

## Stat Report 2014/29

### Monash Primary Mental Health Team Closure

In response to queries about unfilled vacancies Monash Health has provided VPA & members in the PMH Teams with a Change impact statement stating they would all be transferred to another clinic at Berwick. Unfortunately the CIS was silent on the wider impact – both to the members individually (several of whom cannot easily change work locations) and more broadly to the mental health programs at Monash Health.

The transfer results in the apparent closure of these teams without explanation as to what happens to their functions. These teams provide important support to GP's managing serious mental health issues by providing secondary consultations, education and direction to appropriate resources. – without Primary Mental Health systems – adult mental health patients will only have one pathway into the Monash Mental Health system - ED

Our EBA requires Monash health to provide all relevant information about changes both to the individual and more widely on the employers structure. The union has entered into dispute with Monash and asked them to provide the mandatory information in writing before consultation begins – we meet with Monash on Tuesday to discuss the matter further.

We will keep members informed of the outcome.

### Voting on Healthscope's offer opens Monday

On Monday, voting opens for the EBA offer put to members by Healthscope.

The pay rise being offered by Healthscope is:

- 1.75% from first pay period after 1 July 2014.
- 2.00% from first pay period after 1 July 2015.
- 2.00% from first pay period after 1 July 2016

The pay rises offered are, in the MSAV's assessment, too low and fall well below CPI increases. This will result in members' wages continuing to fall behind the rest of the sector, making Healthscope a less attractive employer in the future; and making it harder for our members' wages to cover their costs of living.

There are no improvements to current conditions of employment. And the changes to the agreement proposed by Healthscope include:

- Choice of superannuation fund clause
- Revamped consultation clause (no longer requiring automatic advice to the union)
- Insertion of a flexibility clause

There has been no improvement to the night shift allowance for technicians. And the pay movements proposed at Healthscope are not consistent with current pay rises offered by

other employers.

Here's what is offered by other employers:

- Public Sector Agreement 3% per annum on average
- Cabrini Health 3.25% per annum
- St John of God 3.25% per annum
- Victorian Cytology Service 3% per annum on average
- Australian Red Cross Blood Service 3% per annum

**The Union believes that this is a sub-standard offer and strongly encourages members to vote NO.**

If you have any questions please contact the Union on 9623 9623.

## No Pay? No Way!

High workloads and the growing reliance on unpaid work by employers can put you at risk of suffering serious injuries including depression, anxiety and heart disease. And while managers do little to acknowledge the ever increasing workloads, they expect you to work longer and harder.

**Join the campaign! Download & use one of our graphics for your email signature to help raise awareness of our campaign.**



OR



## Training for Job Reps: Campaigning Skills & Enforcing our Agreements

The next Job Reps training session will be held on **Friday 26 September from 10am to 3pm.**

The training session will cover the basics of organising and campaigning, using the “No Pay? No Way!” campaign. The training session will also go through the process for identifying breaches of our Agreements and the ways in which the Union can enforce our Agreements.

**This training session will suit all Job Reps, whether new or experienced.**

Job Reps in the Public Sector can attend training days and activities organised by the Union without losing pay if the training is on a day you would normally be rostered to work. If you are a Job Rep in the Private Sector please contact us as not all Private Sector agreements allow for paid leave for Union training.

If you are attending the Job Reps training make sure that you apply for leave now.

**To register for the Job Reps training, please contact the Union on 9623 9623 or email [alexs@msav.org.au](mailto:alexs@msav.org.au) by close of business on Friday, 5 September.**

## Anna Stewart Memorial Project – Calling for registrations!

**The next Anna Stewart Memorial Project will be conducted at Trades Hall from Monday 6 October to Friday 17 October 2014.**

The aim of the Anna Stewart Memorial Project is to increase women's involvement in the union movement. The project has been in existence since 1984 and so far more than 800 women have participated in the Victorian arm project.

During the two week project, women union members from diverse workplaces and occupations are placed with their own, and sometimes with another union, for two weeks.

Participants will experience the full range of union work, including mass meetings, enterprise bargaining negotiations and hearings at Fair Work Australia. In addition, all participants meet for three and a half days group training during the project at the Victorian Trades Hall Council to discuss women, work and union issues.

As many more women increase their participation in the workforce, they are also joining trade unions. However, the extent of women's union membership is not yet reflected at all levels of the union movement.

So if you're interested in participating in the Anna Stewart Memorial Project please contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au) to discuss your participation in detail.

## MSAV & HSU#4 Annual General Meeting

The MSAV & HSU#4 Annual General Meeting will be held on 10 September at the DownTowner on Lygon. Light refreshments will be served from 6pm before the AGM commences at 6.30pm.

For catering purposes please register your attendance for the MSAV & HSU#4 AGM by contacting the Alex at [alexs@msav.org.au](mailto:alexs@msav.org.au) by close of business on Friday, 5 September.

The annual financial reports are now available to members on our website. You will need to be a member and registered on our website to access this information.

**Save the Date: MSAV Annual General Meeting, Wednesday 10 September from 6pm**

## VPA Annual General Meeting and Professional Development

This year's Annual General Meeting for the VPA and the next Professional Development seminar will be held on Wednesday 17 September 2014 at the Treacy Centre in Parkville.

The topic for the professional development seminar is "The diagnosis and management of sleep disorders", which will be presented by Associate Professor Gerard Kennedy.

Time	Program
12:30pm to 1pm	Light Lunch
1pm to 1:30pm	VPA Annual General Meeting 2014
1:30 to 2:30pm	First Session
2:30pm to 2:45pm	Afternoon Tea
2:45pm to 4pm	Second Session
4pm to 4:20pm	Plenary

The annual financial reports are now available to members on our website. You will need to be a member and registered on our website to access this information.

**Save the Date: Wednesday 17 September from 12.30pm for the next Professional Development session and the VPA Annual General Meeting.**

To register your interest for the VPA PD and AGM please contact Alex at [alexs@msav.org.au](mailto:alexs@msav.org.au)

# Annual Financial Reports

Members are advised that in the lead up to the Annual General Meetings for the MSAV, HSU#4, VPA and AHP, the annual financial reports are now available on the website for you to review.

It is important to note that access to these reports will require you to be a member and to be registered on our website.

## Worth Reading: "Social media policies impinging on privacy, freedom of expression"

Social media has disrupted the distinction between employees' work and private lives, yet the social media policies of many Australian organisations don't take privacy and freedom of expression into account, according to a leading academic.

Macquarie University Associate Professor Louise Thornthwaite told the 22nd Annual Labour Law Conference in Sydney this week that there was "very little consideration given to date" on whether the social media policies developed by employers and law firms interfered with employees' privacy and freedom of expression expectations.

She said policies commonly included clauses that "basically curtail the freedom of employees to talk about work and working conditions and their employment relationship in their personal time, even in off-duty and personal social media forums".

Thornwaite gave as an example two policy clauses, which she said were "pretty common". One states that: "while it is fine for [employees] to disagree .... please don't use your external blog or other online social media to air your differences in an inappropriate manner".

The second states that: "In their personal use of social media, employees, volunteers or supporters who do not identify themselves as affiliated are still counted as representing the organisation and must comply with [the organisation's] ethics and guiding principles for social media use".

Thornwaite said individuals in Australia largely had an expectation of privacy, and they behaved according to that expectation. However, there was limited privacy regulation in Australia, and it was mainly concerned with regulating control of information.

This contrasted with a number of other countries, where the right to privacy was based on dignity and the requirement for people to be able to build relationships.

She said privacy and freedom of expression issues had consequently found their way into employment court and tribunal decisions overseas to a greater extent than in Australia.

In the UK, for example, the right to privacy was "encroaching" into unfair dismissal law, while in the US a number of social media policies and policy clauses had been held to violate the National Labour Relations Act by curtailing discussions about rights and employment relationships.

She said that the "sorts of discourse around this issue will change, and possibly should change, given the problematic nature of social media".

Thornwaite said she was not "suggesting for one moment" that cases where employees had been sacked for offensive behavior on social media - such as *Cameron Little v Credit Corp Group Ltd* (see Related Article) - had been wrongly decided.

And, she noted that the Fair Work Commission and its predecessor had made some rulings protecting privacy and freedom of expression.

In *Broadmeadows Disability Service*, for example, the tribunal refused to allow a clause into

an agreement because it extended to private conversations about employment.

And in Wilkinson-Reed v Lantoy Pty Ltd the tribunal found unfair the sacking of an HR manager whose boss had discovered she was criticising him after he hacked into his estranged wife's Facebook and read her private messages (see Related Article).

However, she continued that there were "issues that need to be discussed" in Australia when it came to regulating employees' social media use.

**This article is reproduced from Workplace Express and can be found [here](#) [note it requires a subscription]**

## 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 Active! Help change Victoria!

Here's what's happening in the campaign this week:

**Saturday, 30 August – Mordialloc Doorknock Blitz.** We're heading out to Mordialloc, where just a few hundred votes can change the government!

Join emergency service workers, health workers and teachers out telling the real story on emergency services, health and education crises under Napthine.

You don't need any experience, you'll receive training and materials on the day. Bus transport from Trades Hall can be arranged for volunteers - sign up here and we'll be in touch!  
[Volunteer for this now!](#)

**Monday, 1 September – Phone Bank.** Join us on Monday 1st September for the Trades Hall phone bank! You don't need any experience; we provide full training, plus pizza dinner!  
[Volunteer for this now!](#)

**Monday, 1 September – Bellarine Phone Bank.** We are Union volunteers will gather at Geelong Trades Hall to make calls to union members in the electorate of Bellarine to find out the most important issues to them.  
[Volunteer for this now!](#)

**Wednesday, 3 September – Belgrave Train Station leafleting.**  
[Volunteer for this 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.



**Wednesday, 3 September – Phone Bank.** Join us at Trades Hall for our next phone bank. You don't need any experience; we provide full training, plus pizza dinner!  
[Volunteer for this now!](#)

**Thursday, 4 September – Kananook & Frankston Train Station leafleting.** Join Paramedics, Firefighters and Nurses at Frankston & Kananook stations leafleting and talking to local commuters about the Emergency Services and Health crisis in Victoria!  
[Volunteer for this now!](#)

**Thursday, 4 September – Bentleigh Train Station.** Join us to inform commuters in the marginal seat of Bentleigh about Napthine's cuts to TAFE and public schools, in support of local teachers and students!  
[Volunteer for this now!](#)

**Thursday, 4 September – Women calling Women Phone Bank.** Join us at our one-off 'Women Calling Women' phone bank. We're aiming to call 500 female union members in the marginal seats to speak to them about their key issues as we approach the November State Election.  
[Volunteer for this now!](#)

**Or you can volunteer for the *We Are Union* campaign at:**  
<http://www.weareunion.org.au/volunteer>

## Benefits for Union Members

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.

[follow on Twitter](#) | [friend on Facebook](#)

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](mailto:enquiry@msav.org.au) A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

[unsubscribe from this list](#) | [update subscription preferences](#)