



Stat Report 2016/04

Gearing up for Public Sector Bargaining

If you haven't heard already, public sector enterprise bargaining begins this year.

And right now the Union is preparing a survey to help make sure we know what the key issues are for you and your colleagues. We're already getting a good sense of some of the issues we'll be looking at tackling in this year's bargaining based on the No Pay? No Way! research the Union has been doing over the past couple of years.

Without doubt there are massive problems that need to be addressed. Whilst workload and unpaid work are key priorities we want your feedback on other issues to ensure our claims reflect what you would like to see in a new agreement.

It's crucial that we work together as we negotiate in a more hostile industrial landscape with the Turnbull Government threatening to attack our rights at work and conditions.

That's why over the next few months you'll see a lot more about public sector bargaining and requests to have your say on your EBA. The Union will start workplace member meetings so make sure you come along and show your support.

We shouldn't forget that the single most important factor in determining a good outcome for us in these negotiations is our strength, and our strength is determined by our membership size and support.

I therefore encourage every member to talk to a colleague about the value of joining the union – let them know it is as simple as going to the website and joining online.

I look forward to working with you to ensure we get a great deal in 2016.

-- Paul Elliott

The Union says #LetThemStay

Back in 2011 the Victorian Psychologists Association Inc called on the then federal government to end mandatory offshore detention for people seeking asylum. It was acknowledged then that mandatory offshore detention does not deter desperate people from risking their lives to seek asylum in countries free of war. And since the Liberal National coalition came to power in 2013, people are still seeking asylum, the boats haven't stopped and Australia continues to imprison innocent women, children and men in conditions that have been likened to concentration camps.

There remains no oversight of these facilities and there continue to be reports of people being abused, denied their basic human rights and basic human dignity. And now we find our federal government wanting to deport babies born here in Australia to offshore detention centres

because their parent(s) are people who have risked their lives to seek our protection.

As medical professionals this is something we have to take a stand against. We know that these practices increase the incidence of mental illness that can result in long-term damage to a person's mental health. It isn't acceptable to detain people for indefinite periods and expect people to remain healthy and happy.

The Australian Government is knowingly putting people into harm's way. That's why the Union says #LetThemStay

Below is the motion passed by the HSU at its Annual General Meeting in 2011:

Professor Patrick McGorry, Professor of youth mental health at the University of Melbourne and Australian of the year in 2010, described Australia's asylum seeker detention centres as 'factories for producing mental illness'. Research carried out in 2006 by the Psychiatric Research and Teaching Unit of the Liverpool Hospital (NSW) into the impact of immigration detention and temporary protection on the mental health of asylum seekers found that:

Past immigration detention and ongoing temporary protection each contributed independently to risk of ongoing post-traumatic stress disorder, depression and mental health-related disability. Longer detention was associated with more severe mental disturbance, an effect that persisted for an average of 3 years after release.

We, as psychologists and other health professionals, take a stand against practices that increase the incidence of mental illness in the community by calling for an end to the mandatory detention of asylum seekers, and calls on the Federal Government to respect the recent High Court decision and abandon offshore processing of asylum seeker claims and adopt a policy of onshore processing only.

At its last meeting in December 2015, the VPA Inc re-affirmed the 2011 HSU resolution and passed the following addition:

The Victorian Psychologists Association Inc demands that children currently in detention either in Australia or on Nauru or Manus be released into the community immediately with their families. Australia's cruel treatment of people legally seeking asylum in Australia is unconscionable.

The Union will continue to stand up against this cruelty perpetuated in our name.

If you want to do more, you might be interested in the Refugee Action Collective. Find out more about RAC at <http://rac-vic.org/sample-page-2/>

Know Your Rights: Parental Leave FAQ

How much notice do I have to give?

For most employers, you need to give at least ten weeks' notice of the expected date of birth, and at least 4 weeks' notice of commencing leave. Notice periods may vary for some private employers.

How soon can I start maternity leave?

You may commence parental leave at any time within six weeks immediately prior to the expected date of birth. If you wish to continue working during this period, your employer may require medical clearance for you to do so.

Can I go back to work part time?

YES. You have a right to request that you return to work on a part time basis, so that you can effectively meet your responsibilities as a parent, until your child is school age. Generally, the only way an employer can deny such a request on operational grounds.

Can my role be changed while on maternity leave?

NO. You must be allowed to return to your substantive classification. If your substantive position no longer exists, relevant organisational change provisions may apply.

Can I access other types of leave while on Parental Leave?

YES. You may access any annual leave or long service leave in lieu of, or in conjunction with parental leave.

Can I work somewhere else while on maternity leave?

NO.

Conditions may vary for some private sector employees. If you have any questions, contact the office on 9623 9623 or enquiry@msav.org.au

Professional Development in 2016

Continuing professional development is something we all value and ensures as professionals in health we are up-to-date with the latest information. And it ensures that skills and knowledge are developed as new research, information or tools are made available.

With our new online platform we have more opportunities to deliver an extensive range of professional development but we want to make sure it's what you need.

So get your thinking caps on about the sort of professional development we can offer in 2016 and send us your feedback to enquiry@msav.org.au

Psychologists: If you need help at work you need the VPA Inc.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

Common beaches of employment entitlements and negotiation of enterprise agreements

In addition to the above, VPA routinely assists members over issues such as harassment and bullying, under classification, organisational re-structuring, incorrect calculation of leave entitlements and health and safety. In addition, it negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

Cuts Are Killing Us Rally

The Turnbull Government is sacrificing the long-term good health of Australians for short-term budget gain. **Join us on 20 February to call on the Turnbull Government to reverse the cuts to bulk-billing for pathology tests.**

Event Details

When: 12pm on 20 February

Where: State Library of Victoria

Get more information about the rally on Facebook at:
<https://www.facebook.com/events/168635080164318/>

International Women's Day Rally

This year's International Women's Day rally will take place on Tuesday, 8 March from 5:30pm at the State Library of Victoria.

Event Details

When: 5.30pm on 8 March

Where: State Library of Victoria

Stay up-to-date with the latest about the rally and march on Facebook at:

<https://www.facebook.com/events/514015885426368/>

Women's Rights at Work Festival

The WRAW Festival is designed to showcase the advances that united women have made in realising their human rights at work, as well as how we can continue the fight for equality in all aspects of working life.

The Festival incorporates a robust calendar of FREE events focused on organising and campaigning, gender equality in the workplace, domestic violence as a workplace issue and the International Women's Day march on 8th March.

The Festival runs from 6 March to 11 March. For more details about what's on visit:

<http://www.unionwomen.org.au/wrawcalendar>

Worth Reading: Robots in health care could lead to a doctorless hospital

"Imagine your child requires a life-saving operation. You enter the hospital and are confronted with a stark choice.

Do you take the traditional path with human medical staff, including doctors and nurses, where long-term trials have shown a 90% chance that they will save your child's life?

Or do you choose the robotic track, in the factory-like wing of the hospital, tended to by technical specialists and an array of robots, but where similar long-term trials have shown that your child has a 95% chance of survival?

Most rational people would opt for the course of action that is more likely to save their child. But are we really ready to let machines take over from a human in delivering patient care?

Of course, machines will not always get it right. But like [autopilots in aircraft](#), and the [driverless cars](#) that are just around the corner, medical robots do not need to be perfect, they just have to be better than humans."

Read the entire article by Anjali Jaiprakash, Jonathan Roberts and Ross Crawford in The Conversation at: <https://theconversation.com/robots-in-health-care-could-lead-to-a-doctorless-hospital-54316>

Worth Reading: How we're prepared for Zika and other mosquito-borne viruses

"The World Health Organization (WHO) has in the past week declared that the Zika virus is a global public health emergency.

While this mosquito-borne virus has been around for some 70 years, the global incidence and speed with which it has spread over the past few years, and the recent suggested link to pregnant women and microcephaly in their babies, is concerning.

We have seen an increase in the distribution of vectors – virus-carrying insects such as mosquitoes and midges – and the viruses they carry both globally and within Australia. This is due to a number of factors including increased urbanisation, increased travel and trade, as well as a changing climate.

We sat down with some of our experts to talk about insect-borne viruses, and the threats they

pose to animal and human health.”

Read the entire article by Emma Pyers on the CSIRO Blog at: <https://blog.csiro.au/protecting-people-and-animals-from-insect-borne-viruses/>

Join the Union

Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Is your workload increasing?

You're not alone.

Health services are relying on you to do unpaid work to keep many services afloat. In fact without you doing unpaid work many services would be unable to function properly. And the evidence is showing that the amount of unpaid work is increasing along with ever-growing workloads and fewer staff to fill the gaps. Increasing unpaid work and high workloads are having a seriously negative impact on our lives.

And in 2016 we commence negotiations for a new collective agreement with the public sector.

But to protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership.

And you can help right now by sharing one of the images below through Facebook.



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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 the most out of the Union's website

The Union's 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.

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 including major theme parks, zoos and aquariums.
- A discounted accommodation booking site.
- A new secure member only website and smart phone 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.](#)

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If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

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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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