



Stat Report 2015/05

No Pay? No Way!

During October 2014 the Union undertook a survey of all members about the impacts and extent of unpaid work. This survey follows on from the research undertaken in 2011-12 as part of the Public Sector Enterprise Bargaining.

The results show that workloads are increasing with over 60% of respondents doing 2 or more hours on average per fortnight. It becomes even more startling when you consider that 40% of respondents are doing unpaid work on a daily basis and 41% are doing unpaid work on a weekly basis.

With over ten per cent of members participating in the survey the Union feels that a critical number of people participated to give legitimacy to the results; and more importantly provide an accurate reflection of the state of the workplace for medical scientists, psychologists and hospital pharmacists.

NO PAY? NO WAY! **REAL MEMBERS - REAL QUOTES**

"In order to comply with best practice and standards, we have to perform more work with no additional funding or ability to obtain more staff."

Authorized by P.Elliott, Executive Officer, MSAV, 1/62 Lygon St, Carlton South, VIC 3053

It is becoming apparent that for many health services the workplace culture is such that 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 so for largely the same reasons given for doing unpaid work on their own initiative – in other words high workloads and understaffing.

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.

NO PAY? NO WAY! REAL MEMBERS - REAL QUOTES

“It’s awful. It causes a constant feeling of impending doom at work. I get up each day knowing that I will be bombarded with the workload of at least two people.”

Authorised by P.Elliott, Executive Officer, MSAV, 1/62 Lygon St, Carlton South, VIC 3053

The results from the Survey will not necessarily shock anyone working in the health sector. However the results from the Survey do show a stark reality for medical scientists, psychologists and hospital pharmacists – that workloads are significantly increasing, staff levels are not meeting increases in demand and more unpaid work is being performed than in 2011-12.

Medical Scientists Association of Victoria concerned about Ararat's new provider of pathology services

THE MEDICAL Scientists Association of Victoria has warned that healthcare standards for Ararat residents could be compromised with pathology testing being handed to Dorevitch Pathology.

Executive Officer, Paul Elliott said the standard of Ararat's healthcare has been brought into question by Dorevitch taking over pathology testing.

"The Medical Scientists Association of Victoria is deeply troubled by reports that Dorevitch Pathology will be taking over pathology testing at Ararat given the extensive history Dorevitch has in taking pathology testing out of hospitals, where it's needed the most," he said.

"Around 85 percent of all patient clinical diagnosis is based on a pathology test of one form or another.

"On-time test results, like ambulance response times, are an absolutely vital element to delivering world-class health care

"But we know that Dorevitch's business model is to gut testing at local hospitals and do testing centrally in Melbourne."

Mr Elliott said Dorevitch has a model of taking testing out of hospitals.

"We've seen it happen wherever Dorevitch have been contracted and we'll see it happen in Ararat," he said.

"Taking testing out of the Ararat hospital would threaten the ongoing viability of current clinical services such as obstetrics, surgery and emergency department as turnaround times for tests blow out.

"In-hospital pathology testing and a full blood bank services are as important to delivering critical clinical services as doctors and nurses."

Mr Elliott has also taken a swipe at the East Grampians Health Service Board over its decision to award Dorevitch the contract.

"Remarkably the local hospital board's decision appears to be about offering basement bargain healthcare to the people of Ararat," he said.

"In making this decision, the hospital board will see local jobs lost with the pay and conditions for pathology workers undermined.

"The hospital board must deliver to the community an iron-clad undertaking from Dorevitch Pathology that all pathology testing and blood bank services will remain in the hospital - without it the Ararat community may find their hospital closing the emergency department and critical clinical services."

You can find the story in the Ararat Advertiser at:

<http://www.araratadvertiser.com.au/story/2863518/medical-scientists-association-of-victoria-concerned-about-ararats-new-provider-of-pathology-services/?cs=1516>

You can also read a follow up article, which piqued our interest, citing Dorevitch CEO, Neville Moller, and East Grampians Health Service CEO, Nick Bush, at:

<http://www.araratadvertiser.com.au/story/2863580/dorevitch-pathology-awarded-contracts-for-provision-of-services-at-eghs-and-ararat-medical-centre/?cs=1516>

Join the campaign - No Pay? No Way!

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



Fight for our Rights – National Day of Action

Our rights at work are again under attack from the Abbott Government and employers.

It's time to stand up and fight back is now!

On March 4 join us and thousands of others in Melbourne to stand up for our rights at work. The Union will have a contingent at the rally and will be meeting out the front of the Union's offices at

We can't stand by while the Abbott Government destroys our living standards.

Make sure you tell your friends, family and co-workers to join us. The bigger the crowd, the louder and stronger the message we send.

Rally Details

When: 4 March at 10am to 12pm

Where: Victorian Trades Hall

Sign up at: <http://www.weareunion.org.au/fight4rights>



Worth Reading: Unions' Decline and the Rise of the Top 10 Percent's Share of Income

“A pattern that Colin Gordon has presented in past years (2013, 2012) is that union membership density fell as the share of income going to the top 10 percent escalated. We update his chart using new data from Piketty and Saez's analysis of tax data.

Union membership remained at 11.2 percent in 2013, though we already know that it dropped to 11.1 percent in 2014 (not shown in the figure). The share of income going to the top 10 percent hit 47.8 percent in 2012, the highest it has been since 1917 (the earliest year available in Piketty and Saez's data). In 2013, we did see a slight drop in this share to 47.0 percent. As we noted when we reported on a similar decline in the top 1 percent's wages in 2013, the increase in the top marginal tax rate in 2013 might have led to some shifting of income from 2013 into 2012. If this were the case, we would likely see the top 10 percent's share of income to continue its longer-term upward trend in 2014. We also note that top 10 percent income shares in 2013 were higher than those in 2011 and represent a significant increase from the 45.5 percent share in 2009 at the start of the recovery.”

Read the entire article by Lawrence Mishel and Will Kimball on the Economic Policy Institute at: <http://www.epi.org/publication/unions-decline-and-the-rise-of-the-top-10-percents-share-of-income/>

NOTE: While this piece refers to the US situation it is arguable that a similar situation exists in Australia.

Worth Reading: Abbott redux needs to revisit 'sustainable' health spending

"The Abbott government "reset" yesterday provides a valuable opportunity to reconsider health policies based on the idea that Australia's health system is unsustainable. But first it will need to embrace a new understanding of what a sustainable health-care sector actually is."

The idea of sustainability has spread from ecology to apply to most aspects of human endeavour. In the context of health care, it can mean many things. The English National Health Service (NHS), for instance, launched a strategy for a sustainable health system in 2014 with emphasis on reducing environmental damage and promoting healthy lifestyles.

But discussions about Medicare's sustainability under the Abbott government have only concerned how much we spend on the health sector."

Read the entire article by Jane Halle and Kees Van Gool in The Conversation at: <http://theconversation.com/abbott-redux-needs-to-revisit-sustainable-health-spending-36602>

Worth Reading: Why the government would have us pay more for poorer health

The Coalition government has been claiming that Australia's public health system is unsustainable since the 2014 budget. But its plans for the health system actually reflect the underlying belief that user-pays health systems are better – despite evidence to the contrary.

Less than a year and a half into the Abbott government's first term, we're on our second health minister and the third iteration of some kind of plan to introduce a co-payment for seeing a doctor. Despite widespread and vocal opposition to its plans, the government remains committed to introducing this price signal into the public health system.

Read the entire article by John Attia and John Duggan in The Conversation: <http://theconversation.com/why-the-government-would-have-us-pay-more-for-poorer-health-30887>

Worth Reading: Lower growth, lower wages and lower prices equals poor outlook for Australia

"The quarterly Statement on Monetary Policy (SMoP) released by the Reserve Bank last Friday gave more explanation of why it decided to cut the cash rate to 2.25%, and also examined the falling iron ore and oil prices. In doing so it noted that while the impact on economic growth of such falls was mixed, the impact on the budget from falling commodity prices was overwhelmingly negative.

The big-picture numbers in the February SMoP are not good. For most of 2013, the RBA was predicting Australia's economy this year would grow by between 2.5% and 3.5%. Such a growth (with the mid-point of 3%) is largely on trend as the average annual growth for the past 25 years is 3.1%."

Read the entire article by Greg Jericho in The Guardian at: <http://www.theguardian.com/business/grogonomics/2015/feb/09/lower-growth-lower-wages-and-lower-prices-equals-poor-outlook-for-australia>

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](#)

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.



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.

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

Authorised by Paul Elliott, 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).

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