



Stat Report 2019/28

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Biometric data never needed

The [recent cyber-attack on hospitals across regional Victoria](#) highlights that many of the systems we rely on in our health care system are quite vulnerable to these sorts of attacks. It has also highlighted the problems with efforts by some employers to introduce biometric scanning and why the collection and use of biometric data is not needed and should never be allowed.

The Union has been tackling this issue at Monash Health. Management claims it's about making sure they know who is on site and other so-called safety reasons but they have not been able to justify how this is necessary for the normal operation of the hospital. In fact, they haven't been very open about anything as they intimidate staff insisting that they hand over extremely sensitive personal data.

Monash management has failed to consult with staff or to even consider alternatives like swipe cards which provide the same information about when an employee 'signs in' for work. While they'll be prepared to discipline an employee for being late, they refuse to guarantee they will pay overtime if the same employee scans out after their shift was supposed to end.

The recent cyber-attack on a significant number of Victorian public hospitals also highlighted the very poor digital security of these hospitals and the very poor level of digital literacy among those required to administer such systems, which is a recipe for disaster. And worse it's a recipe for your identity to be stolen. All it takes is your finger print, which is the main piece of biometric data Monash Health is demanding be handed over, and your whole identity can be taken – your

driver's license, bank accounts and other highly personal information.

Instead of outlining the measures Monash Health will take to protect data, we get the usual line about how we should trust them. This response also illustrates that they have not fully thought through the implications of collecting biometric data nor have they put in the resources and effort to guarantee that such highly sensitive information is securely stored.

Monash haven't outlined what will happen if this data is breached or how they will protect your personal identity from being stolen. There are no policies developed about who has access to such data, how that access will be monitored and what happens if access has been unauthorised or records shared without permission.

Legal advice the Union has seen would indicate that Monash Health is on shaky ground given the requirements under the Commonwealth and Victorian Privacy Principles. This advice indicates that organisations must not collect personal sensitive information unless it is necessary for one or more of its functions or activities. We haven't been convinced nor seen any evidence from Monash Health that the collection of biometric data is necessary for any of its activities or functions, which is delivering health care to patients. And to-date Monash Health hasn't been able to provide the information members need in order to be properly consulted on such an invasive change to how people are treated.

It is safe to say that between the Commonwealth and Victorian privacy principles there are a lot of grey areas; and it's not as simple as Monash Health deciding they can simply collect biometric data. It also becomes more complicated at the intersection of the enterprise agreement.

The Union will continue to fight against these sorts of intrusions into your privacy given the poor digital security shown by health services and the very real chance that your identity could be stolen. We want to know how far and wide such initiatives are taking hold, so if your health service is considering finger print scanning or other biometric scanning please let us know as soon as possible.

If you're [working at Monash Health take the pledge and share it with us](#). It will help us keep the pressure on.

In the meantime, if you have any questions get in contact with us on 9623 9623 or at enquiry@msav.org.au

Paul Elliott
Secretary

Updates

Monash Health

Monash Health still have not responded to all of our enquiries and disappointingly Monash Health continues to refuse to consider alternatives. But we have been informed that the use of finger scanning will be mandatory and employees will be directed to comply or to provide a "justifiable reason" to not use the system. Unfortunately, we're not sure what is meant by "justifiable reason".

They have not provided any details about how they will keep the biometric data safe or what they will do if there's a breach of the data or what happens to the data when the employee no longer works for Monash Health. Remember this data is the key to stealing your identity and your life.

The Union continues to strongly recommend that members:

- Attend any consultation forums offered
 - Ask about options for non-consent / opting out
 - Ask about timelines for implementation
 - Tell them what you think
 - If questions aren't answered on the spot ask when you will receive the answers and how the answers will be given for example in an email, or at another forum.
-

- Communicate any information you receive with the Union to heidib@msav.org.au

We also encourage you to sign the Pledge against Forced Biometric Sign-On and send it to us. It's vital we show Monash Health the degree and level of anger and frustration about this issue and their on-going refusal to respect staff and their privacy.

[Download the Pledge here.](#)

Allied Health Staffing at Melbourne Health

The Union believes that the best way of approaching the short staffing in Allied Health is to work collectively with VAHPA. As you can imagine your concerns about workloads are their concerns too and to build power and a sense of collective strength, they have created a pledge see the link here - <https://vahpa.asn.au/melbourne-health-pledge-combo/>

The point of the pledge is to collect support from the overwhelming majority of Allied Health Professionals to be able to demonstrate to Melbourne Health management that you have had enough of being taken for granted. All of you. Physios, Speechies, OTs, Social Workers, Dietitians, etc.

We would then serve this pledge on Melbourne Health management at the end of October to demonstrate that there is a lot of anger from Allied Health Professionals about workloads and a real feeling of being ignored. This certainly helps us in discussions with management.

A meeting with members can be arranged to discuss further but, in the meantime, if you require more information please contact Matt on 9623 9623 or at math@msav.org.au

Melbourne IVF

Because of the industrial action being taken by members at Melbourne IVF, management have finally seen the light and have made an offer on wages and some conditions for a new enterprise agreement. MSAV members are continuing their protected industrial action to maintain t pressure on MIVF to offer a fair and reasonable package settlement in this agreement negotiation.

A meeting with members will be organised to discuss the recent offer that has been made.

No Pay? No Way! Survey 2019

The Union keeps working to fight for increased staff as demands on the public health system continue skyrocketing.

Because of the Union's continued advocacy around workforce issues, the State Government has become more acutely aware of workload issues, stress related injuries, rostering problems and ineffective management.

To make our advocacy work even stronger, the Union wants to continue building a better understanding of the nature and extent of unpaid work, and more importantly, how unpaid work has changed and the impact it has on you over time.

That's why the Union needs you take the "No Pay? No Way!" survey.

We know there has been a failure across our workplaces in dealing with the extra work. Instead workplaces try to build an expectation that you'll just do more and more work in the same amount of time. And in 2019, we know that tens of thousands of hours of unpaid time will be worked to cope with unreasonably high workloads.

Please take a few minutes to do our survey and help us continue fighting to grow our workforces, ease extreme workloads and eliminate stress related injuries.

[MSAV members take this survey](#)

[AHP members take this survey](#)

[VPA Inc members take this survey](#)

Eleventh Edition Victorian Education ACS 0002 and ACS 0010

The Victorian Agency for Health Information (VAHI) has released an educational resource to support clinical coders in the consistent application of two key Australian Coding Standards (ACS): ACS 0002 Additional diagnoses and ACS 0010 Clinical documentation and general abstraction guidelines.

The new guide will help coders to apply coding standards accurately, following implementation of the Eleventh Edition ICD-10-AM/ACHI/ACS for separations on or after 1 July 2019. It will assist them to produce coded data that is accurate, complete and reliable for the purposes for which it is required. The resource is applicable to both public and private hospitals in Victoria.

[Download the education resource here](#)



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: 1 in 3 young adults is lonely – and it affects their mental health

"More than one in three young adults aged 18 to 25 reported problematic levels of loneliness, according to a new report from Swinburne University and VicHealth.

We surveyed 1,520 Victorians aged 12 to 25, and examined their experience of loneliness. We also asked about their symptoms of depression and social anxiety.

Overall, one in four young people (aged 12 to 25) reported feeling lonely for three or more days within the last week.

Among 18 to 25 year olds, one in three (35%) reported feeling lonely three or more times a week. We also found that higher levels of loneliness increases a young adult's risk of developing depression by 12% and social anxiety by 10%.

Adolescents aged 12 to 17 reported better outcomes, with one in seven (13%) feeling lonely three or more times a week. Participants in this age group were also less likely to report symptoms of depression and social anxiety than the 18 to 25 year olds."

Read the entire article by Michelle H Lim in The Conversation at: <https://theconversation.com/1->

Worth Reading: Australia's quest for national security is undermining the courts and could lead to secretive trials

"In August, the intelligence officer known as Witness K indicated he would plead guilty to a conspiracy charge under section 39 of the [Intelligence Services Act](#). That section prohibits the disclosure of information acquired or prepared by the Australian Secret Intelligence Service (ASIS).

His lawyer, Bernard Collaery, will [contest the same charge](#) in the ACT Supreme Court.

Concerns have been raised about the use of the [National Security Information Act](#) (NSIA) in the Collaery trial. Anthony Whealy, a former judge who presided over several of Australia's recent terrorism trials, [said](#)

This could be one of the most secretive trials in Australian history.

Both cases will be back in court this month. A [hearing is also scheduled](#) to consider how national security information will be dealt with in the Collaery trial.

There has been significant media discussion around the [ASIS bugging](#) that Witness K and Bernard Collaery exposed, but less about the NSIA.

So what is the National Security Information Act? Why was it introduced and how could it lead to secretive trials?"

Read the entire article by Keiran Hardy in The Conversation at:

<https://theconversation.com/australias-quest-for-national-security-is-undermining-the-courts-and-could-lead-to-secretive-trials-122638>

Worth Reading: The business of IVF: how human eggs went from simple cells to a valuable commodity

"Eva, a teacher in her early 30s, describes in my recent book [The Oocyte Economy: the Changing Meaning of Human Eggs](#), a very common experience for women who have fertility treatment.

Many women and couples, encouraged by success stories and marketing, hope their years of unsuccessful attempts to conceive a child naturally are over, and fertility treatment will work.

Assisted reproductive technologies cover a range of procedures, including in vitro fertilisation or IVF. And they are big business. Australia's fertility industry is estimated to [generate revenues](#) of A\$550 million a year and A\$630 million by 2022. Some of the biggest clinics are publicly listed companies.

Globally, the industry [is estimated to be worth](#) US\$25 billion and is predicted to grow to US\$41 billion by 2026.

But it's easy to forget that before the business of IVF, human egg cells were just that — cells. Not an entity to be manipulated in the laboratory, not something to be bought or sold, not a valuable commodity that crosses international borders."

Read the entire article by Catherine Waldby in The Conversation at:

<https://theconversation.com/the-business-of-ivf-how-human-eggs-went-from-simple-cells-to-a-valuable-commodity-119168>

Worth Reading: A landmark report confirms Australia is girt by hotter, higher seas. But there's still time to act

"A [landmark scientific report](#) has confirmed that climate change is altering the world's seas and ice at an unprecedented rate. Australia depends on the ocean that surrounds us for our health and prosperity. So what does this mean for us, and life on Earth?

The Intergovernmental Panel on Climate Change (IPCC) findings were launched in Monaco on Wednesday night. They provide the most definitive scientific evidence yet of warmer, more acidic and less productive seas. Glaciers and ice sheets are melting, causing sea level to rise at an accelerating rate.

The implications for Australia are serious. Extreme sea level events that used to hit once a century will occur once a year in many of the world's coastal places by 2050. This situation is inevitable, even if greenhouse gas emissions are dramatically curbed.

The findings, titled the Special Report on the Ocean and Cryosphere in a Changing Climate, strengthen the already compelling case for countries to meet their emission reduction goals under the 2015 Paris agreement."

Read the entire article by Jess Melbourne-Thomas, Kathleen McInnes, Nathan Bindoff, Nerilie Abram in the CSIRO Blog at: <https://blog.csiro.au/ipcc-report-australia-higher-seas/>

Worth Reading: Is this study legit? 5 questions to ask when reading news stories of medical research

"Who doesn't want to know if drinking that second or third cup of coffee a day will improve your memory, or if sleeping too much increases your risk of a heart attack?

We're invested in staying healthy and many of us are interested in reading about new research findings to help us make sense of our lifestyle choices.

But not all research is equal, and not every research finding should be interpreted in the same way. Nor do all media headlines reflect what was actually studied or found.

So how can you tell? Keep these five questions in mind when you're reading media stories about new studies."

Read the entire article by Hassan Vally in The Conversation at: <https://theconversation.com/is-this-study-legit-5-questions-to-ask-when-reading-news-stories-of-medical-research-117836>

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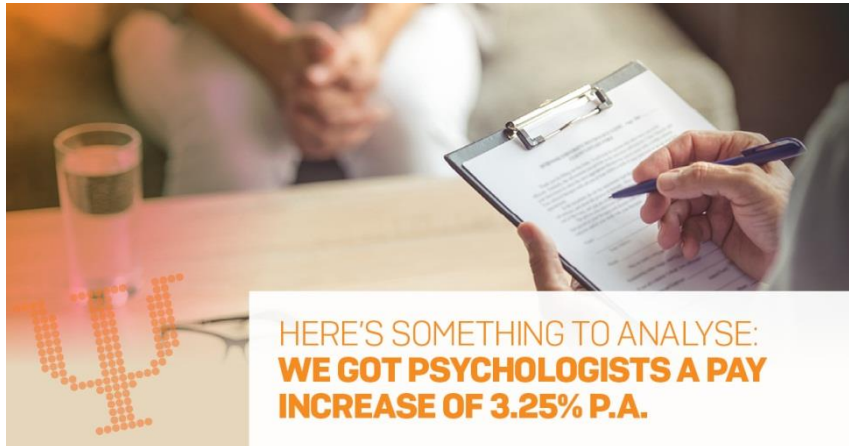
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

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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IN PAY OF 3.25% PER YEAR
OVER 4 YEARS.**

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HERE'S SOMETHING TO ANALYSE:
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INCREASE OF 3.25% P.A.**

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WE WON PHARMACISTS AN EASY
TO SWALLOW **3.25% PER YEAR
PAY INCREASE.**

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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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