

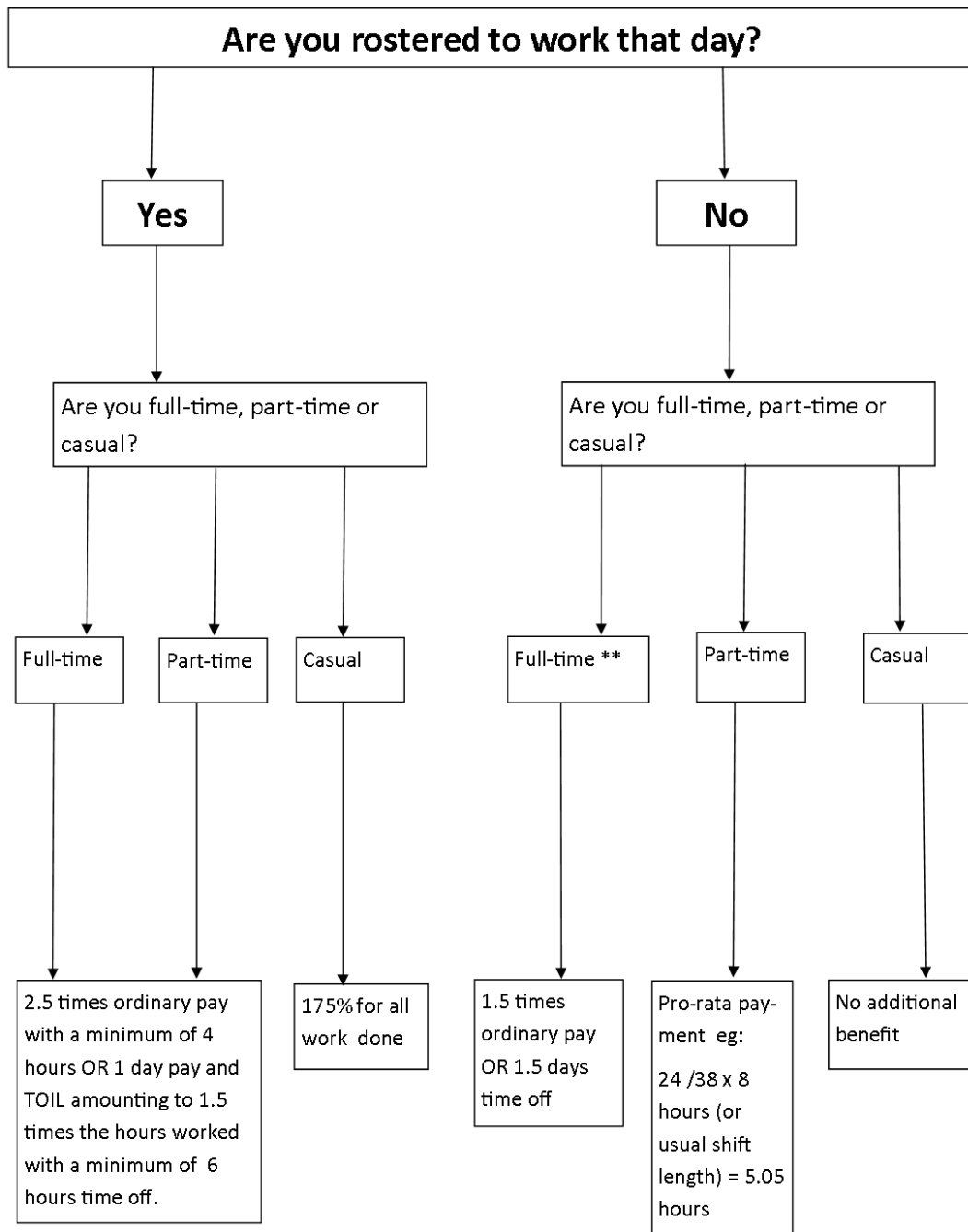


Stat Report 2016/07

Easter Holiday Payments

Easter is coming so here's our handy flow chart showing entitlements for members working in the public health sector.

PUBLIC HOLIDAY PAYMENTS



** For Easter Saturday: 1 days ordinary pay or where mutual consent, within 4 weeks following the date on which the Public Holiday occurred the employee may take a day in lieu or 1 day added to their annual leave.

We won't know for sure whether your health service has properly paid your entitlements until the first full pay period following Easter. So be sure to keep an eye out for your pay slip to see if you've been properly paid.

If you're uncertain about your entitlement, or work in the private sector, please call the Union on 9623 9623 or email at enquiry@msav.org.au

Taking control over our hours at work

The “No Pay? No Way!” 2015 Report highlights again that workloads are continuing to increase along with the amount of unpaid work being performed. It is concerning that as we face continued funding cuts to health care, the pressures to meet increasing service demands are actually growing.

One of the driving forces behind the Union’s research into unpaid work has been to consider the growth and reliance on unpaid work to keep vital clinical services within public healthcare operational.

Growth in levels of unpaid work is an accurate measure of growth in workload and workplace stress. Our surveying is a very valuable insight into your work health.

The Union believes that the increasing workloads and instances of unpaid work relate strongly to the regular cuts to workforces across all health services, combined with a ‘natural’ growth in service size, scope and patient numbers. And based on the 2015 Survey, respondents are continuing to report of excessive workloads and insufficient staff to handle workloads. More than 80% of respondents indicated that regularly perform unpaid work, with nearly 90% of respondents indicating there had been an increase in workloads in the previous 12 to 24 months.

The research conducted by the Union through its survey shows an alarming rise in workloads while staff numbers fail to keep pace with the growing demands. The Union’s research also points to a growing and much more alarming problem of the reliance on unpaid work keeping vital health services operation, especially services like mental health, pharmacy and pathology. While this comes as little surprise in a sector with growing demand it does raise alarm bells about the extent of unpaid work and the reliance on it to meet growing workloads.

According to respondents the workload increases are due to a combination of factors.

Respondents cited that the biggest contributors to workload increases were increases in demand for services, increases in patient numbers and the expansion of services offered. It is also worth highlighting that staff not being replaced when there is an absence or vacancy is another very significant contributing factor for workload increases. The Union believes non replacement of staff is under-reported given a clear policy of deliberately refusing to resource replacement staff is now widely adopted across public health services.

Our survey reveals that where staff are not replaced the work of absent employees is being loaded on to the rest of the workforce with an expectation that service delivery requirements are met. Just do more and more work!

It’s when you’re stressed and overworked that you’re most at risk of making an error.

Excessive workloads are not your fault. It is obvious excessive workloads are about management refusing to properly manage workloads by ensuring the availability of sufficient staff. Health service executives are now using staffing resources as a frontline strategy to manage health budgets, without regard to the impact it has on your work or your health.

These are among some of the big issues we have to take up as we head into negotiations for a new public sector agreement. At its core these issues speak to the growing concern that many vital services are now totally reliant on you doing unpaid work; and an unspoken workplace culture of doing unpaid work.

It is up to us fight back. It is up to us to take control of our hours at work. And the best way to fight back is to go home on time and refuse to do unpaid work.

Bullying and harassment in the workplace

Bullying and harassment in the workplace is something we cannot tolerate. And there are plenty of reasons why every workplace needs to ensure that bullying and harassment is not tolerated.

Indeed every health service in Victoria has some kind of policy about bullying and harassment offering ways of reporting it and processes for how such issues are dealt with.

There is little doubt that bullying and harassment is occurring in our workplaces. You only need to look at the recent reports in the media about the extent of bullying and harassment in healthcare.

However when we go to do something about bullying and harassment in the workplace, it becomes difficult to prove. So why is it so difficult to prove bullying and harassment?

It's important to know what constitutes bullying and harassment. In general bullying and harassment is when:

- a person or group of people repeatedly act unreasonably towards you or a group of workers
- the behaviour creates a risk to health and safety.

Unreasonable behaviour includes victimising, humiliating, intimidating or threatening. Whether behaviour is unreasonable can depend on whether a reasonable person might see the behaviour as unreasonable in the circumstances. And it is important to remember that there is a pattern to the behaviour over time. That's why we always advise any member concerned about bullying and harassment to keep a diary of when the behaviour took place and what happened.

Examples of bullying include:

- behaving aggressively
- teasing or practical jokes
- pressuring someone to behave inappropriately
- excluding someone from work-related events or
- unreasonable work demands.

A manager can make decisions about poor performance, take disciplinary action, and direct and control the way work is carried out. But this needs to be done in a reasonable way otherwise it can be considered as bullying.

And if you've ever found yourself in a situation that involves threats to harm someone, acts of violence, assault, property damage and stalking these should be referred to the police because they are criminal matters. The response to these issues in your workplace should be appropriate to the seriousness of what has occurred.

Bullying and harassment in the workplace are very serious issues and not taken lightly by the Union. If you think you are being harassed or bullied at work, it is vital that you start documenting it.

Need support or advice – contact the Union on 9623 9623 or at enquiry@msav.org.au

Annual Conference 2016

The MSAV, VPA and AHP joint Annual Conference will be held on 10 June at the Downtowner on Lygon.

This year's Annual Conference will explore some key themes in our sector affecting our workplaces. In particular this year's conference will consider in more depth how to tackle the issue of unpaid work and explore what lies behind the culture of our workplaces that indirectly encourages people to do unpaid work.

And we'll be joined by the secretaries for the Victorian Allied Health Professionals Association and the Health and Community Services Union as part of panel discussing the state of the health sector and the work they are doing as part of their public sector bargaining.

The Conference will also cover what rights members have during enterprise bargaining. This will be especially relevant to Job Reps and members actively involved during negotiations.

Make sure you save the date.

Bargaining at Cabrini

Your bargaining team met with Cabrini management last week and we believe that we've got a package together that looks pretty close to an acceptable offer for a new agreement.

Now it's time to talk about it. But what's being offered?

Here's what is being offered:

- 2 year agreement (to expire 1 October 2017)
- Pay rises of 1.5% from 1 October 2015 (in addition to the 1.5% already received) and 3% from 1 October 2016
- A greater range of certificates from Health Professionals in case of illness (any AHPRA certified professional)
- Domestic violence leave of 5 days per annum
- Laundry allowance for those staff required to wear uniforms (backdated to date of requirement to wear uniform)
- Improved PD arrangements (pro rata leave for all part-time staff, increase in allowance to \$700 and \$900 per year for full time staff, \$420 and \$600 for part-time staff working .6 or less))
- Car parking charges to be capped at a max of \$2 per day with increases to be no more than CPI
- Slightly better definition of part time worker providing greater security around rostering

What Cabrini is seeking:

- There are two changes that Cabrini are seeking to include that are of concern to the union:
- Changing payment for change of shift allowance from 48 hours to 24. This has the potential to adversely affect a number of members in the pathology lab.
- Capping statutory declarations for personal leave at two per year. This is of concern as there has been no allegation made that this process has been exploited by our coverage.

We need to get clear feedback about the acceptability of these claims by Cabrini.

If you couldn't make it to one of the member meetings, please provide feedback to Matt Hammond on 9623 9623.

Public Sector Bargaining: Have your say on your EBA

The Union is preparing for public sector enterprise bargaining to commence around June this year. [Take our EBA Survey today](#) so we know what's important to you and your colleagues.

As we face a more hostile industrial landscape with the Turnbull Government threatening to attack our rights at work; and a government that has little regard for public healthcare, we look forward to working with you to protect our professions and to getting a great deal in 2016.

[Take our EBA Survey today and let us know what's important to you.](#)

Support the Healthy Futures campaign

The Union strongly believes that climate change is union business. We know that climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms, displacing people and straining our health systems.



And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal, oil and gas.

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

We know that if enough of us raise our voices, HESTA will do the right thing for health and help pave the way to a safe and healthy future.

Need a holiday? APHEDA can help.

Buy a ticket to your dreams with an APHEDA raffle ticket [BUY ONLINE NOW](#)

Your support is vital in keeping Union Aid Abroad-APHEDA independent, effective and strong and helps build unions and social movements, provide skills training and create jobs in over 60 projects in 15 countries. The Federal Government has slashed aid funding so now more than ever we need your support.

GREAT PRIZES

FIRST PRIZE: \$8000 travel voucher

SECOND PRIZE: top of the range bicycle valued at \$2,199 from Gazelle.

THIRD PRIZE: a \$500 voucher from Gleebooks, Sydney's leading independent bookseller

Buy tickets online and save APHEDA the costs of postage: <http://apheda.org.au/raffle/>

For a little added incentive we have a booksellers' bonus draw – for every 3 books of tickets you sell (or buy yourself) will give you an entry into an exclusive draw to win a gorgeous Gazelle Bicycle, valued at \$2,199 and the top individual bookseller will receive a travel voucher for \$1,000.

You can request or purchase additional ticket books by FREECALL 1800 888 674, fax (02) 9261 1118 or email office@apheda.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.

Worth Reading: Hospital cleaning contract taken out of private hands

"The controversial privatisation of so-called "hotel services" at Royal North Shore Hospital has ended with NSW Health reclaiming operation of the service.

The Health Services Union, which represents cleaning staff, says the hospital's decision to not renew a contract signed in 2007 was an admission that privatisation of the service had failed.

However, Dr Andrew Montague, acting chief executive of the Northern Sydney Local Health District, said the "best decision at the time" was made and the service may be put back into the hands of private operators in the future. "

Read the entire article by Anna Patty in the Sydney Morning Herald at:
<http://www.smh.com.au/business/workplace-relations/hospital-cleaning-contract-taken-out-of-private-hands-20160310-gnfm1s>

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. 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.



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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.](#)

your staff room?

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

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