



Stat Report 2014/21

No Pay? No Way! Campaign

The Union continues to field queries and concerns about workloads and the adequacy of rostering by healthcare providers.

We know that more and more services are creating situations where if someone rings in sick, the roster becomes a nightmare and the workloads sky-rocket. This is not the fault of individual staff members, this is the fault of managers and supervisors cutting budgets to the bone and leaving rosters incapable of meeting routine changes like people phoning in sick.

These are significant concerns to the Union and why we're running the "No Pay? No Way!" campaign.

Every call we receive about workloads and rostering adds to the evidence of the health system being placed under enormous strain. And it's highlighting how flawed the introduction of allied health assistants really is in delivering positive health outcomes for Victorians. Rather than easing the workload issues, they are in fact contributing to it as they do not possess the skills and training to do the work required.

Remarkably the Government and healthcare providers appear to refuse to believe the need to address the ever-increasing workloads. Indeed the Budgets of the Victorian and federal Governments will add to the workload issues by failing to invest in the health workforce.

We are not prepared to sit back and let our workplaces deteriorate into breeding grounds of stress, anxiety and injuries. The "No Pay? No Way!" campaign is designed to give members an opportunity to restore our workplaces to being good places to work.

Make sure more people in your workplace hear about our campaign by using one of our email signature graphics at: http://msav.org.au/documents-mainmenu-29/cat_view/61-campaigns-general

Our Community Counts – March for a Fair Australia

On Sunday the MSAV, VPA and AHP will join with other unions, community groups, churches, environment groups to march for a fair Australia. Will you join us?

The "Bust the Budget" rally showed the continuing anger about the state and federal budgets and their impacts on poor and vulnerable Victorians.

We want governments that respect healthcare and health workers, not one that cuts jobs and services.

Join us on Sunday for the "Our Community Counts" rally and march for a fair Australia.

Together we can send the Abbott and Napthine governments a powerful message that Australians will not accept attacks on the poor, the young, the elderly and the vulnerable.

Rally Details

When: 6 July at 1pm

Where: Queen Victoria Gardens – opposite the Arts Centre in St Kilda Road

Following up on Commitments from Annual Conference

At this year's Annual Conference we put the major political parties on notice that we would write to them seeking their commitment to:

1. Restoring full funding to the Victorian healthcare system to recognise the investment needed in the health workforce, not just infrastructure;
2. Ensuring Victorians are not charged a co-payment for visits to Hospital emergency departments
3. Halting the employment of allied health assistants until a full investigation into Victorian health outcomes has been completed given the introduction and subsequent expansion of allied health assistants in hospitals and community health centres.
4. No contracting out or outsourcing of clinical services to the private and not-for-profit sectors.
5. Considering the return of pathology services outsourced to private providers to the public sector
6. Enforcing existing contractual deliverables under contracts with private pathology providers including on-site testing and turn-around times.
7. Ensuring that our workplaces through proper staffing to guarantee workloads are fair and reasonable and eliminates duress and injury through excessive workloads.
8. Redressing the current high levels of unpaid work performed by public health workers.

Well we've written to them and we're still awaiting responses from the major political parties. As soon as we receive their responses we will publish them in STAT Report.

The Union is also preparing its case regarding our concerns about workloads and private providers operating in public hospitals, which we will be sending to Victorian Health Minister, David Davis in the coming days.

Part-time Work and Public Holiday Entitlements

We've recently had enquiries from a couple of public sector members who work part-time about their entitlement to be paid for public holidays on days on which they are not required to work.

Clause 69.5 of the enterprise agreement deals with this and it's pretty straightforward:

If it's a day you would normally work, you get paid for the day. As simple as that.

If it's a day where you're not normally required to work, you get paid on a pro rata basis. How this works is outlined in clause 69.5.2 as follows:

“Average weekly hours over the previous six months are to be determined and a pro-rata payment made, regardless of whether the employee would ever work on that day of the week.

Example:

Average Hours	Shift Length	Base Payment	Penalty	Payment
24/38 hours	X 8 hours (Where the ordinary shift length is 8 hours)	5.05 hours	T 1.0	5.05
20/38 hours	X 10 hours (Where the ordinary shift length is 10 hours)	5.26	T1.0	5.26 hours

A practical example would be - say you normally work 3 days per week (being Tuesday, Wednesday and Thursday) and there's a public holiday on a Monday (such as Queens Birthday just recently). If the standard shift length in your workplace is 8 hours, you will get 5.05 hours pay for that day.

If you have any concerns or questions please get in touch with the Union on 9623 9623.

Keep Super Fair

Australian workers who currently earn up to \$37,000 per year get a tax rebate from the Federal Government's Low Income Superannuation Contribution (LISC).

For eligible workers this contribution can be up to \$500, paid annually into their super account, on the tax paid on their superannuation contributions. The LISC rebate was introduced to make superannuation tax concessions more equitable.

The Abbott Government is now proposing to abandon it.

Without the LISC, the lowest-paid 3.6 million working Australians would receive no tax break on their compulsory super contributions, while the highest-paid workers would continue to receive a tax break of 30 per cent.

This change will disproportionately impact on women. In fact 1 in 2 working women will be affected.

The Union thinks it's unfair to penalise people for saving for their retirement.

Make your voice heard to Keep Super Fair at <http://keepsuperfair.com.au/>

Did Dorevitch come through on its Pay Commitment?

It's the first few days of the 2014/15 financial year, and still no reports from members that the promised pay rise has come through.

In a memo to staff from Neville Moller it noted that there would be an increase of a total of 2.5% in pay with an additional 0.25% increase in superannuation contributions, which would be delivered in two instalments over the 2013/2014 financial year.

As mentioned in last week's STAT Report, the Union is following up with Dorevitch to find out if and when the promised pay rise will be paid.

The Union will let you know what we hear but if you know something get in touch on 9623 9623.

2014 FACTA Workshop: Prescription Drugs: Analysis and Behavioural Effects

The 2014 FACTA workshop will be held on September 5, 2014 in Adelaide, South Australia directly following the 22nd International Symposium on the Forensic Sciences of the Australian and New Zealand Forensic Science Society.

Professor Jan Ramaekers, Psychopharmacologist from The Netherlands who is Head of the Department of Neuropsychology and Psychopharmacology, Maastricht University (The Netherlands) will be the key speaker at the workshop.

Professor Ramaekers has conducted a large number of experimental studies on the effects of medicinal drugs, such as antidepressants, antipsychotics, anxiolytics, anticonvulsants and antihistamines on cognition, psychomotor function and actual driving performance of healthy volunteers and patients and is well placed to talk about behavioural effects of prescription drugs.

The workshop will also feature speakers talking about the difficulties associated with prescription drugs in our community.

Registration is now open until 1st August 2014.

People can register online and get more information about the Workshop at www.facta.org.au

ACTU National Women's Conference

The 2014 ACTU National Women's Conference is a 2 day conference primarily aimed at women unionists but also open to a broader network of individuals and organisations working to improve the lives of working women.

The conference will identify the current political and industrial challenges facing working women and develop key industrial, organising and campaign priorities and action plans.

There will be a focus on developing strategies to mobilise union, political and community support for campaign priorities as well as on developing practical organising, campaign and leadership skills.

When: 21 to 22 August

Where: City Convention Centre – 300 Flinders Street, Melbourne

Speakers include:

- The Hon Tanya Plibersek MP, Deputy Leader of the Opposition
- Ged Kearney, President Australian Council of Trade Unions
- Sharan Burrow, General Secretary, ITUC

To register for the conference or for the Anna Stewart Memorial Dinner visit:

<http://www.cvent.com/events/2014-actu-national-women-s-conference-and-anna-stewart-memorial-dinner/event-summary-bb60995bdd24479ba4c41dc03a94f04b.aspx>

NPAAC Public Consultation on Draft Documents

The Union has been given notification that NPAAC is conducting public consultations into two draft documents:

- Requirements for Procedures Related to the Collection, Processing, Storage and Issue of Human Haemopoietic Progenitor Cells
- Guidelines for Point of Care Testing

Copies of the draft document can be downloaded at

<http://www.health.gov.au/internet/main/publishing.nsf/Content/health-npaac-publications-draft.htm>

Submissions to the public consultation period must be received by 23 July 2014.

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As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

ACTU Member Connect makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

There is more information about a range of other benefits union members can access at <http://www.memberconnect.com.au/> or you can call ACTU Member Connect on 1300 362 223.



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Authorised by Rosemary Kelly, Executive Officer, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email enquiry@msav.org.au A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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