



Stat Report 2020/05

In this issue of STAT Report we cover:

- Summer of health implications
- Union Round Up
- Certification for Medical Scientists
- Women's Rights at Work Festival
- Women and Leadership Australia Scholarships
- Union Bushfire Appeal
- Campaign Corner
- Worth Reading
- Member Benefits

Summer of health implications

Summer is far from over but we've already seen the kind of impacts that our warming climate will have on our health and well-being.

Our summer has been filled with bush fires and a great deal of fear and anxiety as we saw governments fail to respond. Many have suggested that over recent years the traditional view of summer as a time of barbecues, cricket and family is being replaced with fear and anxiety over crippling heatwaves and devastating bush fires. While the recent rains have done a lot in stopping fires, these have added new problems for communities recently devastated by the bush fires.

We've seen the huge impact that the bush fires have already had on people and property. We've heard about the impact on Australia's wildlife with reports of over 1 billion animals killed. We saw the footage of our major cities on the East coast being blanketed with smoke while fires raged across the nation. There is little doubt that this summer's extreme climate events have had impacts on people's general health and well-being but also on their mental health and well-being. And we will continue to hear about the ongoing impacts this summer had for people's mental health and well-being long after the fires have faded and the effort to rebuild begins.

As a Union, we acknowledge and accept that climate change is very real and that it is having a direct impact on the general and mental health and well-being of people here in Australia and around the world. We also understand that there are growing health implications arising from climate change. It remains baffling to us that the Coalition Government continues to sit on their hands when it comes to action on climate change and insist

that coal-fired power stations will continue to be a source of power for Australians. This is in the face of the devastating summer of bush fires so far; and we cannot forget that the summer isn't over yet and there remains great potential for further disaster later in summer.

In fact, we're seeing further devastation as the rains have come. While the rains have helped finally contain out-of-control bush fires, they are now contributing to new problems for people's health and well-being. The rain is causing flooding and washing ash and debris into water ways causing further environmental issues for aquatic species; and impacting on dams supplying drinking water.

We recognise the need to work together with other unions and the health sector. It's a big reason why the Union supports the Climate and Health Alliance and why we work with Trades Hall and other health unions to address impacts of climate change within our industry. The summer has shown why we desperately need to implement a national strategy to deal with the health ramifications from a changing climate. The work of highlighting the health implications of climate change is vital in order to have a nationally coordinated plan to properly handle the growing number of health problems associated with climate change. This isn't just about the summer or the health impacts (whether general or mental) from smoke blanketing cities and towns or the rowing fear that our environment is burning. There are ongoing mental and general health impacts from these disasters. These are lessons we've learned countless times from such experiences in recent years and why it's vital to have a national health plan to address the health impacts of climate change. It's also why the Union actively supports the Healthy Futures campaign which is aimed at encouraging superannuation funds for health workers to divest from fossil fuels because right now HESTA and First State Super (FSS) are investing your money in coal, oil and gas.

In recognition of our commitment to taking action on climate change, the Union will be looking at including environment-related matters in this year's bargaining. There are many ways that the public health sector in Victoria can tackle climate change like reducing unnecessary single-use plastics, reducing their reliance on fossil fuels and looking at a range of options to deal with cleaning and laundry services. These are just a few ways in which we can begin tackling climate change in our own workplaces. But there are bound to be more examples.

In the meantime, start thinking about the sorts of issues you think need to be highlighted in this next round of bargaining, and talk to a colleague who is not a union member to join now and make our negotiations more successful.

Paul Elliott
Secretary



Positions not backfilled? **Let us know**

Union Round Up

Alfred Health - Backfilling leave

Several members have raised concern that anticipated periods of leave are not being appropriately backfilled. Clause 34.1 of the Agreement, requires that an employer backfill employees rostered hours when they are on leave for a period of two weeks or more; and the backfill employee is paid at the same classification level and time fraction as the employee they are replacing, for the period of the backfill.

We are in the process of compiling members concerns, which we will then raise with the Alfred in the coming weeks. If you have any concerns or require support, please contact Lisa on 9623 9623 or at lisa@msav.org.au

Alfred Health - Haematology

Our dispute with the Alfred concerning attempts to reclassify a grade 3 scientist in Haematology to a grade 2 are ongoing.

On Tuesday 4 February 2020, the MSAV attended the Fair Work Commission. During the Commission conference, we submitted on behalf of members, that the Alfred had failed to genuinely consult with members regarding the proposed change and that this position must remain a grade 3.

Over the last week, we have spoken to many from the Haematology Dept to better understand why this position needs to remain a grade 3; including, the specialist nature of the role, training opportunities and that the position description reflects a grade 3 not a grade 2.

The MSAV met with the Alfred on Tuesday 18 February to formally consult, and present the concerns of members. Following this meeting, we are required to report the progress of our negotiations with the Alfred to the Commission in late February.

If you would like more information on the progress of these negotiations, please contact Paul or Lisa.

Alfred Health - Medical physicists

In 2019, the Alfred advised they had determined to reduce the EFT in the Radiation Physics workforce by 1.0 EFT. After consulting with members, we are opposed to any reduction of medical physicists.

On 30 January 2020, the MSAV and members met with the Alfred to begin consultation regarding this change. At the beginning of the meeting, we raised a threshold concern regarding the EFT of a fixed term appointment. We consider this temporary position should be engaged full-time not part-time. We have since followed this up formally in writing, and have requested the Alfred respond by 24 February 2020.

If you would like more information on the progress of these negotiations, please contact Paul or Lisa.

Monash Health – Kronoss Self Service (finger scanning)

Monash Health sent out CIS for pharmacy, community mental Health and Pathology last week (10/02). It's worth noting that Monash Health did not send us this CIS and we were reliant on members to inform us that this had happened.

We are in the process of setting up meetings for members for these groups and may need to combine some to ensure we get to everyone. If you have concerns please let us know. The main issues we were hearing were about in the Allied Health consultation

- Biometric data (there is now an alternative log in system)
- On-call & recall
- Work off site
- Loss of local flexibility

Monash Health tell us all these things are able to be worked through locally. We understand however that Kronos managers may have a big increase in their workload - this is not being acknowledged

There are still a number of questions that have not been answered around issues including:

- There are still no details on data security and scan deleting on termination or change of mind
- A proposed app to be set up mid to late 2020
- What time frames apply to other departments and who makes the decision on the exception time frame (currently 6 minutes proposed)

Certification for Medical Scientists

Late in 2019 the Australian Institute of Medical Scientists announced the registration of a national certification body for medical laboratory scientists.

According to the AIMS, the new governing body will be called the [Australian Council for Certification of the Medical Laboratory Scientific Workforce \(ACCMLSW\)](#) and it will utilise a not-for-profit, limited liability company governance structure that, along with consumer representation, allows for the formal participation of representatives from all key scientific disciplines.

The certification scheme is scheduled for formal commencement on 1 July 2020 but piloting for the certification process has commenced in preparation for the full launch.

According to AIMS, the proposed certification scheme is the current Competency-Based Standards (CBS) framework. AIMS suggests that consultations and discussions for the development of the certification model confirmed that the current CBS was a useful guide for competent professional practice, although there is also scope for it to continue to develop and evolve over time. The proposed certification scheme will include elements

of competency assessment and promote professional development activities that support competent professional practice.

The new body has developed a code of ethics and is currently seeking people to be involved with pilot testing of the scheme. There is also a fee attached to applying for certification.

It is unclear, however, what status the new body has with respect to employment standards and whether scientists will be refused employment unless they are certified. It is also unclear what privacy standards are being applied given the public are invited to check the certification status of scientists and there is no detail or information about privacy on the new body's website. And there is no detail about how this new body intersects with higher education and existing bodies like AIMS. It is also disappointing that AIMS did not bother to engage Unions in their consultation given the potential impacts, and that stated purpose, that certification could have on the employment of medical scientists.

The Union supports certification for medical scientists in order to protect the profession from rogue elements but certification must be done properly. At the moment we're not confident that the new body will be able to properly undertake the ambitious plans it was designed for; or for that matter be able to start 'certifying' people by 1 July 2020.

[You can read the final report here](#)

[Download a copy of the implementation plan](#)

[Download a copy of the implementation timeline](#)

The Union is seeking your feedback and comments about the Australian Council for Certification of the Medical Laboratory Scientific Workforce.

[Send your comments and feedback here](#)

Women's Rights at Work Festival

It's that time of year again - the annual festival for Women's Rights at Work, WRAW Fest 2020 is starting soon!

The Union proudly supports WRAW Fest and we certainly encourage members to get involved and get active. You already know like we do that women play an essential role in society in both paid work and unpaid caring work, and yet it is clear the system is rigged against women.

Here are some facts:

- Two thirds of women have experienced sexual harassment or violence at work.
- One in five mothers are sacked from their job because of pregnancy
- Women are more likely to be working in insecure, precarious, and low paid jobs.
- The gender pay gap is 14% for full-time workers, and 20% overall.
- Women retire with half as much superannuation as men and subsequently, many women are now facing poverty in retirement.

We Are Union Women's Conference 2020

We've spent decades researching the problem, talking about the problem, and asking for the problem to be fixed. There are clear solutions. Yet nothing changes.

Enough is enough. No more asking politely. No more roundtables, committees, inquiries, reports. No more morning teas, ribbons or 'champions for change.'

At the 2020 We Are Union Women's Conference, we're bringing together unionists to discuss our upcoming 'Safe, Respected, Equal' campaign for working women. [RSVP for the Conference here.](#)

[Make sure you check out all the other great events happening as part of WRAW Fest from March 1st to March 8th](#)

Women and Leadership Australia Scholarships

Scholarships of up to \$5,000 for current and aspiring female leaders

Women and Leadership Australia is offering scholarships of \$2,000 to \$5,000 to women working in the health sector to help support their participation in a range of career building leadership development programs.

The initiative is providing junior through to executive managers with scholarships to support their growth and development. The scholarships assist with participation in one of three flagship development programs. The programs provide highly collaborative learning environments uniquely tailored to the needs of female leaders.

Find out more and register your interest by completing the Expression of Interest form here prior to Friday, March 20: <https://www.wla.edu.au/health.html>

Union Bushfire Appeal

The Union is working with the Victorian Trades Hall Council to collect a list of people who can help rebuild our communities when the bushfire threat has passed and it's safe to rebuild.

Sign up to help out

If you can help build a fence, cook and serve food, handle hazardous material, drive a bus/truck or volunteer your time [please fill out this short form](#).

Make a donation

Like the rest of Australia, we too are reeling from the stories coming from bushfire affected areas. Those working on the front line are telling us that they need money right now and don't need donations of goods at this time – [make a donation](#) today!

Bushfires – Hardship

We understand that some members may find themselves in hardship due to bushfire related circumstances. We want to make sure that you don't have to worry about the small but important things. If you're affected by the bushfires and experiencing hardship please reach out to us and we will provide what assistance we can.

Email on enquiry@msav.org.au or call us on 9623 9623.



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: 9 ways to talk to people who spread coronavirus myths

"The spread of misinformation about the novel coronavirus, now known as [COVID-19](#), seems greater than the spread of the infection itself.

The [World Health Organisation](#) (WHO), [government health departments](#) and [others](#) are trying to alert people to these [myths](#).

But what's the best way to tackle these if they come up in everyday conversation, whether that's face-to-face or online? Is it best to ignore them, jump in to correct them, or are there other strategies we could all use?"

Read the entire article by Claire Hooker in The Conversation at: <https://theconversation.com/9-ways-to-talk-to-people-who-spread-coronavirus-myths-131378>

Worth Reading: Collective trauma is real, and could hamper Australian communities' bushfire recovery

"Most of us are probably familiar with the concept of psychological trauma, the impact on an individual's psyche caused by an extremely distressing event.

But there's another kind of trauma. A collective disturbance that occurs within a group of people when their world is suddenly upended.

Consider the [Buffalo Creek flood](#) of 1972, in which a dam burst at a West Virginia coalmine, inundating the town and killing 132 people. Visiting the region the year after the disaster, sociologist Kai Erikson noticed that in addition to ongoing personal trauma, there was a "collective trauma". The community as a whole appeared to be in a permanent state of shock."

Read the entire article by Erin Smith and Frederick M. Burkle Jr. in The Conversation at: <https://theconversation.com/collective-trauma-is-real-and-could-hamper-australian-communities-bushfire-recovery-131555>

Worth Reading: New tools help communities measure and reduce their emissions locally

"The slogan "What you can measure, you can manage" has become a guiding principle for local climate action. There's an accounting standard made for this purpose: the [Global Protocol for Community-scale Greenhouse Gas Emission Inventories](#). Free online [CO₂ emissions snapshots](#) for municipalities in Australia, recently launched by [Ironbark Sustainability and Beyond Zero Emissions](#), make the protocol more accessible than ever for local governments and communities that want to know what their emissions are, and what to do about them.

The Greenhouse Gas Protocol provides a way to measure local greenhouse gas emissions and removals. It is designed to record two elements of local emissions:

- emissions within a municipal area, such as from cooking with natural gas or driving a car
- emissions from activities within that area that produce emissions somewhere else, such as using electricity from a coal-fired power station or sending rubbish to landfill.

The method creates a consistent approach to measure emissions in different localities. It lets local governments and communities aggregate their individual commitments to reduce emissions."

Read the entire article by Stephen Pollard in The Conversation at: <https://theconversation.com/new-tools-help-communities-measure-and-reduce-their-emissions-locally-128627>

Worth Reading: 'Merry Crisis': Scott Morrison's government by assertion is wearing thin

"A measure of the dreadful hole the Morrison government has dug for itself came at the weekend's Fire Fight Australia benefit concert.

Event host and comedian Celeste Barber drew a huge cheer from the 75,000-strong crowd when she said "it's been such a hectic time. As Aussies we bear together and look after each other – because it turns out the people at the top don't".

Ms Barber reinforced the message wearing a 'Merry Crisis' T-shirt with an image of Scott Morrison in a Hawaiian shirt and Santa Claus hat on it.

The Prime Minister has told reporters he understood why people the bushfire period “felt really raw about things”.

He then went on to trumpet the government’s response, calling out the military and a \$2 billion injection into a national bushfire recovery agency."

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

<https://thenewdaily.com.au/news/national/2020/02/17/government-assertion-climate-change/>

Worth Reading: The future of food production: more from less

"Pressure on Australian farmers has never been greater. Market globalisation and rising international competition, changing consumer tastes, and the ongoing problems of drought and climate change are creating challenging conditions that leave many farmers feeling under siege.

The agribusiness sector remains a vital contributor to Australia’s economy and to the vibrancy of rural communities. But when farmers are being asked to generate more from less – growing higher quality produce and creating more economic value, often from decreasing water, labour, and soil resources – it’s clear that a significant step change is required.

Agricultural researchers have been working in partnership with farmers across the country on practical new approaches and technologies that will help the industry build economic resilience at both the individual grower and overall sector levels. Many of the projects have addressed two key questions: firstly, can we be more creative about how we handle waste in order to reduce costs or create new products, and secondly, how can we add more value to existing products?"

Read the entire article by Jen Taylor and Filip Janakievski in the CSIRO Blog at: <https://blog.csiro.au/the-future-of-food-production-more-from-less/>

Worth Reading: Young people dropping private health hurts insurers most, not public hospitals

"Young Australians are abandoning private health insurance in droves. And the overall decline in the percentage of the population with private coverage is continuing.

[New data](#) for the three months to the end of 2019, released yesterday by the private health insurance regulator, show that compared with the same time a year ago, 44,000 fewer young people (aged 25 to 34) have private health insurance.

The percentage of the population with some form of private hospital insurance is down 0.7 percentage points compared to the December quarter in 2018 and now stands at 44.0%.

The private health insurance industry is in a dire predicament, and people who remain in private health insurance also stand to lose out.

But the industry’s argument a youth exodus will put massive amounts of additional pressure on public hospitals doesn’t stack up. The industry’s self-serving claims are simply designed to bolster its case for yet more government handouts."

Read the entire article by Stephen Duckett in The Conversation at: <https://theconversation.com/young-people-dropping-private-health-hurts-insurers-most-not-public-hospitals-132004>

Join the Union

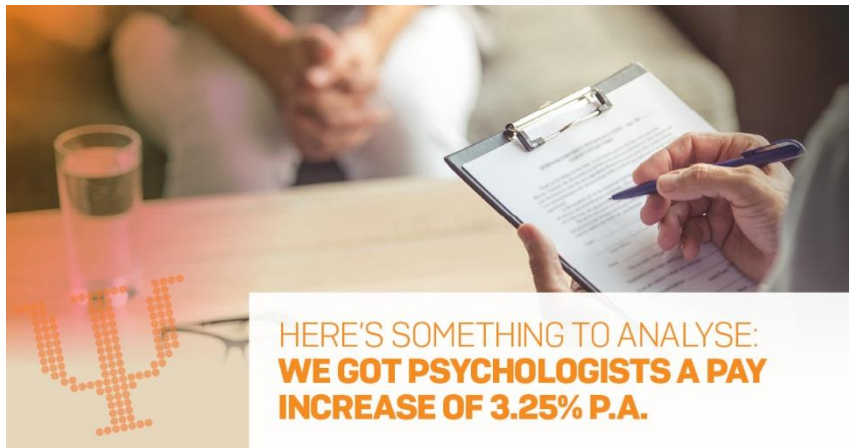
Are your workloads increasing? Are your stress levels increasing? Join the Union today!

To protect our professions we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



WE DIAGNOSE AN **INCREASE
IN PAY OF 3.25% PER YEAR
OVER 4 YEARS.**

[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](#)

Australian Unions Member Benefits app

As a Union member you get access to exclusive Member Benefits. The 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 – that means you! If you have not got a login and would like join in [register for Member Benefits now.](#)



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.