



Stat Report 2019/30

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Government's flu announcement doesn't deliver

The Medical Scientists Association of Victoria has serious concerns about the flu program announced by the Andrews Government in October to combat the flu and its potential to harm patients in our hospitals.

While the Union applauded the introduction of the program to improve patient safety, there are some serious problems with the implementation of the program. While the government has purchased new testing machines, the Andrews Government continues to fail to listen to scientists and to their concerns that there are not enough scientists available to operate the testing machines. And this is on top of already huge workloads and staff shortages.

Instead of doing what it takes to make sure this program would be successful, we had hasty announcements without planning or resourcing. This program should have been successful if more funding was made available to hire additional scientists to do this critical pathology testing work. The program was never going to work if there

Instead, the program of flu testing was introduced without any consideration given to resources needed to run it nor current the workload crisis many scientists are experiencing just to undertake the ordinary work required in

hospitals. The evidence from recent studies into unsustainable workloads in pathology services was once again ignored.

The reality is the Health Minister's flu program failed in many laboratories. Instead of addressing the workload and staffing issues raised by the MSAV some pathology services chose to ignore the program and leave testing equipment lying around unused because there are not enough scientists to undertake the testing.

This failure is a crystal-clear illustration of how health executives will compromise government initiatives in relation to broad community health care rather than respond to the understaffing and workload crisis.

What is also worrying about this case is that health services quietly abandoned the Minister's fan-fared initiative without informing her or the DHHS.

Until the Minister stops ignoring the real shortages in medical scientists, any announcement she makes risk being hollow promises. Right now, no Victorian suffering the flu is guaranteed to receive the improved treatment promised because the Minister won't address the shortage in medical scientists.

The Union calls on the Health Minister, Jenny Mikakos, to make sure health services employ enough additional medical scientists to ensure this worthwhile project can be a success.

Paul Elliott
Secretary

Bargaining 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

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

Incorrect Wage Rates in Community Health Enterprise Agreement

The new Community Health Sector Enterprise Agreement contains wage rates that are incorrect. After a number of discussions, we have reached agreement with the VHIA that some of the Grade 2 rates are in fact incorrect, and that they will be adjusted to increase the rates as the Union proposed from the outset.

Note that the errors were only in some of the Grade 2 weekly rates, and all other rates in the new Agreement are correct. We are now seeking advice from the Fair Work Commission about the quickest way to vary the agreement so that increased rates are expressed in the Agreement Rates of Pay Schedule.

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

Staff increase for Micro at Monash Health

We are pleased to advise that the MSAV have been negotiating with Victorian government over the EFT shortfall that Monash Health has been unable to address through their internal budget processes. The outcome has been that the DHHS is providing funding for an additional 3 EFT positions in microbiology at Clayton.

We have advised Monash Health that upon written confirmation that appointments will be made to these EFT, we will recommend that members begin accepting and processing work from Bass Coast. The proposed EFT funding is to be in addition to the additional positions recently offered by Monash Health.

We congratulate our members for standing firm over the past months to improve your working conditions!

It is worth pointing out that without the MSAV taking action and working with the Government, Monash Health, despite the shortages in staff, would not have achieved this significant increase in scientist positions for the microbiology lab. Monash Health refused to raise any request or press the DHHS for additional funding to address chronic understaffing in the micro laboratory.

It is disappointing that Monash Health preferred to ignore your health and welfare concerns and increase your workloads rather than advocate on behalf of its scientific workforce for an urgently needed increase in scientist numbers.

Given this outcome MSAV members immediately commenced performing tests sent from the new Wonthaggi laboratory.

Stop Morrison's attack on workers and unions

Scott Morrison's union busting bill will soon be voted on in the Senate.

The fate of the bill is expected to be decided by a handful of votes. [We need you to email key Senators to stop Scott Morrison's attack on working people and our unions.](#)

Senators will have the opportunity to either stand up for your rights or deny them.

Scott Morrison's union busting bill is extreme, unnecessary, and will make it harder for workers to win pay rises and protect their jobs.

This is about silencing working people and making it harder for all workers to win pay rises and fight rampant wage theft. [Please call on Senators to stand up for workers!](#)

All workers in Australia benefit from the work of unions. If unions are shut down or silenced, who will stand up to the powerful, make sure workers get their rights and fight to improve workers' rights?

You might have heard that some Senators are trying to negotiate amendments to the union busting bill. The bill shouldn't be amended, it should be blocked.

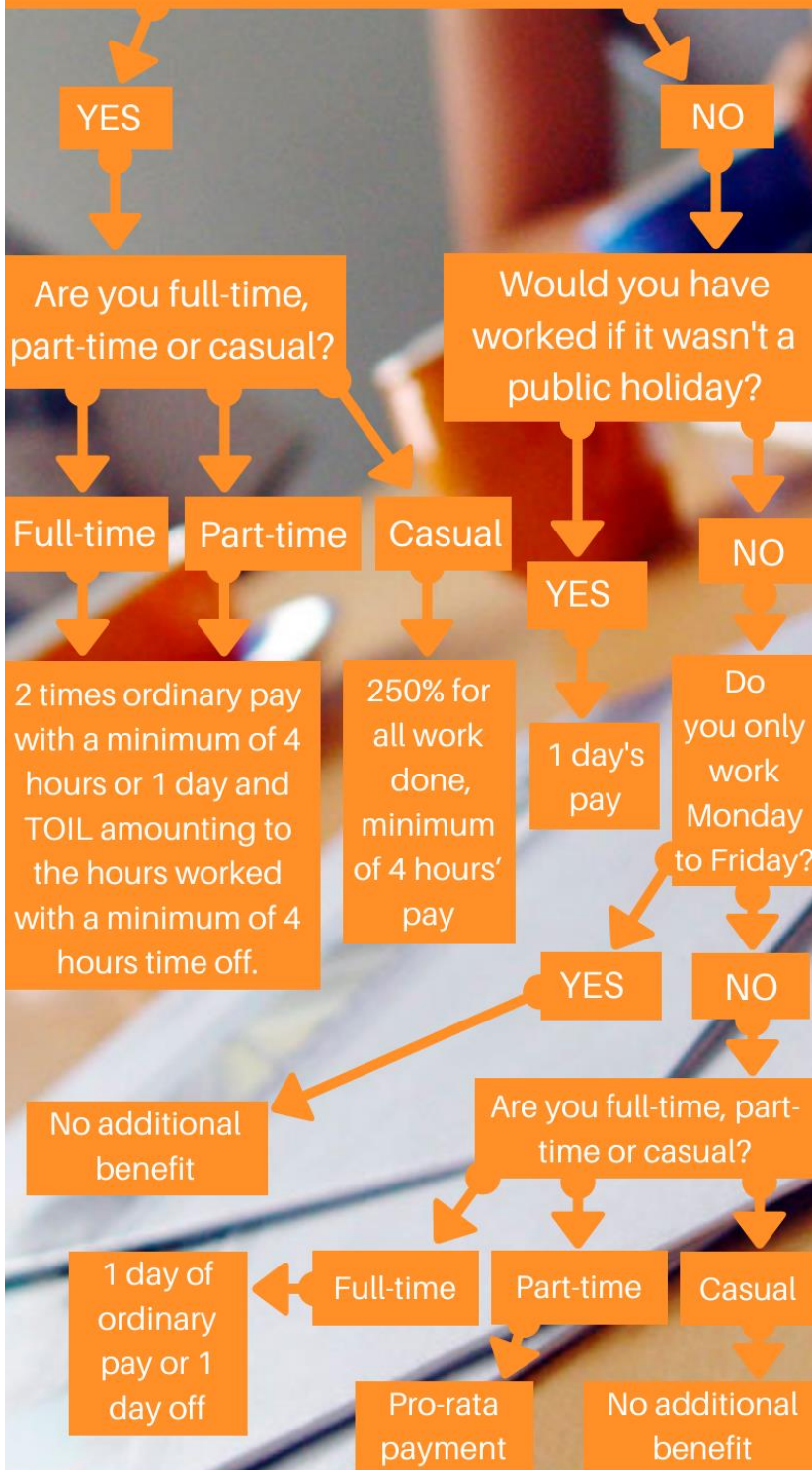
We need to be loud, clear and polite: Ask the Senate to stand up for working people and [stop Scott Morrison's union busting bill.](#)

Melbourne Cup Public Holiday and Your Pay

Tuesday 5 November is the Melbourne Cup public holiday. And with a public holiday comes the public holiday pay. So, here is our advice about what you should be paid for the day. If you're unsure about what you should be paid, use our handy flowchart to find out what your entitlement should be. If you think you haven't been paid your proper entitlement then make sure you contact the union.

Public Holiday 2019 Payments

Did you work that day?



Office Closed for Melbourne Cup

The Union Office will be closed on 4 and 5 November. However, if you're facing disciplinary action or you've been sacked please contact the Office on 0418 543 682.

All other queries will be dealt with upon returning to work on 6 November.

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](#)

Member Portal is Open

We've been working on the new member database and portal and we're excited to let you know that the new member portal is open for you to use. The new Member Portal means you can change your personal details without having to contact the office.

You can always contact us if you prefer to speak to someone about changing your details whether that's where you work or if you've moved and need to change your postal or residential address. You'll also be able to download your tax invoices when it comes time to visit the accountant or fill out the paperwork. You won't even need to contact us. Once tax time comes, you'll be able to find your tax invoice on your Member Portal.

Unfortunately, we were not able to save anyone's log in details so when you visit the portal, you'll need to go through the process of setting up your log-in details. But once you've done that; you're good to go. You can start updating your personal information without having to contact the union.

[Check out the new Member Portal here](#)

NOTE: You will need to go to the [Member Portal](#) to access and change your personal information. This is different to signing up to the website which allows you to make comments on posts and contribute to the member forums. In order to keep your personal information safe these are different log-ins requiring different passwords.

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.

oil and gas.

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.

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: Why the government's proposed facial recognition database is causing such alarm

"Since before the 2019 election, the Morrison government has been keen to introduce a new scheme that would allow government agencies, telcos and banks to use facial recognition technology to collect and share images of people across the country.

While there are some benefits to such a system – making it easier to identify the victims of natural disasters, for example – it has been heavily criticised by [human rights groups](#) as an attempt to introduce mass surveillance to Australia and an egregious breach of individual privacy.

The plan hit a roadblock when the government-controlled Parliamentary Joint Committee on Intelligence and Security (PJCIS) [handed down an extensive report](#) calling for significant changes to the legislation to ensure stronger privacy protections and other safeguards against misuse."

Read the entire article by Sarah Moulds in The Conversation at: <https://theconversation.com/why-the-governments-proposed-facial-recognition-database-is-causing-such-alarm-125811>

Worth Reading: The Coalition government is (again) trying to put the squeeze on the ABC

"One of the basic tenets of the [ABC Act](#) is independence from government. Yet once again, in contravention to that principle, the federal government is trying to push through major, unnecessary changes to the [ABC's governing laws](#).

The changes themselves might seem innocuous, even positive. They seek to ensure the ABC devotes more resources to covering regional Australia, and to mandate that its news reporting is "fair and balanced".

Yet, they come at a time when the ABC has [less funding than ever](#), in relative terms, to deal with the bureaucratic burdens these measures would impose.

If passed, these measures will also expose the organisation to political claims that it's not doing its job. And they represent blatant political interference in how the ABC determines its objectives and what it spends its money on."

Read the entire article by Fiona R Martin and Michael Ward on the ABC at: <https://theconversation.com/the-coalition-government-is-again-trying-to-put-the-squeeze-on-the-abc-122037>

Worth Reading: Most native bird species are losing their homes, even the ones you see every day

"Across parts of Australia, vast areas of [native vegetation](#) have been cleared and replaced by our cities, farms and infrastructure. When native vegetation is removed, the habitat and resources that it provides for native wildlife are invariably lost.

Our environmental laws and most conservation efforts tend to focus on [what this loss means for species that are threatened with extinction](#). This emphasis is understandable – the loss of the last individual of a species is profoundly sad and can be ecologically devastating.

But what about the numerous other species also affected by habitat loss, that have not yet become rare enough to be listed as endangered? These animals and plants — variously described as “common” or of “[least concern](#)” — are having their habitat chipped away. This loss usually escapes our attention.”

Read the entire article by Jeremy Simmonds, Alvaro Salazar, James Watson, Martine Maron in The Conversation at: <https://theconversation.com/most-native-bird-species-are-losing-their-homes-even-the-ones-you-see-every-day-123007>

Worth Reading: 5 charts on what a Newstart recipient really looks like

“The Newstart unemployment benefit is all over the news. It’s the subject of a [Senate inquiry](#). Today it will take evidence in [Elizabeth](#), in what used to be Adelaide’s industrial north.

Should it [be higher](#)? Should recipients be paid with a [cashless card](#)? Or [drug tested](#)? Or [stripped of their payments if they join climate protests](#)?

To make sense of these proposals it helps to know something about who receives Newstart payments. It’s a picture many of us get wrong.

Read more: Are most people on the Newstart unemployment benefit for a short or long time?

Here’s a heads-up. They are not particularly likely to be young, they are are not especially likely to be men, and more live in regional areas than we might expect.”

Read the entire article by Owain Emslie and Danielle Wood in The Conversation at: <https://theconversation.com/5-charts-on-what-a-newstart-recipient-really-looks-like-125937>

Worth Reading: Sexualised and stereotyped: why Australian advertising is stuck in a sexist past

“The banning of a Sportsbet advertisement featuring a “foolish” blonde beauty pageant contestant is a rare win against sexism and stereotypes in advertising.

[Ad Standards](#), which adjudicates complaints about adverts, has ruled the “[foolproof](#)” advert contravenes the [Australian Association of National Advertisers’ Code of Ethics](#) by depicting material in a way that discriminates against or vilifies a section of the community on account of gender.

It’s not something Ad Standards does often. In fact, in 2018 it dismissed [83% of all complaints](#).

Our research suggests the advertising industry’s standards for judging sexism are, like the world depicted in the television series *Mad Men*, stuck in the past.

We showed advertisements to ordinary men and women who agreed the adverts traded in outdated and undesirable sexism and gender stereotypes. Yet many of those adverts were cleared by Ad Standards as conforming to the industry’s ethical code.

One of the biggest problems is the code only considers ads in isolation. It doesn’t take into account their cumulative effect.”

Read the entire article by Lauren Gurrieri, Mandy McKenzie and Megan Bugden in The Conversation at: <https://theconversation.com/sexualised-and-stereotyped-why-australian-advertising-is-stuck-in-a-sexist-past-125704>

Worth Reading: Women’s super gap hits record low as Australia progresses towards equality

Women have closed the gap between them and men in the superannuation stakes to a record low, and are on track to reach parity within a decade, research shows.

The latest *Financy Women's Index*, which tracks women's economic progress, shows the gap between the average super balance for men and women has narrowed to 28 per cent.

While that means women are still notably worse off than males, it also marks a rapid improvement in women's retirement outcomes since 2015-16, when the gap was as high as 34 per cent.

Since 2004, the report said, the gap has actually halved across most age groups.

And if the current pace of change is maintained, women's average super balances should be on par with men's in just 11 years.

Read the entire article by Killian Plastow in The New Daily at:

<https://thenewdaily.com.au/money/superannuation/2019/10/31/super-gender-gap-financy-close/>

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](#)



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