



Stat Report 2015/29

“No Pay? No Way!” Campaign continues to grow in support

The “No Pay? No Way!” campaign is rapidly growing in support as the Union continues to highlight the growing workforce issues with an ever growing demand for services offered through public health.

As the Union continues to advocate around workforce issues, the State Government has become more acutely aware of workload issues, rostering problems and ineffective management. The Union has been writing to State Members of Parliament highlighting the devastating impacts that higher workloads and fewer staff are having on the ability of many services to continue running without having to rely on unpaid work.

And the campaign has continued to grow because of the work of people like you, our members, who want the State and Federal government to put more work into addressing the lack of workforce planning. The era of managers relying on unpaid work to keep health services functioning must end.

But to make sure our voices are heard, it's important that you make contact with your local Member of Parliament. They need to hear you telling them about the growth in workloads, exploding demand for services and the difficulty and stress you experience in getting all of your work done within rostered hours. To truly tackle this growing problem it's vital more people know about it, especially those people who do something about it – our elected representatives.

Find out how you can continue to support the [“No Pay? No Way!” campaign here](#)

Vote NO to the Melbourne IVF Agreement

Why? Because the proposed new classification structure is simply smoke and mirrors. It is NOT a new career path.

A NO vote will enable us to get back to the negotiations again – specifically around the proposed new structure. Remember, the Counsellors voted down the first agreement that went to vote, and then successfully negotiated improvements.

What is wrong with the MIVF proposal?

MIVF proposes to create 5 Grades of Scientists within the existing 3 Grades

- Grade 1 scientists (now called Graduate Scientists) will lose 3 increments – which means MIVF stands to save up to \$140.00 per week per scientist (plus the EBA increases). It's a really neat trick – cut 3 steps out of Grade 1 (graduate scientist) and save \$140 + per

week – all in MIVF's pocket

- Grade 2 scientists (now called Scientists) will be paid no more than the existing Grade 1 rates for the first 3 years – and get only one increment above existing Grade 1 rates
- Grade 3 scientists (now called Senior Scientists) will be receive less at all year levels than under the current EBA rate for Grade 3 – highlighted in aqua below
- Experienced supervisors will get nothing out of the restructure!

And MIVF management are well aware that it is a dodgy deal.

Vote NO to a deal that puts money into MIVF's pocket but not into yours.

Do not rely on your colleagues to vote NO. If you don't vote there is a chance that the agreement will be approved – the test is that a majority of those who vote must vote for the agreement, so each NO vote really counts.

As a member of the Union you should have already received an email giving additional details around why you should vote No. If you didn't receive our email please contact the Union as soon as possible on 9623 9623.

St John of God undermining health standards in Ballarat

The Medical Scientists Association of Victoria (MSAV) is alarmed by a recent announcement by St John of God (SJoG) that the health provider will gut the current scientific workforce.

SJoG is justifying sacking the medical scientific workforce by claiming that doing so will create a more sustainable business. This claim beggar's belief given the explosion of demand at the hospital and that it has an emergency department, five surgeries, obstetrics department and a large blood banking facility.

The Union is also extremely concerned that SJoG announced these sackings without first consulting with the union as it is required to do so under the enterprise bargaining agreement.

Adding insult to injury SJoG is claiming they can continue operating a full pathology laboratory despite these cuts being so deep that it is not possible for the laboratory to operate at the level necessary to support clinical services. Under the proposed changes the current workforce will be reduced from 16 scientists to less than 3.2 FTE. Note; SJoG maintains this is enough scientists to run a 7 day rotating roster with rostered on call.

Clearly this announcement will lead to declining standards of health care at the Hospital as the scientific workforce becomes overworked and stretched beyond capacity.

This change is solely about SJoG's financial bottom line and has clearly nothing to do with delivering world-class healthcare in Ballarat.

It is impossible to see how decimating this laboratory's scientific workforce could not have major adverse impacts on the quality of SJoG's clinical services across the hospital.

This move will further erode the capacity of the Hospital to deliver world-class healthcare and with the demand for health services exploding in Ballarat and the region, this move will have profound impacts on the delivery of the best possible care when people need it.

SJoG has delivered to Ballarat a huge slap in the face and is contributing to the erosion of much needed good quality jobs in the city.

SJoG is clearly unprepared to do the right thing by the community or MSAV members when they won't even follow the mandated processes for announcing such undertakings. Here they are telling staff they're sacked without first consulting the union or providing details of the impact of these massive changes.

When will the Hospital's CEO and its Board stand up for the community and ensure the hospital

continues to deliver high quality pathology services? If they're not prepared to do that then we know they're not interested in the long term health of Ballarat, its residents or the region.

Monash Health implementing changes across Pathology

It has come to the Union's attention that Monash Health has brought in new machinery along with changes across Pathology.

But as Monash Health proceeds with these changes they have failed to give the Union impact statements about how these instrument changes require retraining and whether there will be changes to the work flow in laboratories.

Here is an extract of the dispute the Union has lodged with FWC (listed for 29 October)

The employer has introduced changes to the employee's work place in the form of instrumentation and capital works renovations seriously affecting workflow that have had a significant impact on Union members employed as scientists, without following customary processes of providing a written impact statement. Written notification and provision of information relevant to the changes is required under the Enterprise agreement.

Routine staff meetings have also been reduced so that staff have been unable to voice workload concerns at the workplace level.

In the laboratory at Clayton, Employees have reported to the Union that training on new equipment is not backfilled so that scientists not on a training shift are effectively expected to do double the work leading to concerns about stress and errors. Additionally the physical location of the instruments requires staff to move unreasonable distances and in the cases of urgent blood testing staff are reporting OHS concerns with egress to and from instruments that have been placed a wide distance apart.

The Senior staff assigned to implementation of new instruments and oversight of renovations has not been backfilled and there is no manager at the workplace level to troubleshoot issues arising from the changes nor to provide consultation.

The Union has met with Monash Health representatives and were given an undertaking that impact statements will be sent to the Union. But Monash Health thinks that it can continue to roll out the changes while it undertakes consultation. Clearly this is unacceptable and the Union will continue to fight to ensure that the change processes Monash Health were meant to go through in the first place are adhered to.

Pathology push helps us all

You might have noticed that the Union has been doing a lot of talking about pathology of late.

And there's a very good reason for that.

With greater attention being placed on pathology, the Union is taking advantage of this by ensuring that the growing, understaffed workforce issues are highlighted. Issues like skyrocketing workloads in the face of ever increasing demand; fewer people doing the work and longer hours at work are being effectively ignored by all levels of government in the pursuit of a 'sustainable' healthcare system.

Let's not forget that one of the most important barometers of all of these issues, unpaid work, continues to steadily increase.

With 200 signatures so far we're making progress on reaching our target of 1,000 signatures. The Union's campaign to highlight the growing crisis in pathology services is gaining strong momentum as members continue to sign the petition.

As a result of what can only be described as poor governance and management, pathology standards set out in contracts with public hospitals are not being met with quality standards declining and turn-around times for some tests being allowed to increase.

But as we further expose the growing crisis in public pathology, we are able to point out that there are similar workforce issues affecting other disciplines.

Given pathology is in many respects the bellwether of what is happening across all public health services, we are confident that any resolutions that emerge will apply equally to other disciplines.

Pathology is giving us a platform to explore the increasing difficulty members are having in completing their work within work times due to a failure of management to address rapidly growing workloads through ensuring the right mix of qualified staff.

Footy Finals, a Public Holiday and our Agreement

Wondering about the upcoming public holiday for the AFL finals, and what our Agreement says about it?

Good question! But given that it is a gazetted public holiday, the existing public holiday provisions of our Agreement apply. If you're working in the private sector please contact the Union so that we can better inform you of the provisions that apply to you specifically.



Getting the most out of the new Union website

You might have noticed that the Union has a new website. The new website has a number of special features for members. These features like the Members section and the Forums, require you to have a log-in and password.

But to ensure that your privacy is protected we have created the website in such a way that you will need a separate log-in and password for the Members section and the Forums section. It might seem to be inconvenient but it does better protect you and your private information. It also means that we can be more certain about the source of a hack if such an event is ever to arise.

Worth Reading: Like a 'cancer' of the workplace.

bullying is a symptom of dysfunction

"Over a decade ago now, I read [a research article](#) that called bullying the "cancer" of the workplace. I've been wondering since then whether bullying is really serious enough to warrant that language - and what can be done about it.

There are some similarities: like cancer, being exposed to relentless bullying can have a [devastating impact](#) on workers' lives, in rare cases contributing to [death through suicide](#). Like cancer, bullying will affect a majority of employees during their working lives, as a victim, witness, or perhaps as the alleged bully. And like cancer, there is no silver bullet to cure bullying; it's a very difficult issue to tackle.

But during the ten years I've spent researching this topic, I've come to understand one fundamental point of difference: unlike cancer, bullying is not the disease. Rather, it's a symptom of poor organisational functioning."

Read the full article by Michelle Tuckey in The Conversation at: <https://theconversation.com/like-a-cancer-of-the-workplace-bullying-is-a-symptom-of-dysfunction-43831>

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.

Australian Unions Member Benefits 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 Australian Unions Member Benefits on 1300 362 223.

New Australian Unions Member Benefits app

Over the last month Australian Unions launched some new and exclusive Member Benefits - did you see our recent email telling you about this? If not, check your inbox! Search for "Lifestyle Rewards" for your login code.

Our program has expanded to include:

- Discounted movie tickets for Village, Hoyts, Palace and Event cinemas.
- Discounted electronic gift cards - for JB Hi-Fi, Rebel Sport, Dick Smith, iTunes and My Fun (which includes major theme parks, zoos and aquariums).
- A discounted accommodation booking site.
- A new secure member only website and smart phone



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.

app.

All this is free to all members of affiliated unions. If you have not got a login and would like join in [register for Member Benefits now.](#)

[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](#)