



Stat Report 2019/20

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Not so super changes coming to superannuation

The Morrison Coalition government before the election was touting a range of terrible changes to superannuation and especially to industry superannuation funds. Before the election it became obvious that people didn't like the proposed changes so Morrison and his ministers stopped talking about it. But they clearly haven't stopped thinking about those changes as they're set to come back.

Now with the election over, and Morrison getting away with not telling Australians their plans, the Coalition is seeking to reintroduce these pieces of legislation.

Among the changes being proposed, which will have a significant negative impact on your superannuation, is one which will see workers' representatives on superannuation boards being kicked off and replaced with so-called independent directors with corporate experience. We know this means there is an attempt to weaken the returns that industry superannuation funds achieve and drive more superannuation money into the hands of the big banks.

Other changes to superannuation include passing to the ATO any superannuation accounts with less than \$6,000 and taking away insurance options for people under the age of 25. Both of these measures are unnecessary, and could see people having their super accounts stolen from them, and having their insurance pulled out from underneath them. Plus it will also make getting insurance more expensive for young people, and again forcing them to the big banks for insurance.

None of the measures being proposed by the government will make our superannuation system better or improve the returns that funds generate. The measures are purely designed to smash workers' involvement in industry superannuation funds and ensure more superannuation money ends up with the big banks. We all now know how dodgy the big banks are thanks to the Royal

Commission but the Morrison Government remains beholden to the big end of town and continues looking for ways to drive more superannuation money to the big banks.

We will continue to keep members informed of potential changes to superannuation that the Morrison Government will seek to introduce; and the potential impact those changes will have on your retirement.

Paul Elliott
Secretary

This article is for information only. If you're at all concerned about your superannuation and want advice please make sure that you contact your Superannuation Fund to discuss your situation.

Bargaining Updates

Community Health

The Union participated in a conference with the Fair Work Commission and the VHIA on Friday (5 July) to work through the technical issues highlighted by the Fair Work Commission as reasons for not yet approving the Community Sector agreement. As a result of the meeting, we're very happy to report that those issues have now been resolved to the satisfaction of the Union and the FWC indicated it will make a decision about the approval of the agreement shortly.

We expect that decision to not take nearly as long as resolving the issues have taken. Once the agreement has been approved by the Commission we will let members know when they can expect to see the benefits from the agreement.

Cabrini

The week the Union met with Cabrini management. They failed again to provide appropriate documentation in relation to the change they're seeking to impose. Key concerns raised for further information were as follows:

- Ownership of the JV
- Decision making authorities within the JV – particularly with regards to matters such as staffing structures and levels, rostering proposals, procurement, leave approval
- Budgetary processes within the JV (particularly staffing)
- The organisational structure of Cabrini Pathology and it's interaction with Melbourne Path including delegations to supervise Cabrini staff
- Quality management, particularly any impacts on scientists currently responsible for this function
- Absolute clarity as to the employer of any future employees performing scientific or technical work for the JV.
- Equipment ownership within the laboratory moving forward (Cabrini, Melbourne Path or the JV)

We have given them until Friday (5 July) to provide an appropriate response.

Monash Health – Pathology

We continue to work on the staffing issues at Monash in-line with the aspiration to increase staffing and deal with workload issues the MSAV recently disputed the use of an unqualified Student / Lab assistant on a Scientist shift before FWC

The outcome of that dispute were that:

- Monash would ensure all managers know they are not to replace scientists with other staff (ie students / casual lab assistants) and must prioritise when workloads un high (as they often do at present) – this is complete - An email was sent to all managers last week
 - That Protocols for prioritisation of work / Backfill would be developed
 - That in at least Haematology the on-call system would be reviewed to look at the gap between 5-8pm (ie between when day shift finishes and before on-call officially begins) to see whether it's feasible to extend the on-call or to create a category of early evening on-call or another solution can be proposed
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- And that Monash will inform us as soon as the coming 2019/20 budget is known for increased staff

We wish to obtain your feedback on these matters directly so please contact us with your thoughts on these matters.

- Send an email to us – heidib@msav.org.au or Paule@msav.org.au
- Speak to Peter Wells and / or the rep in your area of work (Sara Sujansky - micro, Daniel Masters – Micro, Ruth Longfield - Blood bank/ haem)
- Matters may be raised / discussed with you in lab meetings – feel free to raise them there – but please also let us know so we are ‘in the loop’

We are still awaiting Monash’s Budget response to our staffing claims (remembering it was agreed that there was a need for 27+ EFT) but we understand Monash received their Hospital Budget for funds from the Victorian Government last Friday and are now working through internal Budget priorities.

We have been assured that as soon as decisions on staffing are made we will be informed.

Melbourne Pathology

A meeting scheduled for Monday of last week was cancelled by Melbourne Pathology and we are still waiting for confirmation of the rescheduled meeting.

Union Reconciliation Action Plan

Next week is NAIDOC Week and the Union wants to ensure that it is doing everything it can in order to recognise and acknowledge Indigenous Australians, their culture and their contribution to the Union and Australia’s healthcare system, especially the disciplines we cover.

There is little doubt that much more work needs to be done and towards this end the Union is working on its first Reconciliation Action Plan. In order to do this properly we’re seeking involvement from members who identify as Aboriginal and/or Torres Strait Islander. Together we will work through what the first Reconciliation Action Plan will be about; what measures of success we will have and the timelines for achieving actions set out in the plan.

If you identify as Aboriginal and/or Torres Strait Islander and want to help the Union develop its Reconciliation Action Plan please contact Alex at enquiry@msav.org.au or on 9623 9623.



**A Special Membership Offer
for Melbourne Pathology**
Visit msav.org.au/melbpath for details

VPA Professional Development Seminar

Save the Date for the VPA Professional Development Seminar on the afternoon of Wednesday 11 September 2019 [Register here now!](#)

The subject for the seminar is Gender Dysphoria and it will touch on the following themes:

- Overview of gender in childhood and adolescence
 - Gender dysphoria in childhood and adolescence
 - RCH Gender Service model
 - Working with families of Trans and Gender Diverse children and adolescents
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- Therapeutic models of care for adolescents and adults

The seminar will be held at the Royal Children's Hospital's conference facilities at Flemington Road Parkville.

Registration and light lunch will commence at 12:30pm with the seminar being from 1pm to 4:30pm. Details of the presenter will be promoted once they have been finalised.

[Register here now!](#)

Professional Development Seminar - Gender Dysphoria

Save your spot and register today!



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/>

Positions not backfilled?

Let us know

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: Go home on time! Working long hours increases your chance of having a stroke

"Australia is in the [bottom third](#) of OECD countries when it comes to working long hours, with [13% of us](#) clocking up 50 hours or more a week in paid work.

These long hours are bad for our health. A new [study](#) from France has found that regularly working long days of ten hours or more increases our risk of having a stroke.

Other [research](#) has found that employees who work long work hours are likely to have poorer mental health and lower-quality sleep.

Long working hours have also been [shown](#) to increase likelihood of smoking, excessive drinking, and weight gain."

Read the entire article by Libby Sander in The Conversation at: <https://theconversation.com/go-home-on-time-working-long-hours-increases-your-chance-of-having-a-stroke-119388>

Worth Reading: So where were all these Morrison mantras during the election campaign?

"This week, the prime minister, [Scott Morrison](#), decided that with the election out of the way, he should now tell the country what he proposes doing for the next three years.

It really is a lot easier to do this way, without having to go through the bother of persuading voters about your policies' worth. Only chumps who believe in a democratic contest of ideas go in for such foolishness.

For example, Morrison told the [Western Australia Chamber of Commerce and Industry](#) that he wanted "to take a fresh look at how the [industrial relations] system is operating and where there may be impediments to shared gains for employers and employees".

This issue was not mentioned once in his election [campaign launch speech](#) in May. The fact that Morrison wants to talk up changes to industrial relations only after the votes have been cast and counted is a rather obvious way of showing contempt for voters."

Read the entire article by Greg Jericho in The Guardian at: <https://www.theguardian.com/commentisfree/2019/jun/30/so-where-were-all-these-morrison-mantras-during-the-election-campaign>

Worth Reading: Victoria's mental health royal commission must lead to reform for 'lottery' system, chair says

"The Royal Commission into Victoria's Mental Health System must build "a new road", rather than filling the potholes in a failing system, its chair says.

Delivering her opening address this morning, Penny Armytage said the task of the commissioners was not "to provide a patchwork of possible solutions to a broken system", but to "envisage and design a system for the future".

"We don't want to fill in the potholes, we want a new road," she said, quoting a participant in the royal commission's community consultations.

[Premier Daniel Andrews announced the commission last October](#), promising it would change and save lives by bringing mental health out of the darkness and into the "blinding light".

Read the entire article by Dan Harrison in the ABC at: <https://www.abc.net.au/news/2019-07-02/royal-commission-into-victorias-mental-health-system-opens/11270532>

Worth Reading: Victoria's mental health system

'punitive', advocate tells royal commission

"Victorians living with mental illness are "just surviving" in a system that depersonalises and denigrates them, a leading mental health advocate has told the royal commission into the state's mental health system.

Janet Meagher was diagnosed with schizophrenia in the early 1970s and survived 10 years in an abusive institution before becoming a powerful voice for the mental health consumer movement.

She gave a damning assessment of the mental health system on the commission's second day of public hearings, which focussed on the stigma — a word she described as "soft and deflective".

"It's a weasel word. I use discrimination," Ms Meagher said.

"I think it's intolerable to permit or excuse verbal or social exclusion or vilification for those of us who experience mental health issues, but we do."

Read the entire article by Zalika Rizmal in the ABC at: <https://www.abc.net.au/news/2019-07-03/victoria-mental-health-system-punitive-royal-commission-told/11274118>

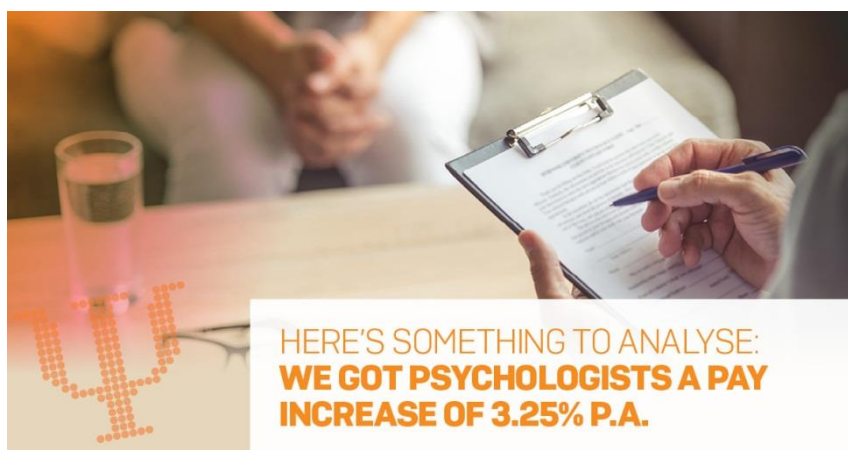
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Are your workloads increasing? Are your stress levels increasing? Join the Union today!

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.



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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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