

Stat Report 2022/20

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Something rotten at Western Health Pharmacy

Recently the Union surveyed members across Western Health pharmacies and the story was shocking.

In short, members told us that work made them feel miserable, that they were worried and that they didn't have work / life balance. Members rarely felt happy, and felt that there was no meaningful career progression on offer.

The same questions were used from the Victorian Public Sector Commission in their "People Matters Survey".

This is what members told us:

- Just under 50% said that work never or rarely makes them happy
- 54% said that work never or rarely made them enthusiastic
- 73% said that work very often or often made them feel worried
- Almost 90% said that work made them feel miserable at least sometimes
- 65% said that their level of work-related stress was high to severe
- The main causes of work-related stress are workload, time pressures, organization or workplace change and unclear job expectations.
- 69% said that their workload is not appropriate for the job that they do
- 64% said that they do not have time to do their job effectively
- 58% are not satisfied with their level of career development
- 72% are dissatisfied or very dissatisfied with their work/life balance
- Two thirds are dissatisfied or very dissatisfied with their current job

Comments members provided detail the ongoing harrowing experience of working in the pharmacy at Western Health. Here is a small sample of members' quotes:

"Staff retention has been a big issue the last couple of years, with lots of staff turnover.....Upper management is aware of the turnover but do not appear to have a strategy to tackle it on a staff culture level"

"The communication model for pharmacy staff to upper management in the department is concerning, as all communication to the director is strictly through the deputies, which is not conducive to open communication in a team. Even senior grade 3 pharmacists must go through the deputies."

"Maybe they need another 1-2 deputies to handle the rapid growth of the pharmacy department"

"The expectation for clinical pharmacists to discharge every patient with a full prescription within 24 hours and accept profiling scripts right up until home time is burning people out. We do not have SHPA ratios, and we cannot keep up this standard"

"Western Health is chronically understaffed.....The organization has no depth in staffing, and this has been on display for the past year where we are increasingly being asked to do more with less. It is not uncommon for a single pharmacist to be allocated two people's work on some days"

"At Sunshine Hospital... it feels like pharmacists have to work and struggle alone"

"Communication and expectations from senior management are almost non-existent unless it involves publicity, or their position is forced from the higher levels of management"

We're concerned that such survey results and comments show that Western Health may not be complying with the Enterprise Agreement, especially clause 33.5 which requires that Western Health will ensure that it is sufficiently staffed and resourced.

It also highlights a disturbing trend that hospital management would rather ignore major understaffing. Instead of ensuring that pharmacists are able to deliver the best possible care for patients, Western Health are putting patients at risk by ignoring the understaffing in their pharmacies.

The survey results also highlight how under-resourced pharmacy departments have a major impact on patient flows, an issue the Government is desperately trying to fix in the current crisis.

The Union will be meeting with members to address workload concerns and to discuss how to make it easier to raise issues and have issues resolved in a satisfactory manner.

It also highlights why the Union worked so hard to ensure that the pharmacist workforce is significantly increased from the Public Sector bargaining.

If you need advice or assistance with issues at work, please contact us by calling on 9623 9623 or emailing enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary



Positions not backfilled? Let us know

Union Round Up

Bargaining at Delmont Private Hospital – Psychologists

The VPA has been invited to participate in bargaining for a new agreement for psychologists working at Delmont Private Hospital.

We need your feedback in order for us to provide the employer with a list of claims.

Please send your feedback to Heidi at heidib@msav.org.au as soon as possible.

Healthscope Hospitals Bargaining

The Union will be bargaining for a new agreement with Healthscope hospitals.

We need your feedback on what issues members want to bargain on and key claims members have for the new agreement.

Please send your feedback to or raise any queries you have with Heidi at heidib@msav.org.au

Bargaining at Melbourne Pathology

Melbourne Pathology have agreed to commence bargaining for a new Scientists EBA to update terms and conditions and lock in future increases.

Melbourne Pathology have had a series of administrative increases and we have asked to include these in the body of the agreement to codify them. This week an increase of 5% was announced on top of past increases and will start flowing through from the next pay period.

It has been a while since we did an EBA at Melbourne Pathology and we will need to consult with members about what they want in a new agreement.

We will hold meetings and collect feedback, however face-to-face meetings are difficult at the moment because of COVID restrictions during this current surge.

We will also ask for members to volunteer as delegates to participate in bargaining discussions, ideally one from each discipline.

Please contact Heidi at heidib@msav.org.au if you have feedback on what should be included / clarified in a new agreement or wish to participate in bargaining as a Union delegate.

Mandatory Flu Vaccinations

Members have been contacting the Union recently about their requirement to be vaccinated against the flu.

There has been a change this year, with the Secretary of the Department of Health mandating flu jabs for the health workforce. He has done this utilising powers granted to him by parliament in 2020 under the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020.

This directive effectively covers all or most of our members as it requires health care workers who come into contact with patients, blood, body substances, or respiratory droplets to be vaccinated by August 15 and annually thereafter.

As with COVID-19 vaccinations, there is very little wriggle room for not getting vaccinated.

If you want all the details, click on this link: [Vaccination for healthcare workers](#)

Promoting the Union in your workplace

The Union is stronger with more members. Having more members means we have a more powerful voice. One of the best ways of increasing the Union's membership is through members like you.

Putting up posters in your workplace, sharing STAT Report with colleagues and mentioning they have a Union that advocates for them, lobbies for them and provides professional industrial advice and assistance are great ways of helping the Union grow its membership.

We can help you with posters, social media content and more or if you want to suggest an idea for material that would work for your workplace, contact Alex on (03) 9623 9623 or at alexs@msav.org.au

Union's Reconciliation Action Plan

The Union affirms our commitment and support for Aboriginal and Torres Strait Islander people and culture. However, the Union wants to do more by developing a reconciliation action plan.

The management committees of both the MSAV and HSU 4 Branch in their June 2021 meetings very proudly adopted resolutions of support for the Uluru Statement from the Heart and support for an Indigenous voice to our national Parliament to be adopted as a constitutional reform.

If members who identify as Aboriginal and/or Torres Strait Islander are interested, please contact us so that we can develop our reconciliation action plan together.

Please contact Alex if you're interested at alex@msav.org.au

Tax statements now available

Now that the end of financial year has passed, the tax statements for subscription payments made for the 2021/2022 financial year have been emailed to all members.

Members can also access their tax statement through their member portal – visit
<https://msav.360membership.com.au/login.aspx>

If you have any questions regarding your tax statement or payment of your membership fees, please contact Anastasia on 9623 9623 or at anastasiap@msav.org.au

Public Sector Healthcare Worker Wellbeing program

From 1 July to 31 December, the Healthcare Worker Wellbeing program will expand to provide free meals and refreshments to staff working night shift. To tailor to individual needs, and ensure maximum benefit to workers, health services will be given flexibility to deliver this program.

The Union strongly encourages members working night shift to enquire with their health service about the provision of free meals and refreshments and the delivery of the Healthcare Worker Wellbeing program.

We're interested to hear about responses members receive and their views on the delivery of the Healthcare Worker Wellbeing program.

Information about this program was sourced from the Department of Health at:
<https://www.health.vic.gov.au/news/healthcare-worker-winter-retention-surge-payment>

State election looming in November

The next state election will be held at the end of November this year.

Last state election, union members fought for and won big changes for Victorian workers like wage theft laws and industrial manslaughter laws.

The Union was a vocal advocate for these big changes, especially the changes related to wage theft laws.

These laws alone have enabled the Union to pursue employers over underpayments and it has resulted in several Health Services doing their own audits for underpayments. It's not surprising that Health Services doing their own audits identified numerous underpayments, in some cases, over many years.

With the state election scheduled to be held on Saturday 26 November, it gives us time to build our election campaign.

That's why the Union is working with the Victorian Trades Hall Council on the upcoming state election.

Whether you're thinking about health, education, the cost of living or climate change, it's your chance to make a real difference.

There are significant issues that need to be considered within health like the overwhelming strain our system is under, dealing with higher than usual flu and cold presentations, and the fact that Victoria, along with the rest of Australia, is still going through the pandemic.

Across the sector and our disciplines there are significant workload issues, exacerbated by understaffing.

There are still huge numbers of infections being recorded along with large numbers of people seeking hospital treatment. Sadly, there continues to be too many deaths from COVID-19.

However, the election gives us an opportunity to campaign for the things that matter. This includes campaigning to ensure that Victoria's healthcare system is better resourced and significantly better staffed.

There is little doubt that the ongoing pandemic is having an impact on the delivery of healthcare and a major detrimental impact on the health and well-being of members.

It's also a great time to remind members to [check your voter enrolment details](#), especially if you have recently moved, or moved since the last state election.

If this is your first time voting in the state election, make sure that you [register to vote](#) so your vote counts.

Anna Stewart Memorial Project

The Anna Stewart Memorial Project is a two-week paid internship to build leadership and activism amongst union women and folk.

The Project is designed to encourage more women to be present and active in unions.

Women nominated for the Project move outside their comfort zone and experience vastly different sectors. Each participant may represent diverse workplace settings, for example finance, education, health, transport and maritime; enabling each participant exposure to a rich pool of skills, vision and experiences.

Women form a critical voice and can influence the culture of a workplace. Within unions and at the workplace, women have the immediate capacity to identify workplace aspects and assist in accommodating changing demands through consultation and inclusion.

The Anna Stewart Memorial Project has highlighted the way forward for women who are motivated to support other women and continue to nurture voice, opportunity and change.

Who was Anna Stewart?

A former journalist and active Victorian union official from 1974 to 1983, Anna Stewart died tragically in 1983, aged 35. Her involvement with the union movement began at a time when women workers comprised one third of the paid workforce, but the few industries in which women were employed offered jobs that were poorly paid, lacked job security, flexibility, skills recognition and unpaid maternity leave.

The influence of Anna's work is difficult to measure. Many women gained strength and confidence from her example of combining motherhood and a career. During Commission hearings, Anna would either breast feed her young son or seek adjournments to do so, exposing the Commission, employers and the union to the needs of women workers. In addition, Anna secured many conditions for the members she represented and indirectly for all working women, by setting these precedents.

Women unionists are fortunate to have Anna's example to assist and support them in the struggles that continue today.

If this sounds like something that is of interest to you, get more information at:
https://www.weareunion.org.au/anna_stewart_memorial_project

The next intake for the Anna Stewart Memorial Project is in October.

Make sure you contact the Union to discuss your interest in applying to the Project at enquiry@msav.org.au

VPA PI Insurance includes cover for Private Practice

One of the benefits of joining the Victorian Psychologists Association is that membership includes Professional Indemnity Insurance.

The VPA always works to ensure members have the best possible Professional Indemnity Insurance. To keep up with changes in the insurance landscape, we've changed our coverage provider and policy.

One of the biggest changes, and one that we're really excited about, is that our **new policy covers members working in private practice!**

The new policy includes some important changes, including:

- The new policy now includes cover for private practice, where the private practice income does not exceed \$100,000 per annum
- Complaints to AHPRA, coronial inquiries, investigations etc are covered with maximum legal costs of \$100,000
- The policy includes cover for claims of 'Abuse' including sexual harassment, provided that the insurer will not pay where the accused is found to have committed the abuse. It covers legal costs of up to \$500,000
- All other complaints of professional malpractice leading to 'bodily injury' – the definition of which includes mental anguish, mental injury – is covered for up to \$2,000,000, including legal costs and compensation.
- There is run-off cover for 7 years, as required by AHPRA

Don't worry, the new Professional Indemnity Insurance policy meets the Psychology Board of Australia registration requirements and AHPRA's requirements for insurance coverage.

As a member you get access to **professional advice** and assistance with workplace issues, **representation** in the negotiation of workplace agreements, **advocacy** for the profession, and, among other things, Professional Indemnity Insurance.

By maintaining your VPA membership you will always be covered whether you work in community, public or private practice.

The VPA delivers members fantastic value. Share this great news with your colleagues so more of Victoria's psychologists can be covered at work.

Covering private practice is a major change we're proud and excited about! It's another way we're keeping members covered at work.

The new Professional Indemnity Insurance policy is provided by Tego, a specialist healthcare indemnity underwriter.

Subscribe to The New Daily



The Union is pleased to provide all members with a free subscription to The New Daily an online news service.

This news service is Australian owned, which aims to provide fair and balanced coverage of major events across Australia and around the world.

Delivered to your email box every morning you will be provided with the top stories of the day.

<https://thenewdaily.com.au/subscribe/>

Contacting the Union

Members can ring the Union to seek support, advice and assistance with workplace issues.

MSAV: (03) 9623 9623

VPA: (03) 9623 9625

AHP: (03) 9623 9624

As always members can raise workplace issues by emailing the Union at enquiry@msav.org.au

Membership Issues – Experiencing hardship?

Non-Members

For non-Union members who work in workplaces across our coverage; **we will give advice immediately over the phone if they join.**

In the spirit of supporting health workers through this unprecedeted time we hope you might have a quiet word to colleagues who are not members and suggest that there has never been a more important time to join a Union. Let them know that it is as simple as going to our website and [clicking on the 'JOIN' link](#).

Members

If you are in the unfortunate position of being stood down or forced on to unpaid leave, [contact us to move your membership payments to a 'non-working' subscription rate of \\$8.26 per month.](#)

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. [You can join quickly and easily here.](#)

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.

Right now, Aware Super, Australia's biggest health industry super fund, is investing our money in fossil fuels - oil and gas. While they have plans to divest from fossil fuels, it's vital that we maintain the pressure to make sure they divest faster to ensure a reduction in financial issues posed by stranded assets like fossil fuelled power stations.

Join us in asking Aware Super to divest from fossil fuels at

<https://www.healthyfutures.net.au/awaresuper>

Climate and Health Alliance: Healthy Conversation

Our next Healthy Conversation will equip you to champion sustainable healthcare at work. We'll hear from:

- Catherine O'Shea to facilitate, Sustainability Analyst at Ambulance Victoria
- Dr Emma-Leigh Synnott, Medical Lead for Climate Health and Environmental Sustainability, Fiona Stanley Fremantle Hospital Group
- Susan Crosbie, Procurement at Nepean Blue Mountains LHD
- Bridget Egan, Sustainability Officer at South Metropolitan Health Service

We'll hear their diverse experiences in driving sustainable healthcare and overcoming challenges. Together, we'll identify some key first steps we can take towards sustainability at work!

Details: Tuesday 30 August, 12–1pm AEST, online. [RSVP here.](#)

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: Australia's response to COVID in the first 2 years was one of the best in the world. Why do we rank so poorly now?

"Australia's elimination strategy during the first two years of the COVID pandemic was one of the most effective in the world. Through a combination of early border closures, widespread testing and meticulous contact tracing, localised lockdowns and mask mandates, the number of reported cases was kept to around 28,000 in 2020.

This compared with 805,000 in 2020 in the Netherlands, which has a population nine million fewer than Australia.

In 2021, Australia recorded 402,000 cases. The increase was largely due to the Delta outbreak in the second half of the year.

Fast forward to mid-2022, when Australia has leapt in rank to 15th in the world for total cases over the course of the pandemic – well ahead of countries with a similar population, such as Taiwan and Chile, and larger countries, such as Canada, Mexico and Iran."

Read the entire article by Michael Toole and Brendan Crabb in The Conversation at:

<https://theconversation.com/australias-response-to-covid-in-the-first-2-years-was-one-of-the-best-in-the-world-why-do-we-rank-so-poorly-now-187606>

Worth Reading: Righting wrongs puts Voice referendum in box seat

"Earlier prime ministers have heralded false dawns promising First Nations people they would receive the recognition and respect so long denied them.

But Anthony Albanese is determined to break the mould, and there are precedents for his success.

At the Garma Festival of Traditional Cultures in remote East Arnhem Land at the weekend, Albanese acknowledged "a referendum is a high hurdle to clear; you know that and so do we".

He said he recognised the risks of failure. But the greater risk, he later clarified, is "not advancing at all". That would be "an admission of failure, a concession of a lack of success"."

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

<https://thenewdaily.com.au/sport/swimming/2022/08/02/commonwealth-games-kyle-chalmers-swimming-gold/>

Worth Reading: Why superannuation might be your best investment despite a tough year

"The median balanced superannuation fund went backwards by 3.3 per cent last financial year, but retirement savings are still likely delivering you more than you can make on other assets.

Indeed, during 2021-22 you could be forgiven for thinking super assets were held up almost by magic.

As the chart below shows, returns from international and local shares went down by 12.5 per cent and 6.8 per cent respectively.

And bonds, usually considered a safe asset, also fell in value by about 10 per cent."

Read the entire article by Rod Myer in The New Daily at: <https://thenewdaily.com.au/finance/finance-news/2022/08/02/reserve-bank-cash-rate-august/>

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 the image below on Facebook, Twitter, Instagram, Reddit or your favourite social media platform.



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](#)

Union Member Benefits

As a Union member you get access to some great benefits.

Motor vehicles, rental cars, cameras, computers, travel, accommodation, entertainment, wine, gift cards, jewellery, insurance and health products are just some of the categories covered with great deals for union members.

Getting access to UnionShopper discounts is free to all members of the MSAV, VPA or AHP – that means you!



[Visit UnionShopper and sign up.](#)

*Member Benefits has wound up with UnionShopper being the preferred provider of discounts for union members. Members who used Member Benefits will have to sign up at UnionShopper

Please note that UnionShopper is not run by the MSAV, VPA or AHP

Share STAT Report

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

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