



Stat Report 2019/03

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Allied Health Workforce Report backs Union

Over the summer break reports prepared by the Victorian Allied Health Workforce Research Program were released and they make for some very interesting reading.

The research conducted by the Department of Health and Human Services covered a range of disciplines, and more particularly the research covers medical scientists, audiologists, dietitians and psychologists, among other workforces in allied health. It won't come as a surprise to many to learn that the research concerning medical scientists confirms the research findings of 10 to 15 years ago; there is an impending crisis in the medical science workforce. It shows that these concerns are still very relevant and need considerable attention before further demise and deterioration occurs. This research supports the most recent research by RMIT University in the Bartram report. And this research confirms the research the Union has been independently doing since 2011.

All the research points to one thing – there is a crisis in the medical scientists workforce with not nearly enough scientists available to fulfil the required work; or to deal with the continued growth and demand on pathology services.

For dietitians the research highlights key areas of concern included inadequate resourcing to meet population needs such as the increasing prevalence of obesity and diabetes; and the lack of funding and changes in funding models resulting in dietitians not providing services to all of those who would benefit from seeing them.

A recurrent theme in the research of the dietetics workforce was an absence of career development opportunities and difficulty in securing permanent employment. Career pathways are not clear and a lack of post-graduate training pathways and opportunities were highlighted. Despite working in a clinical role, 30% of dietitians had no clinical supervisor and highlighted the need for early career graduates to be supported. No one working as a dietitian will be surprised by the research outcomes or the work done by the Union which have highlighted these very concerns over a number of years.

For audiologists the concerns are very similar to dietitians. The research highlights there are poor opportunities for career progression and senior roles are scarce and career pathways are not clear. The research points out that there is a lack of publicly-funded services in the community, particularly in regional areas and Indigenous communities. And audiologists also believed that the community and other health professionals needed to have a better understanding of the breadth of services they provide, beyond fitting hearing aids, and the importance of hearing health to general wellbeing.

The research points to the need to better support audiologists in coping with reforms arising from government inquiries into the industry, changing funding arrangements (particularly the introduction of the NDIS), and the possibility of tighter regulatory arrangements. And the research noted there was a strong recurrent theme in the need to provide more opportunities for career progression and recognition.

The research released into the psychology workforce did not suggest that there was a shortage of psychologists; rather, there is a lack of appropriately funded and graded positions within the community to meet the needs of clients. The VPA has been doing significant work around workforce issues especially around ensuring there is a large enough workforce to deal with the growing demand for mental health care, and the results of this research shows the VPA has been successful.

However the research did indicate that there was a need for clearer career development pathways including continuing professional development opportunities, mentorship and opportunities to undertake research were identified. The research suggests the need to review the impact of privatisation and fee-for-service payments on the workforce. The research also suggests that there is a need for further investigation into the understanding of supervision, peer consultation and mentoring. This is not surprising given how frequently the VPA has to intervene and ensure that members have access to supervision. It's also extremely frustrating and disappointing that health services fail to understand the value and significance that supervision, peer consultation and mentoring provides psychologists in delivering world-class mental health care.

What all of this research says is that there has been massive neglect of the allied health workforce to the detriment of patients and the people working in allied health disciplines. It clearly shows the government, whether Labor or Liberal, have neglected vital aspects of Victoria's health care system by refusing to acknowledge the importance and value of the allied health workforce.

The Union is working hard to make sure newly elected Members of Parliament are made aware of our concerns, the research presented by the Department of Health and Human Services; and to ensure they advocate for the needs of our members.

But if we are to truly have any impact and to ensure that the Victorian Government doesn't neglect our workforces we must make our voices very loud and very clear.

The Union will be discussing tactics we can use to amplify our voices so they're even louder over the coming weeks and ahead of the state budget being prepared.

Paul Elliott

Secretary

Productivity Commission inquiry into Mental Health

The Productivity Commission is undertaking an inquiry to examine the effectiveness of the spending on mental health. Make sure you have your say and make a submission or you can make a comment. The deadline for initial submissions is 5 April.

You can find the terms of reference and how to make a submission at:

<https://www.pc.gov.au/inquiries/current/mental-health>

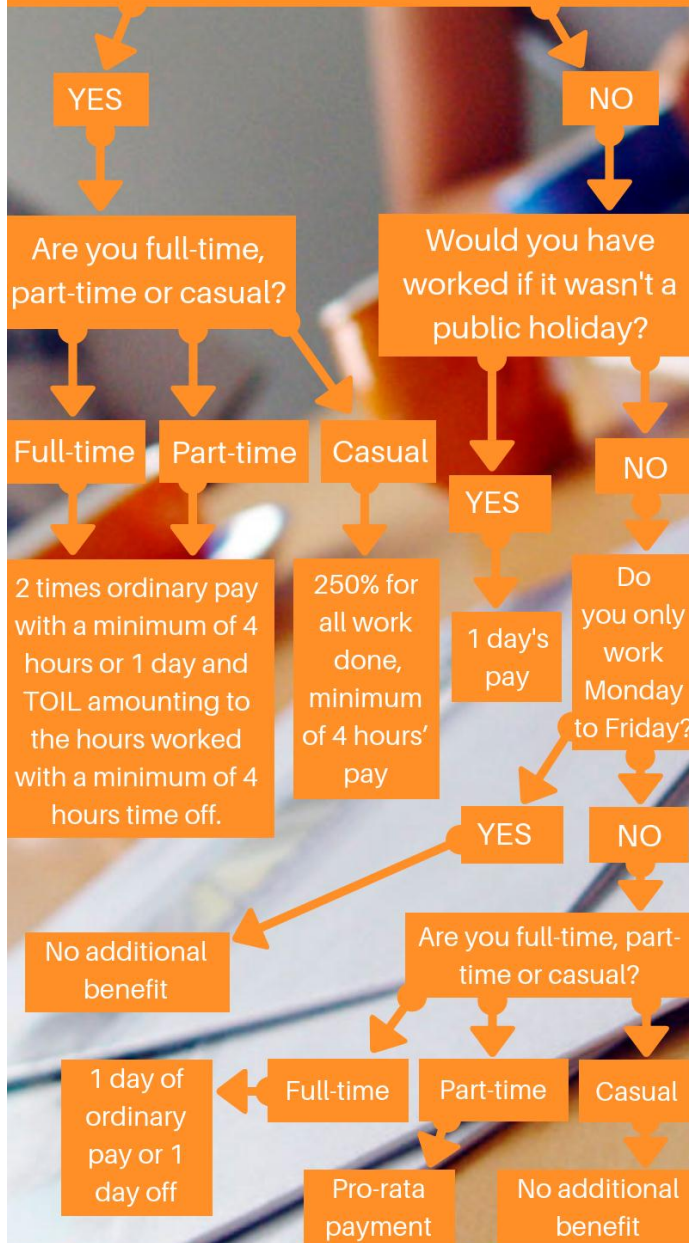


Australia Day Public Holiday Pay

To make sure you know what your entitlements are and whether you've been properly paid, use the flowchart below. If you have any questions about your public holiday pay, whether you work in the public, community or private sectors, please contact the Union on 9623 9623 or at enquiry@msav.org.au

Public Holiday 2019 Payments

Did you work that day?



Union Women's Conference 2019

Women have an essential and crucial role in our economy and society in both paid and unpaid work.

A recent ACTU survey tells us that 85% of workers have or have had significant caring and parenting responsibilities for children and family members, BUT our workplace laws and

workplace culture don't allow them to juggle the demands of work and life.

We know that this work-life collision largely affects women. Women bear the majority of the load in parenting/caring, meaning women face disproportionate levels of job insecurity, casualisation when they take the time to care. The system is rigged against working women.

Is it time for women to strike?

At this one-day conference participants will workshop with union, legal and campaign experts on whether a union women's strike is achievable, what it would look like and how we can make it happen.

The keynote speaker for the conference will be Michelle O'Neil, new ACTU President.

Registrations are now open for the Women's Union Conference so save your spot at <https://www.unionwomen.org.au/conference19>

The Zelda D'Aprano Activist Award

Each year the Victorian Union movement recognises and reflects on the activism of unionist Zelda D'Aprano, whose courage, determination and no holds barred direct action changed history for working women in Australia.

Know a union woman who is making change through activism? Nominate them for the Zelda D'Aprano Activist Award! Nominations close on 29 March.

You can find all the details and how to nominate at: <https://www.unionwomen.org.au/zelda-award19>

International Day of Women and Girls in Science

On Monday (11 Feb) we're celebrating the International Day of Women and Girls in Science.

Science and gender equality are both vital for the achievement of the internationally agreed development goals, including the 2030 Agenda for Sustainable Development. Over the past 15 years, the global community has made a lot of effort in inspiring and engaging women and girls in science. Yet women and girls continue to be excluded from participating fully in science.

Debunking the myths that girls do not like the sciences and other gender stereotypes, along with investment in teachers, can reverse these trends.

We know here in Australia it's vital that we continue to encourage women and girls to take up the sciences, engineering and mathematics. It especially important when you consider that there are fewer people entering the medical sciences with growing concerns about staff shortages in medical sciences.

For these reasons and more, the Union will be celebrating the International Day of Women and Girls in Science. You can show your support by sharing our special graphic below on your favourite social media outlet.



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.

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: New study offers 'strongest evidence' yet that exercise helps prevent depression

"Does physical activity reduce depression, or does depression reduce physical activity?"

It's a quintessential chicken and egg scenario — and a question that's plagued scientists for some time.

Now, thanks to the power of modern genomics, a [new study published in JAMA Psychiatry](#) provides the "strongest evidence" yet that exercise has a protective effect against depression.

Using the genetic data of 300,000 adults, researchers at Massachusetts General Hospital found people with higher levels of physical activity had lower odds of major depressive disorder, according to lead researcher Karmel Choi.

"We found evidence that higher levels of physical activity may causally reduce risk for depression," Dr Choi said.

Read the entire article by Olivia Willis in the ABC at: <https://www.abc.net.au/news/health/2019-01-24/exercise-helps-prevent-depression-study-finds/10745156>

Worth Reading: Why people with anxiety and other mood disorders struggle to manage their emotions

"Regulating our emotions is something we all do, every day of our lives. This psychological process means that we can manage how we feel and express emotions in the face of whatever situation may arise. But some people cannot regulate their emotions effectively, and so experience difficult and intense feelings, often partaking in behaviours such as [self-harm](#), [using alcohol](#), and [over-eating](#) to try to escape them.

There are several strategies that [we use to regulate emotions](#) – for example, reappraisal (changing how you feel about something) and attentional deployment (redirecting your attention away from something). Underlying [neural systems](#) in the brain's prefrontal cortex are responsible for these strategies. However, dysfunction of these neural mechanisms can mean that a person is unable to manage their emotions effectively."

Read the entire article by Leanne Rowlands in The Conversation at: <https://theconversation.com/why-people-with-anxiety-and-other-mood-disorders-struggle-to-manage-their-emotions-106865>

Worth Reading: History, not harm, dictates why some drugs are legal and others aren't

"Drug-related offences take up [a lot of the resources](#) within Australia's criminal justice system. In [2016–17](#) law enforcement made 113,533 illicit drug seizures and 154,650 drug-related arrests.

Harm-reduction advocates are calling for the [legalisation of some drugs](#), and the removal of criminal penalties on others. And there's public support for both.

But how did some drugs become illegal in the first place? And what drives our current drug laws?"

Read the entire article by Nicole Lee and Jarryd Bartle in The Conversation at: <https://theconversation.com/history-not-harm-dictates-why-some-drugs-are-legal-and-others-arent-110564>

Worth Reading: 'Pill shaming' and stigma causes regional Australians to battle mental illness for longer

"A new awareness of the impacts of 'pill shaming', which can prevent people from purchasing medication to help treat their mental illness, has emerged in online forums.

The movement has been shared across various social media and blogging sites, with individuals using #PillShaming to open up about their own experiences, or to encourage others to drop the stigma around mental illness and taking medication.

The campaign has been discussed [internationally](#), with one blogging site's [video](#) attracting around 15 million views."

Read the entire article by Laura Collins on the ABC at: <https://www.abc.net.au/news/2019-02-03/pill-shame-causing-longer-battles-with-mental-illness/10722406>

Worth Reading: Tasmania is burning. The climate

disaster future has arrived while those in power laugh at us

"As I write this, fire is 500 metres from the largest King Billy pine forest in the world on Mt Bobs, an ancient forest that dates back to the last Ice Age and has trees over 1,000 years old. Fire has breached the boundaries of Mt Field national park with its glorious alpine vegetation, unlike anything on the planet. Fire laps at the edges of Federation Peak, Australia's grandest mountain, and around the base of Mt Anne with its exquisite rainforest and alpine gardens. Fire laps at the border of the Walls of Jerusalem national park with its labyrinthine landscapes of tarns and iconic stands of ancient pencil pine and its beautiful alpine landscape, ecosystems described by their most eminent scholar, the ecologist Prof Jamie Kirkpatrick, as "like the vision of a Japanese garden made more complex, and developed in paradise, in amongst this gothic scenery".

"You have plants that look like rocks – green rocks – and these plants have different colours in complicated mosaics: red-green, blue-green, yellow-green, all together. It's an overwhelming sensual experience really."

Five years ago I was contacted by a stranger, Prof Peter Davies, an eminent water scientist. He wanted to meet because he had news he thought would interest me. The night we met Davies told me that the south-west of Tasmania – the island's vast, uninhabited and globally unique wildland, the heart of its world heritage area – was dying. The iconic habitats of rainforest, button grass plains, and heathlands had begun to vanish because of climate change."

Read the entire article by Richard Flanagan in The Guardian at:

<https://www.theguardian.com/environment/2019/feb/05/tasmania-is-burning-the-climate-disaster-future-has-arrived-while-those-in-power-laugh-at-us>

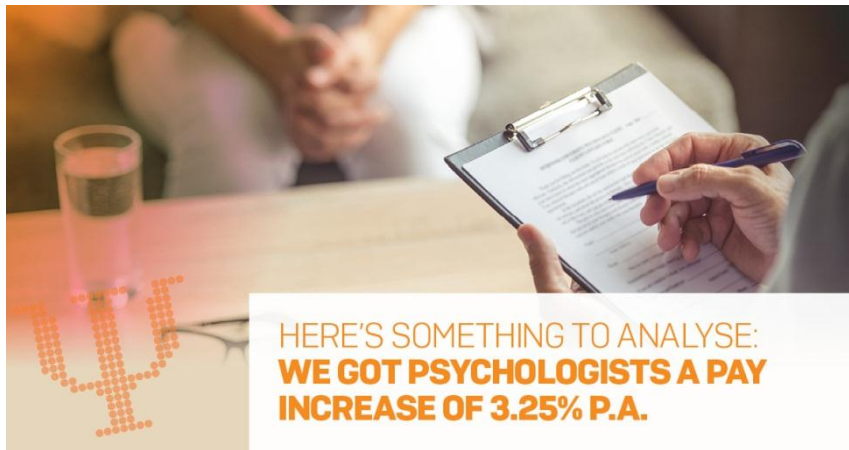
Join the Union

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](#)



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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