



Stat Report 2019/33

In this issue of STAT Report we cover:

- Unpaid work increasing health risks
- Union Round Up
- Professional Indemnity and Psychology Board of Australia
- Campaign Corner
- Worth Reading
- Member Benefits

Unpaid work increasing health risks

This year's No Pay? No Way! Survey has closed and while we are still going through the results and analysing them there are a couple of features of the survey that have almost immediately stuck out.

This year we included a couple of new questions designed to get a better of idea of what impact high workloads are having on health and well-being, and mental health and well-being. It is clear from the survey that high workloads have a very significant negative impact on members' overall health.

Members have reported that on average high workloads mean they are forced to work 3 hours of unpaid work on a weekly basis. Over the time the Union has been conducting this survey we are disappointed but not surprised about increasing high workloads and the level of unpaid work being performed.

It is indicative that across Victoria's healthcare system, management are not doing anything to address the significant staff shortages across the range of disciplines our Union covers and are expecting you to do more and more work. In fact we are hearing increasingly bizarre management arguments that there isn't a problem with staffing levels, or just as bad, there is nothing that can be done because of funding 'constraints'.

However, what has become more evident over the course of doing the No Pay? No Way! Survey is the impact of growing workloads and unpaid work is having on members' general health and well-being. An alarming number of members report declining health as getting worse, and that stress and anxiety from the high workloads is on the rise.

Also, as mentioned in the last STAT Report the number of members who have had to take leave because of stress and anxiety that is attributable to work is increasing. It is significant that members believe the stress and anxiety is having a negative impact on patient safety and is being acutely felt by members.

This is clearly adding to the despair many members have expressed about their workloads being unsustainable, and at the same time widespread management failure to effectively address staff shortages. A majority of respondents are reporting that high workloads will contribute to them leaving their positions, or even forcing early retirement.

We continue to run the survey each year because it makes our advocacy stronger and provides us the ability to highlight the very serious workload and associated health issues facing members. High workloads are a significant occupational health and safety matter which health services and Government are refusing to respond to – it remains in the too-hard basket. One of the purposes of this survey is to shed light on the extent of this profoundly dangerous health and safety issue, to force government particularly to accept responsibility to deal with this critical issue.

In summary our survey continues to highlight:

- Workloads continue to increase and management and Government is failing to respond
- Staff are left to pick up extra work when colleagues are on leave or away sick
- General and mental health and well-being is being severely negatively impacted by the extreme workloads
- Stress and anxiety about workloads and impact on patient safety are acutely felt by members and
- High workloads are contributing to members leaving their positions, including through early retirement which is likely to further exacerbate workload and workforce issues

We will spend more time to analyse the results and prepare a thorough report, which we will share with members. It's important you know what is happening and how your contributions are helping the Union continue to press management and government to address the workload crisis unfolding across all of our disciplines.

Paul Elliott
Secretary

Ensuring Integrity Bill

It is important to mention that late yesterday afternoon the Senate voted down the Liberal's draconian Union-busting legislation known as the Ensuring Integrity Bill. A great result for workers across the nation.

Months of campaigning by the Union movement, including some great work by the HSU, saw key Senate cross bench members vote against the bill stopped it from passing into an unfair Law.

We can only hope that the Morrison Government listens to community sentiment in relation to this bill and stops its partisan political attacks on unions and working people.

Union Round Up

Monash Health – Biometric Data Dispute

The Union is proud to let members know that Monash Health have backed down on this issue and are now going to give members a choice about how you 'log in'. Members can utilise the alternative to finger print scanners which is logging into a computer or laptop; and just as importantly the choice will be yours as to whether you use the finger print scanners or a computer or laptop to 'log in' in the future.

Monash Health has advised that any scanners that are currently installed or planned to be installed will be completed to ensure sufficient device locations as they put it. Should you see them it does not mean you have to use them as the choice will be yours.

Congratulations! This is a massive win and it's due to the determination and preparedness of members of the MSAV and VAHPA to work collectively and fight back against this sort of intrusion on your very personal information.

If you have any further queries or concerns please contact Heidi on 9623 9623

Professional Indemnity and Psychology Board of Australia

The VPA provides members with Professional Indemnity insurance cover for all work wherever they are employed as psychologist or on psychological work. The cover does not cover private practice. The cover also includes representation at the Coroner's Court and other proceedings and notifications to AHPRA. The PI insurance cover is compliant with the Psychology Board of Australia (PBA) standard.

The PBA standard requires cover provided by a third party – in this case the VPA – to comply with the standard. The requirements include adequate and appropriate civil liability cover; appropriate retroactive cover for otherwise uncovered matters arising from prior practice; automatic reinstatement, or an equivalent approach which ensures that the amount of cover will not be exhausted by a single claim

The VPA cover complies with the standard. The cover is for \$10,000 for any one claim and automatic reinstatement.

Members are reminded that they are required to notify the VPA/insurer of any matters that may potentially give rise to a claim. [The VPA has a notification form expressly for this purpose.](#)

It is important to note that the cover applies to financial members of the VPA only. Cover ceases when a member resigns from the VPA (or is removed as a member due to unfinanciality) unless the resignation is on account of no longer practicing or being employed as a psychologist.



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.

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: Gender health gap: Australian medical research ignoring drugs' side effects in women

"[Women](#) are being ignored in medical trials and reports, according to a report which calls for more Australian medical research to include gender-specific data.

Failing to account for the different effects a drug may have on men and women compromises quality of care for women, according to the report published in the Medical Journal of Australia on Monday.

"Historically and consistently across a broad range of health domains, data have been collected from men and generalised to women," the authors of [Sex and Gender in Health Research: Updating Policy to Reflect Evidence](#) wrote.

The result is a gender bias in medicine, leading to poorer outcomes for women across illnesses common in both men and women and a lack of knowledge on conditions that mainly affect women."

Read the entire article in The Guardian at: <https://www.theguardian.com/australia-news/2019/nov/25/gender-health-gap-australian-medical-research-ignoring-drugs-side-effects-in-women>

Worth Reading: Bankrupt arguments expose the government's bare-knuckle politics

"Just when the Morrison government was planning to end its miraculous year on a high with its union-busting bill flying through Parliament, the top end of town spoiled the party.

Nothing is more top end than one of the four big banks and Australia's oldest bank, Westpac, last week joined our biggest, Commonwealth Bank, in being pinged by the financial intelligence agency AUSTRAC for massive breaches of money-laundering laws.

The agency is [pursuing Westpac](#) for breaking the law on 23 million occasions over five years, amounting to more than \$11 billion, to create the biggest breach in Australia's history.

Crucially for the government, it is not only the unions who are infuriated by its hands-off attitude to the shocking revelations of this corporate malfeasance but key crossbench senator Pauline Hanson.

The fate of the Ensuring Integrity Bill, which makes it easier to deregister unions and hit union officials with massive fines, is in the hands of Senator Hanson and her colleague Malcolm Roberts, or Tasmanian independent Jacqui Lambie."

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

<https://thenewdaily.com.au/news/politics/australian-politics/2019/11/25/arguments-politics-paul-bongiorno/>

Worth Reading: Underpayment, low productivity and slow growth. We're in 'a good place', eh treasurer?

"[A comprehensive review](#) by PricewaterhouseCoopers of the Australian economy and business challenges for 2020 has found that businesses underpay workers by around \$1.35bn each year. It found a major cause is the decline of unionism, which has meant policing wages is now largely left in the hands of Fair Work Australia.

PwC also argues that 2020 is set to be another year of slow growth, with the falling rate of productivity growth a major concern coupled with an inability to shift to a low-emissions economy.

Wage theft seems to be so commonplace in the hospitality industry that it would seem remiss for it not to be included as part of the judging of MasterChef, but the report by PwC details just how large the problem is across the entire economy.

PwC's Australia Matters report estimates "there is in the order of \$1.35bn in underpayments per year". The industries that see the biggest level of underpayment of worker entitlements are construction (\$320m), healthcare and social assistance (\$220m), accommodation and food services (\$190m) and retail (\$180m).

PwC estimates that this accounts for around "21% of the workforce in the selected industries, or 13% of the total Australian workforce".

Little wonder that PwC suggest worker underpayment is "one of the key risks facing businesses today" and that businesses need to be asking themselves what are they doing to fix it."

Read the entire article by Greg Jericho in The Guardian at:

<https://www.theguardian.com/business/grogonomics/2019/nov/26/underpayment-low-productivity-and-slow-growth-were-in-a-good-place-eh-treasurer>

Join the Union

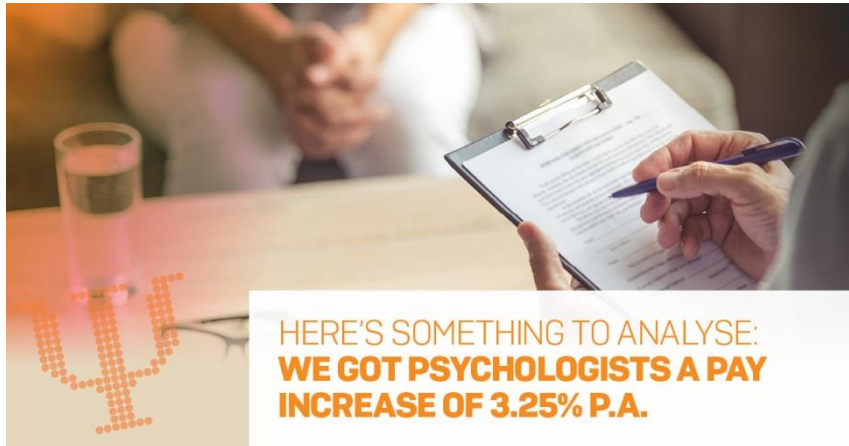
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

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

As a Union member you get access to exclusive Member Benefits. The 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 – that means you! If you have not got a login and would like join in [register for Member Benefits now.](#)



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