



## Stat Report 2014/41

### Better Path Plan

Pathology is a key scientific service in delivering Victorians world-class health care. It is vital for diagnosis and treatments; and to cross-match blood for life-saving transfusions.

#### **No Medical Scientists = No Diagnosis + No Treatment**

Join the Union and call on all candidates at this year's State Election to sign our Better Path Plan pledge to show their commitment to having world class healthcare underpinned by strong, public pathology services.

**TAKE ACTION: Make sure our Better Path Plan is on the agenda for the State Election – send your email today: <http://msav.org.au/news-mainmenu-2/latest-news/1920-the-better-path-plan>**

### No Pay? No Way! Survey

One of the biggest issues coming through in the Survey is the various reasons for why people are doing unpaid work. It is becoming apparent that for many health services the workplace culture is such that new staff feel pressured into doing unpaid work on their own initiative rather than because they've been asked to by their supervisor or management team. When asked about the reasons for doing unpaid work, 84% of respondents suggested being unable to complete tasks within ordinary hours; 65% noting their department is understaffed; and 60% are doing unpaid work to deal with urgent requests.

Findings in our Survey also suggest that where people are being asked to do unpaid work by their supervisors or management team, members are agreeing to do unpaid work for largely the same reasons given for doing unpaid work on their own initiative. It is also interesting to note that when asked if there were sufficient staff to cover the workload when staff take annual leave or sick leave, 86% of respondents indicated there were not enough staff to cover such instances of leave.

Interestingly, research published by the Australia Institute, as part of Go Home On Time Day, confirms many of the issues highlighted in the "No Pay? No Way!" survey around unpaid work. The Australia Institute's research shows that work/life balance continues to be an issue for many people with Australians continuing to work large amounts of unpaid overtime.

The research conducted by the Australia Institute for Go Home on Time Day this year found that these unpaid work hours added up to 58.8 million hours, which based on the average income adds up to almost \$110 billion.

The Union is still going through the data and is preparing a report to circulate to members.

## Blowing the whistle or raising concerns about your management? Go to the Union first!

It has come to the Union's attention that some health services are directing staff to raise their concerns, complaints and allegations of corruption with an organisation that is not the Union.

We've been reliably informed that staff at a number of services are being told to go to STOPline.

We strongly advise members to raise any concerns with the Union first and foremost.

We are the only organisation that is solely dedicated to protecting your workplace rights and professional interests. At no time should you go to an organisation contracted by your health service on matters relating to your industrial and professional interests; especially on issues where you could potentially be considered a whistleblower.

If you have any concerns or question please contact the Union on 9623 9623.

## Napthine Government failing health workers and Victorians

The Union wants to know how a Napthine Government proposes to ensure world-class health care continues to be delivered in Victoria's public hospitals when it has failed to address the dwindling medical scientific workforce or invested in workforce planning.

The Union has yet to see anything from the Napthine Government about how it's going to deliver world's best healthcare when it has slashed health funding by \$850 million.

The Napthine Government can't expect to improve health outcomes by only investing in bricks and mortar while ignoring the need for highly qualified staff and standing by as essential services, like pathology, are rundown or privatised.

This is about making sure Victoria has the best and brightest scientists, psychologists and pharmacists working in our public hospitals and community health centres delivering high quality outcomes for patients.

To truly improve health care outcomes for Victorians, the state government must invest in its workforce; stop outsourcing services to providers only interested in profits; and end the downsizing and dumbing down of the workforce required to deliver quality health outcomes to patients.

The Union strongly believes that the Napthine Government must end its ideologically driven push for ever more privatisation of health care or face having a state incapable of meeting even the most basic health needs of Victorians.

The Union is calling on the Napthine Government to release its policies on healthcare, rethink its healthcare spending and focus on rebuilding the professional health workforce needed to meet growing demand.

**TAKE ACTION: Make sure our Better Path Plan is on the agenda for the State Election – send your email today: <http://msav.org.au/news-mainmenu-2/latest-news/1920-the-better-path-plan>**

## Are you being incorrectly classified by your employer?

Recently the union was advised by a member, who had been performing scientific duties, that they were being incorrectly employed as a Technician under the Health Professionals Award, rather than as a Medical Scientist under the Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Agreement.

Aside from being incorrect, the Health Professionals Award has much lower rates of pay, no disciplinary procedure, no paid parental leave, as well as lower sick leave entitlements to name a few. Most importantly, the Health Professionals Award lacks the career structure and progression provided by the classification provisions in our agreement - Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Agreement.

It was with these classification provisions that the union was able to successfully lobby on behalf of the member to be classified correctly, under the correct industrial agreement.

Think you are being incorrectly classified? Have any questions? Contact the union on 9623 9623 or by email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au).

## The Christmas close down period and you

It has come to our attention that a number of employers are already trying to coerce members into taking annual leave to cover their close down periods.

It is very clear from our public sector Enterprise Bargaining Agreement and most of our private sector agreements that there is no capacity for your employer to force you to take annual leave or long service leave for this purpose.

It is not acceptable for your employer to make arrangements about close down periods under the assumption that staff will be required to use annual leave or long service leave to cover it.

**Remember: there is no requirement for anyone to agree to take annual leave or long service leave to cover regular working days over the Christmas and New Year period.**

**Contact the Union for assistance on 9623 9623 if you need further advice.**

## Association of Hospital Pharmacists Committee Vacancy

A vacancy currently exists for a committee member of the AHP committee of management. The AHP is calling for nominations from AHP members who are interested in joining the committee and become directly involved in the important work of representing hospital pharmacists and managing the affairs of the AHP.

Interested AHP members should contact Victor Reginato or Paul Elliott on 9623 9624.

## Join the campaign - No Pay? No Way!

**Show your support for the campaign by downloading & using one of our graphics for your email signature.**

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OR



## Did you Go Home On Time?

This week we celebrated Go Home On Time Day on 19 November, because we know that life doesn't need to revolve around work. Go Home on Time Day is a chance to win back some work/life balance and to consider how much unpaid work you're doing to keep vital health services running in our public hospitals and community health centres.

This issue also reminds us of the work we need to do to restore proper staffing levels and rebuild decent jobs.

If you went home on time this year on 19 November we'd love to hear about how you spent the extra time. Did you go the movies, spend time with friends or family, or maybe went out for dinner or did some gardening? Whatever you did to celebrate Go Home On Time Day let us know.

Find out more at <http://www.gohomeontimeday.org.au>.

## Worth Reading: Overtime pay in danger as big business pushes for changes

"A shake-up of overtime and public holiday conditions could be looming amid a sweeping review of workplace deals covering more than a million Australians.

Big business is pushing for modern-award provisions for workers to surrender overtime pay and instead get time off, while the union representing the nation's retail staff wants workers to get a day off when a public holiday falls outside their five-day week."

Read the full article by Nick Toscano in The Age: <http://www.smh.com.au/business/overtime-pay-in-danger-as-big-business-pushes-for-changes-20141116-11nr70.html>

## Worth Reading: Walking the tightrope: Have Australians achieved work/life balance?

"Former Prime Minister of Australia John Howard described work/life balance as a "BBQ-stopper" in 2001. Since then, the term "work/life balance" has been part of the Australian lexicon, but just how well are Australians achieving it?

National Go Home on Time Day was launched by The Australia Institute in 2009 as a light-hearted way to start a conversation balance with Australian employees (11.6 million people) about the importance of work/life and the many significant consequences it can have on physical and mental health, relationships and communities."

Read the entire report produced by the Australia Institute at:  
<http://www.tai.org.au/content/walking-tightrope-have-australians-achieved-worklife-balance>

# 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](#)

## We Are Union - Get Active! Help change Victoria!

### Monday 24 November

Trades Hall Phone Bank at 6pm – [RSVP](#)

Bellarine Phone Bank at 6pm – [RSVP](#)

### Tuesday 25 November

Parkdale train station leafleting at 7am – [RSVP](#)

### Wednesday 26 November

Frankston train station leafleting at 4:30pm – [RSVP](#)

Trades Hall Phone Bank at 6pm – [RSVP](#)

### Thursday 27 November

Frankston train station leafleting at 7am – [RSVP](#)

Mordialloc train station leafleting at 7am – [RSVP](#)

Bentleigh Stall at 2pm – [RSVP](#)

### Friday 28 November

Bentleigh Leafleting at 8:30am – [RSVP](#)

## 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



## 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.

Member Connect on 1300 362 223.

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