



## Stat Report 2019/15

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### Vote climate, vote health this election

Voting day is finally here and it's been a disappointing election campaign.

Unfortunately the Coalition failed to deliver any details about their policies. They haven't even bothered to outline their policies or their vision for Australia. Instead we get meaningless lines from the Prime Minister about entrusting Australia to Australians, whatever that means. Since there has been no policies announced by the Coalition there has been no outline of how much a new Coalition government will cost the Australian taxpayer.

What we do know is that the Coalition has nothing to ease the growing burden of out-of-pocket expenses for pathology tests. We know that there has been nothing new announced about funding public health or increasing the overall quantum of funding to the public health sector. There has been nothing new announced about how to more effectively deal with the growing mental health crisis. We also know there has been nothing new announced about ensuring the future security of Medicare.

The policies the Coalition have pushed through Parliament with the support of independents and One Nation encouraged insecure work and stagnating wages. The Coalition has overseen a massive increase in the cost of living as more and more people are finding it more difficult to make ends meet – potentially having to work 2 and 3 jobs to make ends meet.

The Coalition has continued its assault on working people by refusing to back increases in the minimum wage. They have been unapologetic about making it harder and harder for low-paid workers as penalty rates are taken away across a range of industries, which hasn't resulted in more shifts on weekends or more people being employed. The Coalition refused to stop the penalty rates decision being turned into a greedy grab into low paid workers' incomes in the hospitality and other sectors.

With climate change having a major impact on our health and well-being it's only the Greens and Labor who have agreed to create a national framework to deal with the health impacts of climate change while the Coalition will not make the same commitment. The Coalition continues to

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behave as if there are no environmental crises and that business as usual is the best option while the rest of the world moves to renewable energy and cleaner economies.

The Coalition has no interest in explaining the sort of Australia they want to create. They've spent the entire election campaign attacking the policies and ideas of others. This is not the sort of politics we need or deserve. Scott Morrison and the Coalition are the worst possible option for Australia and Australians in the 21<sup>st</sup> century when they're ideas are nothing more than a grab-bag of the worst of the 19<sup>th</sup> century.

If there has ever been a need for change it's this election. That's why the Union strongly urges members to vote for the climate and healthcare and to vote for better quality of life at home and at work. We need to reject the politics of fear and division. It's time to change the government to change the rules – put the Liberals last this election.

Paul Elliott  
Secretary

## Bargaining Updates

### **Melbourne Pathology**

Negotiations for a new scientists and lab technicians agreement have resumed and we are hopeful that this long running negotiation will shortly end with significant wage increases and improved conditions for MSAV members.

But we know that one way we can make sure negotiations lead to improved conditions is through increasing our membership at Melbourne Pathology. By having more members our voice is stronger and we can have an even bigger impact. That's why the [MSAV is offering new members from Melbourne Pathology a special offer - all the details here](#).

If you want more information about the Union's negotiations please contact us on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## End of Financial Year

The End of Financial Year is coming which means that it's almost tax time. If you're a member on Annual Subscriptions you can expect to see your invoice in your inbox towards the end of May so that you have received it before 30th June, and can therefore use them to claim your membership in the current Financial Year tax returns.

If you haven't paid your membership you will want to do it ahead of the end of Financial Year. If you're not a member we can't help you at work and we can't extend the Professional Indemnity Insurance to cover you.

If you pay your membership through Direct Debit you will continue to receive your receipts as you pay your membership each month. We will also email members on Direct Debit a tax receipt after the last direct debit is done in June for the current Financial Year.

If you have any queries about your tax receipts please contact Anastasia on (03) 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## The Aged Care Royal Commission (ACRC)

The Aged Care Royal Commission was established in 2018. Its terms of reference require it to examine and report on, amongst other things, 'the quality of aged care services provided to Australians, the extent to which those services meet the needs of the people accessing them, the extent of substandard care being provided, including mistreatment and all forms of abuse, the causes of any systemic failures, and any actions that should be taken in response'. (Full terms of Reference here: <https://agedcare.royalcommission.gov.au/Pages/Terms-of-reference.aspx>)

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Members of the Health Services Union can provide valuable insights and suggestions from their experiences working across a range of occupations directly in the sector and in health services that interrelate with aged care.

While the HSU recognises the importance for members to be seen and heard in this process, it is very important that prior to providing evidence to the ACRC, members understand their rights and role in the process.

### **Community Forums**

The ACRC is hosting travelling community forums in regional and metropolitan areas around the country. The community forums provide an opportunity for the public to hear about the work of the ACRC and to provide information by way of speaking or providing written accounts. Although community forums are a more “informal” approach to information gathering, participants may still be subject to the formal powers of the ACRC.

This means, for example, that if you speak at a forum you may later be compelled as a witness to appear at a hearing, or to provide documents, relating to your testimony at the community forum. Witnesses who are compelled to give evidence do not enjoy the usual protection against self-incrimination. This means you can be forced to give evidence even if that evidence might implicate you in a breach of the law. However there are restrictions on how this sort of evidence can be used against you if the matter later goes to court.

### **Submission via the HSU**

The HSU is working with a qualified legal team to prepare a comprehensive formal submission. The submission will be largely made up of statements from members and officials, along with supporting evidence such as academic research. The union’s national office will work with the legal team, branches and members to collect and compile the required evidence. There is no obligation for members to participate and those that do will be given thorough information about how their information will be used by the union and how the ACRC may use it too. For example, a member may wish to obtain advice from the union’s legal team about the Commission’s processes before they agree to proceed any further.

The HSU encourages members wishing to contribute to do so through the union’s formal submission. This way, members can access support throughout the process. Members should carefully consider the extent of involvement they are willing to have in the ACRC. Remember that Royal Commissions have extensive powers. Any information provided by you may be taken as formal evidence and subject to requests to appear at hearings or produce additional documents. If you have any questions regarding the HSU submission or about the Commission, please contact National Research and Policy Officer Lauren Palmer via email at: [lauren@hsu.net.au](mailto:lauren@hsu.net.au)

## **Victorian Royal Commission into Mental Health**

The Victorian Royal Commission into Mental Health is now taking submissions. The Royal Commission was tasked with providing a comprehensive set of recommendations on how to best support Victorians with mental illness, including Victorians at risk of suicide. It will also play a major role in raising public awareness about mental health as an issue.

The Victorian Government has already committed to implementing every recommendation from the Royal Commission’s report. But right now is our opportunity to contribute to the work of the Royal Commission by making submissions and/or participating in community consultation sessions.

To find out when community consultations are being held go to: <https://rcvmhs.vic.gov.au/whats-happening-now>

And to make a submission to the Royal Commission visit: <https://rcvmhs.vic.gov.au/submissions>

**Submissions to the Royal Commission will close on 5 July.**

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**Positions not backfilled?**

**Let us know**

## Women's Leadership Development

### **FINAL CALL: UP TO \$7,000 AVAILABLE FOR WOMEN'S LEADERSHIP DEVELOPMENT**

Women currently working in the health sector have a final opportunity to register their interest in a scholarship worth up to \$7,000 to support participation in an accredited leadership development program.

Funding must be apportioned by the end of this financial year and it is unsure when these grants will be available again. Find out more and register your interest by completing the Expression of Interest form here prior to 5pm on June 21: [www.wla.edu.au/health](http://www.wla.edu.au/health)

## 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>

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# 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: Scientists want to build trust in science and technology. The alternative is too risky to contemplate

"[New research](#) shows that despite differences in their funding commitments, major political parties in Australia – the Coalition, Labor and the Greens – see science and technology as important aspects of our economy and future prosperity.

But that's not enough.

It's also crucial that the Australian public is able to have a say on priorities for scientific research and its applications. The [social license of science](#) depends on being able to engage with the public. Without this, scientists and other experts risk losing public trust.

This could have real implications for achieving the public good when it comes to [emerging disruptive technologies](#) (like robotics and AI), the environment (including [climate change](#)) and more."

Read the entire article by Joan Leach, Matthew Herington and Sujath Raman in The Conversation at: <https://theconversation.com/scientists-want-to-build-trust-in-science-and-technology-the-alternative-is-too-risky-to-contemplate-116269>

## Worth Reading: Nearly 1 in 4 of us aren't native English

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## speakers. In a health-care setting, interpreters are essential

"Almost [one quarter](#) of the Australian population speaks a language other than English at home. But health services in Australia are largely delivered in English only.

We know Australians from culturally and linguistically diverse backgrounds are [less likely to access health services](#), which leads to poorer health outcomes. One major reason for this is the [language barrier](#) between health-care providers and consumers.

Access to interpreters in health care should be seen as a basic human right."

Read the entire article by Sarah Verdon in The Conversation at:

<https://theconversation.com/nearly-1-in-4-of-us-arent-native-english-speakers-in-a-health-care-setting-115125>

## Worth Reading: Australia's major parties' climate policies side-by-side

"The majority of Australians see climate change as the [number one threat to national interests](#). However in 2018 Australia was ranked 55th out of 60 countries in a [Climate Change Performance Index](#).

Research from the University of Melbourne found if all countries' climate action was as inadequate as Australia's, the world would be on track for [4°C warming](#).

With an election on Saturday, lets dig into the major parties' climate policies, and see how they track against Australia's Paris commitments."

Read the entire article by Kate Dooley in The Conversation at:

<https://theconversation.com/australias-major-parties-climate-policies-side-by-side-116896>

## Join the Union

**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

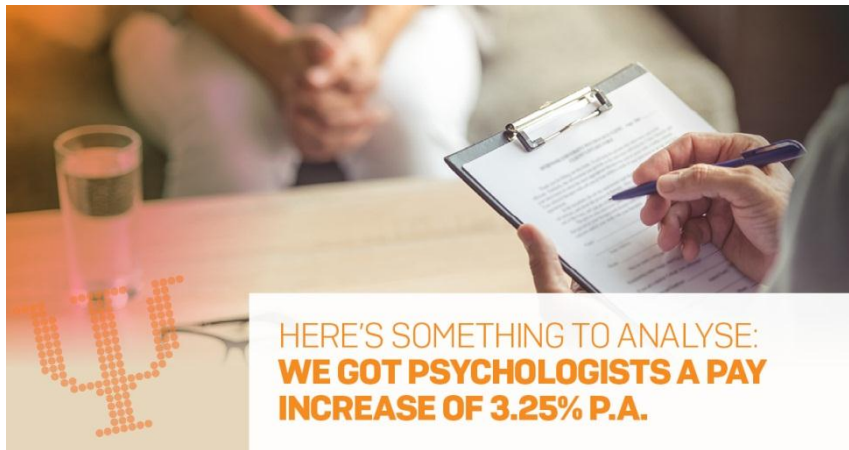
To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



[Share on Facebook](#)

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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](#)

## Get the most out of the Union's website

The Union's website has a number of special features for members. These features, like the Members section and the Forums, require you to have a log-in and password.

But to ensure that your privacy is protected we have created the website in such a way that you will need a separate log-in and password for the Members section and the Forums section. It might seem to be inconvenient but it does better protect you and your private information. It also means that we can be more certain about the source of a hack if such an event is ever to arise.

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

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