



Stat Report 2019/10

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Marching for Job Security and Fair Wages

Australia's workplace rules are well and truly broken.

It's evident when private sector employers can effectively freeze wages as they drag out bargaining or refuse to negotiate a new agreement. It's evident when young people are being regularly exploited as they're not paid properly or have their wages stolen. It's also evident the rules are broken when workers can't withdraw their labour while employers can sue workers and unions for any lost productivity.

There are now more and more reports showing how broken our industrial relations system really is with regular reports of rorts in franchises, wage theft in hospitality, and the ongoing casualization of jobs and the increasing job insecurity Australians are experiencing; while we have to put up with the constant, never-ending talk about increasing productivity from Morrison's Government and the conservative media. Here too Australians are fed a lie by politicians and the media. Australians are already some of the most productive workers in the developed world, while contributing significant amounts of unpaid overtime. The myth of the sickie died last century but is kept alive by the Morrison Government and Murdoch media outlets.

Closer to home, we've got Monash Health after initially accepting there are huge problems from understaffing & unsustainable workloads are now yelling at the sky denying any such problem ever existed. The offer made in late 2018 to increase scientist numbers by 10% has become fake news! Management continues expecting staff to do extraordinary amounts of work just to get through the ever growing mountain of work.. Worst still they keep telling the government there's nothing to see and everything is fine. Meanwhile scientists are at risk of injury from high levels of work stress and patient safety risks continue to escalate.

Unfortunately thanks to governments trashing healthcare and diverting much needed funds away from the public system to prop up the private system, there is a very unhealthy denial by public health executives and governments of the issues facing our members. By continuing to deny the issues around workloads and staffing, public health services are contributing to the poor health of Victorians; and the workforce they rely on to stay well. It's just another example where profits and surpluses are more important than reducing workloads, easing workload stress and protecting patient and worker safety.

And for these reasons and more, it's definitely time to change the rules!

To change the rules we have to vote out the Morrison Government which is why it's vital to make sure that you're properly enrolled to vote. If you've moved recently make sure you're enrolled at your new address and as always make sure your family, friends and loved-ones are also properly enrolled. [Check your voter enrolment status here.](#)

And you can show your support for changing the rules by joining us for the national protest for fair wages and job security. The national protest is on 10 April starting at 10:30am from Victorian Trades Hall on Lygon St, Carlton.

The Union will be there joining with tens of thousands of Australians to demand the rules are changed. **Join the Union's contingent – we'll meet outside at 62 Lygon St at 10:15am.**

Of course there are lots of other activities happening across Victoria you can join to help change the rules at this year's federal election. You can find out what activities are on near you by visiting <http://www.weareunion.org.au/when> or you can join one of our organising groups on Facebook to work on activities in your workplaces and neighbourhoods.

MSAV members – <https://www.facebook.com/groups/348061059362550/>

VPA members – <https://www.facebook.com/groups/361680581227455/>

AHP members – <https://www.facebook.com/groups/376346993187375/>

Paul Elliott
Secretary

Work to Rule at Monash Health

Scientists at Monash Health have maintained their work-to-rule action for over 3 weeks. They are bravely standing up for their right to have a safe workplace and to protect the health and well-being of patients. But Monash Health continues to ignore them and the problem and continues to mislead and misinform the government about the reality of pathology – Monash Health has a severe scientist shortage that is impacting on their ability to deliver healthcare services.

Let's not forget that Monash Health documented their support for an additional 28 scientists to reduced crushing workloads and eliminate escalating patient safety risks. Let's not forget that Monash Health management has back flipped on this commitment without a word of excuse or explanation.

There is growing support from across the sector to address the severe scientist shortages. Recently we've seen doctors coming out to highlight their concerns about delays in turn-around times because of severe scientist shortages and the outsourcing to private pathology providers. To make sure that more scientists are employed to create a safer workplace and ensure patient safety, it's vital that we keep building support and pressure; and that members at Monash Health

continue their work-to-rule action.

We are aware from anecdotal reports that the work to rule action is having an impact and there are concerns being expressed about impacts on turn-around times.

It's vital that members at Monash Health remain steadfast on your actions

- Do not accept extra shifts or overtime
- Continue taking your breaks and leaving on time
- Report your concerns about occupational health and safety via email to Kevin Ericksen k.ericksen@monashhealth.org and CC enquiry@msav.org.au
- Talk to your OH&S reps about the dangerous workloads and impact it's having on your health.
- Where necessary put in Riskman reports - it is important we report all hazards through formal channels. And in this case the shortage of staff and extreme workloads are absolute hazards to you being able to perform your job safely.

Please stand with members at Monash Health and send your messages of support to enquiry@msav.org.au or leave them on [our Facebook page](#).

Bargaining Updates

Caraniche

Despite some of the setbacks we've experienced, the Union is continuing to work through the draft agreement with respect to general conditions such as Long Service Leave, hours of work and superannuation. Some of the main focus for the Union's work will now be on the classification structure and descriptors.

We are expecting Caraniche to consult with staff and provide a proposed structure for discussion at our next meeting on 8 April.

During the consultation process which Caraniche are undertaking, it is vital that members provide the feedback given to Caraniche to the Union prior to the Union's meeting with management so that we are able to discuss the issues you raise at the bargaining table.

Please forward your feedback to Jimmy at jimmyc@msav.org.au

Ballarat IVF

Last month we announced that a new enterprise agreement had been reached with Ballarat IVF and we were awaiting approval by Fair Work Commission. We are very happy to report that the new agreement has been approved and is now available to you to download.

[Download your new Ballarat IVF agreement here.](#)

Melbourne Pathology

The Union has written Melbourne Pathology to re-commence negotiations after they stalled. We are expecting these negotiations to re-commence soon and we will inform members at Melbourne Pathology when this happens.



A new Agreement at **Dorevitch**
and a **Special Membership Offer**

Visit msav.org.au/dorevitch for details

2019 Australian Rural & Remote Mental Health Symposium

The 2019 Australian Rural & Remote Mental Health Symposium will be held from Monday 28th – Wednesday 30th October at the Adelaide Convention Centre, Adelaide, South Australia.

Australians living and working in rural and remote areas are only able to access mental health services at a fifth of the rate of those in urban areas. This inequality poses serious risks for a large population of Australians, resulting in increased suffering of those seeking help, support and treatment for mental health issues.

Connect with professionals working to advance the services and support mental health receives in rural and remote areas, from renowned keynote speakers and industry workers through to government, academics, researchers and individual service providers.

Registrations are now open at: <https://anzmh.asn.au/rrmh/registration/>

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>



Union Aid Abroad-APHEDA Raffle

Need a holiday? It's Union Aid Abroad-APHEDA raffle time!

The annual raffle raised more than \$60,000 last year. Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong, and helps build unions and social movements.

As well as knowing your money goes to great things, you'll be in the draw for some terrific prizes.

FIRST PRIZE: Take the holiday of your dreams with an \$8,000 travel voucher.

- Can be used on domestic or international travel through any Australian accredited travel agent.
- Can be used to take one big holiday or a number of smaller trips.

SECOND PRIZE: Ride off into the commuter sunset on a fabulous Gazelle bicycle (valued at \$2199). Dutch-made, the Ultimate C1 is a premium lightweight city bike designed to be the lightest hub drive city bike in its class.

THIRD PRIZE: Escape into a world of books with a \$500 book voucher from Gleebooks, Sydney's leading independent bookseller for more than 40 years – available online or in-store.

How to buy your tickets:

[Buy online](#)

[Download and complete this form](#); or

FREECALL 1800 888 674 or email office@apheda.org.au

Spread the word and help us blitz the raffle this year - **raffle closes Friday 17 May**

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: Expanding gas mining threatens our climate, water and health

"Australia, like its competitors Qatar, Canada and the United States, aspires to become the world's [largest exporter of gas](#), arguing this helps importing nations reduce their greenhouse emissions by replacing coal.

Yes, burning gas emits less carbon dioxide than burning coal. Yet the "fugitive emissions" – the methane that [escapes, often unmeasured](#), during [production](#), [distribution](#) and [combustion](#) of gas – is a [much more potent short-term greenhouse gas than carbon dioxide](#).

A [special report](#) issued by the World Health Organisation after the 2018 Katowice climate summit urged governments to take "specific commitments to reduce emissions of short-lived climate pollutants" such as methane, so as to boost the chances of staying with the [Paris Agreement's ambitious 1.5°C global warming limit](#).

Current gas expansion plans in [Western Australia](#), the [Northern Territory](#) and [Queensland](#), where another 2,500 coal seam gas wells have been approved, reveal little impetus to deliver on this. Harvesting all of WA's gas reserves would emit about [4.4 times more carbon dioxide equivalent](#) than Australia's total domestic energy-related emissions budget."

Read the entire article by Melissa Haswell and David Shearman in The Conversation at: <https://theconversation.com/expanding-gas-mining-threatens-our-climate-water-and-health-113047>

Worth Reading: The tight-lipped champions of free speech

"On 9 February last year I gave evidence to a Senate committee hearing into the adequacy of Australia's existing cyberbullying laws. Deep in the bowels of Parliament House in Canberra, alongside journalist and academic Jenna Price and reputation manager and chief executive Liza-Jayne Loch, I sat at a table facing the senators. The three of us were representing the non-profit volunteer organisation Women in Media. We read from our prepared statements and answered questions.

Directly after our evidence, representatives from Facebook and the non-profit Digital Industry Group Inc., or DIGI, were due to have their say. Noticing Mia Garlick, Facebook's director of policy for Australia and New Zealand, I walked up to introduce myself. She was surrounded by a wall of mostly female staff.

"I just gave evidence," I said, smiling.

"I heard your evidence," she said, staring straight at me. She was not smiling.

I'm writing a book about cyberhate, I said, and would like to interview her. Could I have her business card? She said she didn't have one on her."

Read the entire article by Ginger Gorman in Inside Story at: <https://insidestory.org.au/the-tight-lipped-champions-of-free-speech/>

Worth Reading: Why we still struggle with work-home conflict in women and men

"Still in 2019 women and men grapple with how best to balance work and other responsibilities in and out of the home.

[Women bear the brunt of household labour, take career hits if they become mothers](#), and are [poorly represented in the upper levels of professional careers](#). But the careers of men [also suffer](#) if they take time out from paid work.

Why do these issues still persist? It may be at least partly from a failure to recognise the full picture of equality.

A [new paper](#) gives eight different ways to view gender equality. Each is important but incomplete when viewed on its own in the real world, and the list is not exhaustive. These different aspects of equality need to be considered in tackling both gender inequality and work-home conflict.

My colleagues and I looked at this topic in the context of careers in science, but the findings are applicable across many industries, including medicine, law, engineering and education."

Read the entire article by Kate O'Brien in The Conversation at: <https://theconversation.com/why-we-still-struggle-with-work-home-conflict-in-women-and-men-112698>

Worth Reading: 'Out of line': top Australian companies accused of undermining Paris deal

"New analysis shows 22 of Australia's largest companies are actively working to undermine the Paris agreement targets, betting shareholders' money on strategies that assume global climate change action fails.

Investor action group Market Forces says those companies – worth a combined \$121bn and representing 7% of the ASX300 – are "out of line and out of time" and has called on shareholders to divest their holdings.

The group's legal analyst, Will van de Pol, said it was the first time Market Forces had "named names" and called out companies whose business strategies relied on the world failing to meet the Paris targets to restrict the global temperature rise to 1.5C above pre-industrial levels."

Read the entire article by Ben Smee in The Guardian at: <https://www.theguardian.com/australia-news/2019/mar/25/out-of-line-top-australian-companies-accused-of-undermining-paris-deal>

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](#)



[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](#)

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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