



Stat Report 2016/10

Standing up makes a rostering difference

The Union for the past couple of years has been working hard to highlight systemic issues taking a heavy toll on members like workloads and unpaid work. And since we started to research the impact of unpaid work on members, we've witnessed increased reporting about members doing unpaid work and the staggering increases in workloads.

The results from the last "No Pay? No Way" survey showed that almost 80% of members are doing unpaid work on a weekly basis. Our research also showed an alarming rise in workloads while staff numbers fail to keep pace with growing demands.

And members at St Vincent's have had enough and are pushing back.

Members became increasingly concerned that vacant positions and absences were not being filled and that management were expecting fewer scientists to do more and more work, while attempting to fill gaps in rosters through recalling rostered on-call scientists. But management didn't count on members at St Vincent's deciding they'd had enough. Members are taking a stand and saying No – they're saying No to unpaid work and No to ever increasing workloads. And they're saying No to the constant attempts to damage their professionalism with excessive workloads and unpaid work that has led to significant OH&S issues surfacing through exhaustion, stress and anxiety.

They're saying No because they know that being tired and stressed from huge workloads and unpaid work puts them at risk of making errors. And we know how errors can have a significant impact on patients.

And by taking a stand and saying No, it's already starting to pay off for members at St Vincent's.

Members at St Vincent's aren't taking industrial action, they're doing the work they're required to do during the times they're rostered to work. All they've started doing is exercise their right to say No to additional hours, including overtime and using on call to fill gaps in rosters – they're exercising their right to say No. It doesn't mean that if there's an emergency there's no-one around to handle it, it just means that members aren't prepared to keep doing more with fewer and fewer scientists and risking their health and welfare as a result

Saying No is every member's lawful right. You're not being unprofessional by saying No to protect your health at work and management can't take action against you for saying No to working longer hours or doing unpaid work.

The Union is proud of the stand members at St Vincent's are taking and we fully support them. We hope it inspires members at other health services to stand up and say No to unpaid work and working longer hours.

Making healthcare a key election issue

With the federal election looking like it will be earlier than expected, it is vital that we make healthcare a key election issue.

For most people, issues like healthcare are among their top three issues for elections. But after witnessing the outcomes of the Abbott-Turnbull Government budgets, it is clear that the Coalition puts little value on having a healthy nation as shown by their desire to increase the cost of healthcare through upfront pathology fees and dismantle our universal healthcare system – Medicare.

The Coalition since coming to power in 2013 have quickly set about wrecking the public healthcare system. In their first budget we saw the Coalition government slash millions out of healthcare funding; and the cuts didn't stop in the budget handed down last year. And to make things worse the Turnbull Government told Australians over Christmas that they were making pathology and diagnostic imaging testing more expensive.

And if you were still in doubt about the Turnbull Government views that Australia's universal healthcare system as a burden, they would've been quickly dispelled when Turnbull tried to bully States into accepting further cuts to hospital funding. We're witnessing the utter contempt the Turnbull Government has for public healthcare while doing nothing at all to arrest the ballooning cost of private healthcare and private healthcare insurance.

It is even more important that we ensure healthcare is an election issue because fundamentally we're talking about the future of your professions and future of your work.

Every cut made by the Turnbull Government has major flow on impacts in our health services and our jobs.

While the Turnbull Government continues to attack healthcare, health services will start to increasingly look to make further cuts. And we know that means job cuts in areas like pathology, mental health services and with fewer staff, increasing workloads and greater risks of error. That's why it's vital that we make our voices heard as the election looms.

Remember the next time the Turnbull Government talks about making healthcare more sustainable, they actually mean more cuts to staff and less affordable healthcare for everyone.

Annual Conference 2016

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

The Union will explore some key themes in our sector affecting our workplaces given we'll commence negotiations for a new agreement. In particular the 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.

**ANNUAL CONFERENCE
IS COMING! ARE YOU?
10 JUNE - 9AM TO 4PM**

We'll also be joined by the secretaries for the Victorian Allied Health Professionals Association and the Health and Community Services Union for a panel discussion on the state of the health sector and the work they are doing as part of their public sector bargaining. It gives us an opportunity to hear first-hand what to expect as we begin bargaining for a great deal in 2016.

The Conference will also cover what rights you have during enterprise bargaining. This will be especially relevant to Job Reps and members actively involved during negotiations but it is always better that more people know their rights.

And it's a great opportunity to meet up with other members to share experiences and stories to help strengthen our collective work.

Want to attend? RSVP today at: enquiry@msav.org.au

Are you being bullied at work?

We get lots of calls about bullying at the union office. Some behaviours perceived as bullying are not, but some very definitely are.

Bullying is defined as repeated and unreasonable behaviour. Those two words together. Repeated. Unreasonable.

It's not bullying if someone has a one off blow up in the workplace. These things happen. Whilst it's not desirable, it happens.

Bullying is also not a reasonable direction from a manager or supervisor to perform a particular function at work – even if you don't like that part of your job.

It comes back to those two descriptors. Repeated. Unreasonable.

Ballarat Health has, in recent years, been subject to a large number of bullying allegations by staff, resulting in the Victorian Government conducting an inquiry into bullying in mental health and coinciding with the resignation of their CEO before Christmas. This is one of the worst examples of a workplace with endemic bad behaviours. It is only now changing because of employees speaking up and involving their unions. If you want to read more about that, have a look at the stories [here](#), [here](#) and [here](#)

So, how do I identify if I'm being bullied?

Bullying can happen from a manager or a co-worker. It can be things such as public humiliation, verbal abuse in the workplace, the silent treatment, excluding from the group, unreasonable work demands and the like. But it needs to be repeated.

What do I do if I think I'm being bullied?

Call the Union for advice. Don't deal with this on your own. There are often practical things that can be done to help.

If you require more information or advice about workplace bullying please contact the Union on 9623 9623.

Easter Holiday Payments

Under our agreement Easter is treated differently to other public holidays so it is understandable that there can be some confusion about entitlements at Easter.

Unfortunately, members are reporting that a number of health services are misinforming people about their entitlement; or refusing to acknowledge the correct entitlement. We understand that Easter can be a tricky thing for health services when it comes to making sure their giving you the correct entitlement. To make sure we help those health services pay the proper entitlement, the

Union will make contact with them on behalf of all members at the health service.

However, in most instances 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 next pay slip to see if you've been properly paid your entitlement.

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

Public Sector Bargaining: Monash Health Members' Meeting



MONASH HEALTH
MEMBERS' MEETING

Date: 2 May
Times: 1:30pm and 2:15pm
Venue: Pathology Conference Room

As we build towards public sector bargaining, the Union is organising members' meetings to discuss the kind of claim the Union will lodge and the bargaining process. This is an opportunity to hear about the claim and to provide further feedback.

Plus it's an opportunity to hear first-hand about how the Union will be working with you for a great deal in 2016.

Two meetings have been organised for members at Monash Health on 2 May so more members are able to attend.

Meeting Details

Date: 2 May
Times: 1:30pm and 2:15pm
Venue: Pathology Conference Room

Need more information? Email us at enquiry@msav.org.au

Profiling our work and our members

For many people health care is defined by doctors and nurses because they are the professionals most visible to people who access health care. But as people inside the health industry, we know that it takes many people in many professions to deliver world-class health care.

It's important that more people have a better understanding of the many different professionals it takes to deliver world-class health care. That's why the Union is creating member profiles so we can better educate people about the many different professionals working in health care.

If you're interested in participating in this project please contact Alex on 9623 9623 or at alexs@msav.org.au

Healthy Futures delivers letter to end coal mining in Latrobe Valley

Healthy Futures teamed up with Doctors for the Environment Australia and the Climate and Health Alliance to deliver a letter to the Victorian Government calling for a plan to end coal in the Latrobe Valley - signed by over 300 health professionals.

The letter was received on behalf of the Victorian Premier by the Parliamentary Secretary for Health Mary-Anne Thomas.

The letter was covered by The Age [here](#) and ABC online [here](#), as well as by several radio stations. [Click here to watch news coverage by WIN regional TV.](#)

Health Futures will be watching the Government closely to see how they respond to the letter. But in the meantime, Healthy Futures is powering ahead with its campaigns for health sector superannuation funds HESTA and First State Super to divest from fossil fuel companies.

Getting HESTA and First State Super to divest would mean \$86 billion of our money kept out of coal, oil and gas companies that are driving the climate crisis.

This month Healthy Futures has two key events coming up in our divestment campaigns - a training session on April 16th and an action on April 29th. Sign up to help get superannuation out of fossil fuels? [Click here to find out more.](#)

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: The Silent Killer: Climate Change and the Health Impacts of Extreme Heat

“More needs to be done to prepare Australia’s health and community sectors to cope with the pressures from more frequent and severe heatwaves, our [new report](#) has found.

[The Silent Killer: Climate Change and the Health Impacts of Extreme Heat](#) found that although many states have taken significant steps to upgrade their heat and health warning systems since the deadly heatwaves of 2009, strategies vary considerably from state to state and focus primarily on reactive rather than long-term planning.”

Read the full article by Elizabeth Hanna & Lesley Hughes and download the Climate Council's report at: <https://www.climatecouncil.org.au/silentkillerreport>

Worth Reading: Turning up to work sick could be costing the economy billions

“Being sick and dragging yourself into work to sit at a desk and stare at the phone or computer could be contributing to a multi-billion dollar cost to the economy.

A study to be released on Tuesday shows that people at work while sick are costing the Australian economy more than \$34 billion a year in lost productivity.

The hidden cost of so-called "presenteeism" is equivalent to a productivity loss of 2.6 per cent, and a 2.7 per cent loss to gross domestic product.”

Read the entire article by Anna Patty in The Age at: <http://www.theage.com.au/business/workplace-relations/turning-up-to-work-sick-could-be-costing-the-economy-billions-20160411-go39ec>

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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[Share on Facebook](#)



[Share on Facebook](#)

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



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