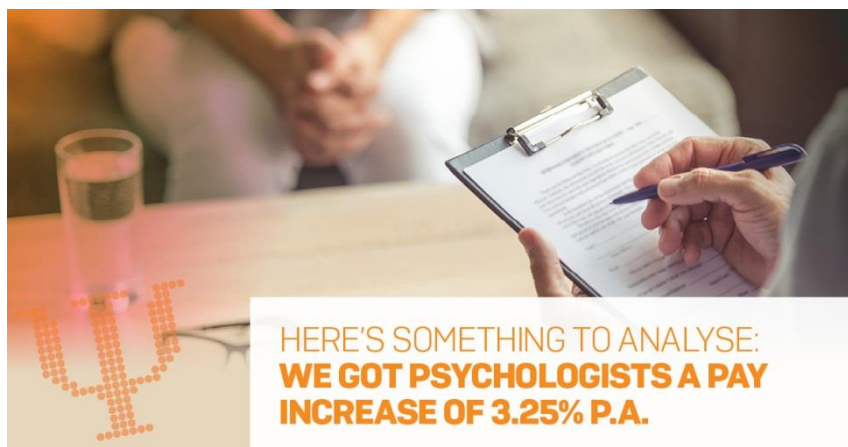
## Join the Union

**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.



[Share on Facebook](#)



[Share on Facebook](#)



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