



Stat Report 2015/17

Round up from Annual Conference 2015

Last week the MSAV, VPA Inc and AHP held their second joint annual conference. The theme for this year's annual conference was the "No Pay? No Way!" campaign.

The Conference explored how over the past decade staff reductions forced through budget cuts is causing workloads to explode. It was evident from the discussion that health managers have long stopped thinking about how we cope with extra work.

It was also evident that many health managers just expect staff to do more and more work in the same amount of time. In 2015, hundreds of thousands of hours of unpaid time will be worked to cope with unreasonably high workloads. Unfortunately the Conference heard that there is growing evidence of a structural reliance on unpaid work to keep many services afloat.

And, as the Conference heard, this is expected to increase with cuts to health spending announced in the Federal budget. It was highlighted repeatedly that employers are cutting scientists, dietitians, psychologists and pharmacists etc while expecting those who are left behind to do more work with a lot less.

The Conference also explored the current industrial environment. It was highlighted that the industrial environment is becoming more hostile as employers have become emboldened by the Abbott government. While we've heard very little from the Abbott Government about industrial relations we need only look to the Budget to see the kind of industrial agenda being formulated.

And we can expect the industrial environment to grow even more hostile as we see more employers trying to cut their own budgets in response to cuts to government spending on health.

Conference also discussed how in an environment of growing hostility we need to grow our membership. We need to be bigger and stronger to protect ourselves against cuts and other adverse changes, and we especially need to be bigger and stronger for next year's enterprise agreement negotiations.

The Conference heard from the Victorian Parliamentary Secretary for Health, Mary-Anne Thomas about the Andrews Labor Government policies for health and the re-investment in quality public healthcare in this year's State Budget. There were many features of the State Budget that helped re-invest funding back into public healthcare but unfortunately as the Conference heard, much of this will have a limited impact as the federal government made further cuts to healthcare spending.

It was also great to hear Ms Thomas acknowledge the crucial roles our members play in delivering world-class healthcare. and thanking you for your tireless work which is all too often

goes un-seen and under-appreciated.

It was evident listening to the presentations and discussions that across the public and private health systems we're seeing more cracks appearing; and the cracks that already existed are getting bigger. The Conference highlighted the need for us all to continue to work together to fight back against increasing workloads and hours doing unpaid work.

It was definitely clear from the Conference that members want the Union to continue the campaign to:

- Reduce unsustainably high workloads
- Enforce Workload Clauses in our Agreements
- Have fewer members doing unpaid work
- Eliminate injuries arising from high workloads; and
- Engage more members in the work of the Union
- Recruit more members into the Union

[Find out more information and get behind the campaign here.](#)

Download the “No Pay? No Way!” Survey Report

The Union proudly launched its “No Pay? No Way!” Survey Report at Annual Conference last Friday. It provides a crucial insight into the nature and extent of unpaid work and how it is being structurally relied upon to keep essential services open.

[Download your copy of the “No Pay? No Way!” Survey Report here](#)

Changes at Epworth you need to know about

The Union has been contacted by the HR department at the Epworth with a proposal to change the manner of personal leave accruals.

The proposal would implement progressive accruals instead of upfront crediting. That means you will have to accrue personal leave entitlements instead of the current situation of being credited personal leave up front. (Right now you are entitled to 88 hours and 32 minutes of personal leave in your first year of employment.)

We have advised management that the Union doesn't believe this can be changed under the terms of our Enterprise Bargaining Agreement and have asked them to re-examine the matter.

Efforts by Epworth to move to progressive crediting could potentially deprive members of access to leave when they most need it – that is when they or a family member is ill – so we will monitor this matter closely. The Union also understands that the changes to personal leave won't come into effect until July this year.

Please let the Union know what you've been told about the proposal if anything and also if your leave gets denied because of lack accruals. You can email your information to:

enquiry@msav.org.au

Dorevitch Pathology gutting cancer pathology at Latrobe Regional Hospital

The Union is extremely concerned that Dorevitch Pathology is continuing to remove more pathology services and getting rid of medical scientists at Latrobe Regional Hospital (LRH) to the point that patients' care will be seriously affected.

Dorevitch is planning to downgrade the histology laboratory in the pathology department so that critical pathology testing for cancer patients would be transferred to Melbourne. The Union is particularly concerned about this latest round of pathology service cuts given it will have a direct

impact on the Hospital's ability to deliver world-class cancer support, only months after the opening of the new \$70 million Gippsland Cancer Centre in Traralgon.

These cuts follow on from a long list of previous cuts and are another bad sign for quality healthcare in Latrobe Valley, especially when consideration is given to the fact that Dorevitch is already failing to meet contracted turn-around times due to continual reductions in staff and pathology service standards at the LRH laboratory.

The sole purpose of these changes is to help Dorevitch's profits, not help patients.

Time and time again Dorevitch Pathology has cut scientists; pathology services and turn-around times for crucial tests with the approval of the Hospital's management and board. And at every turn since pathology was privatised at LRH, the standards for turn-around times for tests have dropped.

It beggars belief that the management and board of LRH continue to acquiesce to Dorevitch Pathology's service changes which increase the company's profits but directly reduce healthcare standards.

The Union continues to ask the serious questions about a private pathology business dictating the quality of healthcare to the people living in the Latrobe Valley, and why the Hospital's management and board appear totally unwilling to force Dorevitch Pathology to honour the terms and obligations of the contract, including most importantly the requirement to maintain pathology services at LRH.

The Union will continue to put pressure on Latrobe Regional Hospital, Dorevitch Pathology and the Government to ensure that people living in Latrobe Valley have access to the best quality of healthcare available; and to ensure that scientists remain an essential part of delivering world-class healthcare in the Latrobe Valley.

You can find this and the response from Dorevitch and Latrobe Regional Hospital at: <http://www.latrobevalleyexpress.com.au/story/3116070/dorevitch-strikes-back-at-claims/?cs=1462>

Monash Health and Easter and ANZAC Day entitlements

We have some great news! After weeks of debating whether Monash Health was obliged to pay members their Easter and ANZAC Day entitlements, the health services has finally agreed to recognise Easter and ANZAC Day entitlements.

Members should see in their next pay packet that these entitlements have been paid.

St Vincent's and Easter and ANZAC Day entitlements

Unfortunately St Vincent's continues to ignore their obligation to pay members their Easter and ANZA Day entitlements. It's a shame that the Union has had to continue to advocate for something that is spelled out in black and white as being an entitlement. What's worse is that St Vincent's, while ignoring our information, has also been ignoring the advice from the Victorian Hospital Industrial Association which confirmed members are entitled to Easter and ANZAC Day payments.

If you have not received your entitlement for Easter and ANZAC Day please [contact the Union here](#).

St John of God and Easter and ANZAC Day entitlements

It's a shame to say it but St John of God is another health service which seems to be ignoring the fact that our members are entitled to Easter and ANZAC Day payments. Unfortunately, like too many other health services, SJOG is continuing to ignore their obligation and attempting to deny that they have any obligations with respect to Easter and ANZAC Day.

The Union is continuing to work with St John of God to rectify the situation and ensure that our members receive their Easter and ANZAC Day entitlements.

Take action on Paid Parental Leave

The Victorian Trades Hall Council Women's Committee calls on all women activists to sign up for one of the upcoming Paid Parental Leave actions.

Please go to the following link for details: http://www.weareunion.org.au/parental_leave

Let's send a clear message to Tony Abbott, Minister for Women, to take their hands off the national Paid Parental Leave Scheme. Women are not "Double Dippers". Unions have campaigned for 30 years for paid parental leave.

It's time to get organised - please join one of the actions for paid parental leave.

Check out the new website

Have you seen our new website? It was one of the exciting announcements we made at last week's Annual Conference.

The Union has spent a few months working on the new website to make it more appealing and easier to navigate. We've added new features like forums to engage members on the issues of importance to us; and the ability to join online to make it easier for you to get colleagues to join. And of course people can still download the membership form if they want to.

Our new site even looks awesome on your favourite mobile device so you can keep up to date with what the Union is doing anytime, anywhere.

Check out and bookmark the new site at msav.org.au

Worth Reading: Hockey's Second Budget Still Targets the Poorest

"The Abbott government has worked hard to present its 2015 budget as much fairer than last year's. It's not.

We know this for a range of reasons, many of them obvious on budget night.

This government gives wealthy investors and superannuants tens of billions of dollars in tax breaks each year, while it cuts family tax benefits for the lower and middle classes. \$80 billion in cuts to the health and education for the states are baked into the budget assumptions. There are spending cuts that will clearly harm the vulnerable: to preventative health, to dental care, to foreign aid, to homelessness and affordable housing.

And now we have the first round of economic modelling of how the budget will affect ordinary households. The modelling says this budget is unfair, too."

Read the entire article by Ben Eltham in New Matilda at:
<https://newmatilda.com/2015/05/26/hockeys-second-budget-still-targets-poorest#sthash.tLJpi8cM.dpuf>

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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 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).

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