



Stat Report 2017/16

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Update on Public Sector bargaining

Despite much of the work being completed the Union is still waiting to have the draft agreement considered by the government and approved to be put out to vote.

While it's incredibly frustrating that we are still waiting, the good news is that we're closer to getting the agreement finalised. It also means that it won't be long before we'll be asking you to vote for the new agreement but we will make sure a detailed explanation of all of the changes in the new agreement is distributed.

Until then, we're keen to continue to share with members the details of the agreement and what we've been negotiating. Please get in touch with us and let us know when it's a good time to meet with members in your workplace by calling 9623 9623 or via email at enquiry@msav.org.au

Help save microbiology at Bendigo Health

Your calls are making an impact so it's vital that you keep calling [the local Members of Parliament and Jill Hennessy, Minister for Health](#) to tell them to keep the microbiology laboratory in Bendigo to protect patient safety.

It's up to us to keep the pressure on the Minister for Health, Jill Hennessy and local Bendigo Members of Parliament to ensure that the microbiology pathology laboratory isn't closed and patient safety remains a top priority. [Please make your voice heard and call the local Bendigo MPs and Minister for Health, Jill Hennessy today.](#)

Together we can take a stand to restore the microbiology pathology laboratory at Bendigo Health. Here are the contact details for local Members of Parliament and the Minister for Health, Jill Hennessy:

Member and Electorate	Electorate Phone Number	Other Phone Number
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Jill Hennessy (State Minister for Health)	(03) 9395 0221	(03) 9096 8561
Maree Edwards (Bendigo West)	(03) 5444 4125	
Jacinta Allan (Bendigo East)	(03) 5443 2144	(03) 8392 6100
Jaclyn Symes (Northern Victoria Region)	(03) 5783 2000	

You can also help keep the pressure on by sharing this graphic with your networks on Facebook:



Visit msav.org.au for more information

Check out some of the recent media:

- [Pathology staff to refuse to perform urgent tests](#)
- [Medical staff group joins calls to reverse pathology changes](#)
- [Government to review safety at hospital](#)
- [Lab closure 'ludicrous', doctors say](#)
- [Bendigo Health to lose microbiology lab](#)

Pathology saved at Alexandra Hospital

In some great news, the Union has been informed that pathology has been saved at Alexandra Hospital and the laboratory will remain open until at least September 2018. The Union publicly backed the hospital to ensure that there was a way for the hospital to continue to deliver their clinical services following the announcement that Clinical Labs was closing the lab and walking away.

It was evident that Clinical Labs was in breach of its contract with the hospital. The Union strongly supports the hospital in enforcing the contract, and Clinical Labs has acknowledged its contract responsibilities and has announced it will keep pathology services at Alexandra Hospital open.

Wage theft: Is your Superannuation being paid correctly?

It's come to the Union's attention that there may be health services that are not paying the superannuation guarantee each month as required under our agreement.

Recent analysis by Industry Super Australia indicates that employers failed to pay an aggregate amount of \$5.6 billion in SG contributions in 2013-14. This amount represents 2.76 million affected employees, with an average amount of over \$2000 lost per person in a single year.

Monash Health is now picking our members' pockets by not remitting superannuation payments to the relevant super fund monthly, as required by our public sector EBA. It seems Monash Health has 'decided' to forward the superannuation payments on a quarterly basis and this includes not only the 9.5% employer contribution but also any employee contributions which have been salary sacrificed by members.

It also appears that Monash Health is using members' money as working capital while in turn members are losing the investment returns on that same money.

A pharmacist member has reported that the last contribution received in their HESTA account was on 31 March 2017 – a clear breach of our EBA.

It's worrying that if this is happening at Monash Health it could be happening elsewhere in the public sector? Members can log into their HESTA or First State Super account and see for themselves when the last payment of contributions was made by their employer.

If you find that you're health service is not paying your superannuation guarantee each month, as required under our agreement, then contact the Union as soon as possible on 9623 9623 or via email at enquiry@msav.org.au

Victorian government to make health services safer

The Andrews Government will double its investment in making hospitals and mental health services safer, as it launches a new campaign that makes it clear that violence against healthcare workers is never OK.

Minister for Health Jill Hennessy and Minister for Finance Robin Scott launched a community awareness campaign designed to reduce occupational violence and aggression against healthcare workers. The Andrews Government will invest an extra \$20 million in the Health Service Violence Prevention Fund, taking total investment to \$40 million to-date.

The first two rounds of grants have supported more than 60 health services and funded a range of projects such as installing alarms, CCTV, access control doors, lighting and security systems, redesigning waiting areas and trialling new equipment such as body worn cameras for paramedics and stab-proof vests for hospital security workers. A third round of grants totalling \$7 million is now open for applications.

In addition, the Government has announced that a range of public hospital emergency departments will establish behavioural assessment rooms and existing rooms will be upgraded to meet new standards. These rooms are purpose-built to better assess and manage aggressive emergency department patients who may place themselves, staff or others at risk of harm. The first five rooms will be built at University Hospital Geelong, Austin Hospital, Casey Hospital, Northern Hospital and Warrnambool Base hospital.

Security personnel at hospitals with emergency departments will also be boosted right across the state, and additional resources deployed to hotspots to better protect hospital staff and patients.

It is estimated that up to 95 per cent of healthcare workers have experienced physical attacks or verbal attacks while going about their critical work. The ad campaign shows an aged care worker being verbally abused, a nurse being spat on and a paramedic being assaulted on the street. It

delivers a blunt message that violence against our health care workers “is never OK”.

Our members can relate to this when working directly with patients and it’s important that the government has finally acknowledged that our members can work in dangerous conditions which are created by patients, and their loved ones.

The campaign has been created by WorkSafe and the Department of Health and Human Services, following almost 12 months of research and development. It follows the release in 2015 of a report by the Victorian Auditor General’s Office which highlighted the level of abuse faced by healthcare workers and the need to improve community awareness of the trauma it caused.

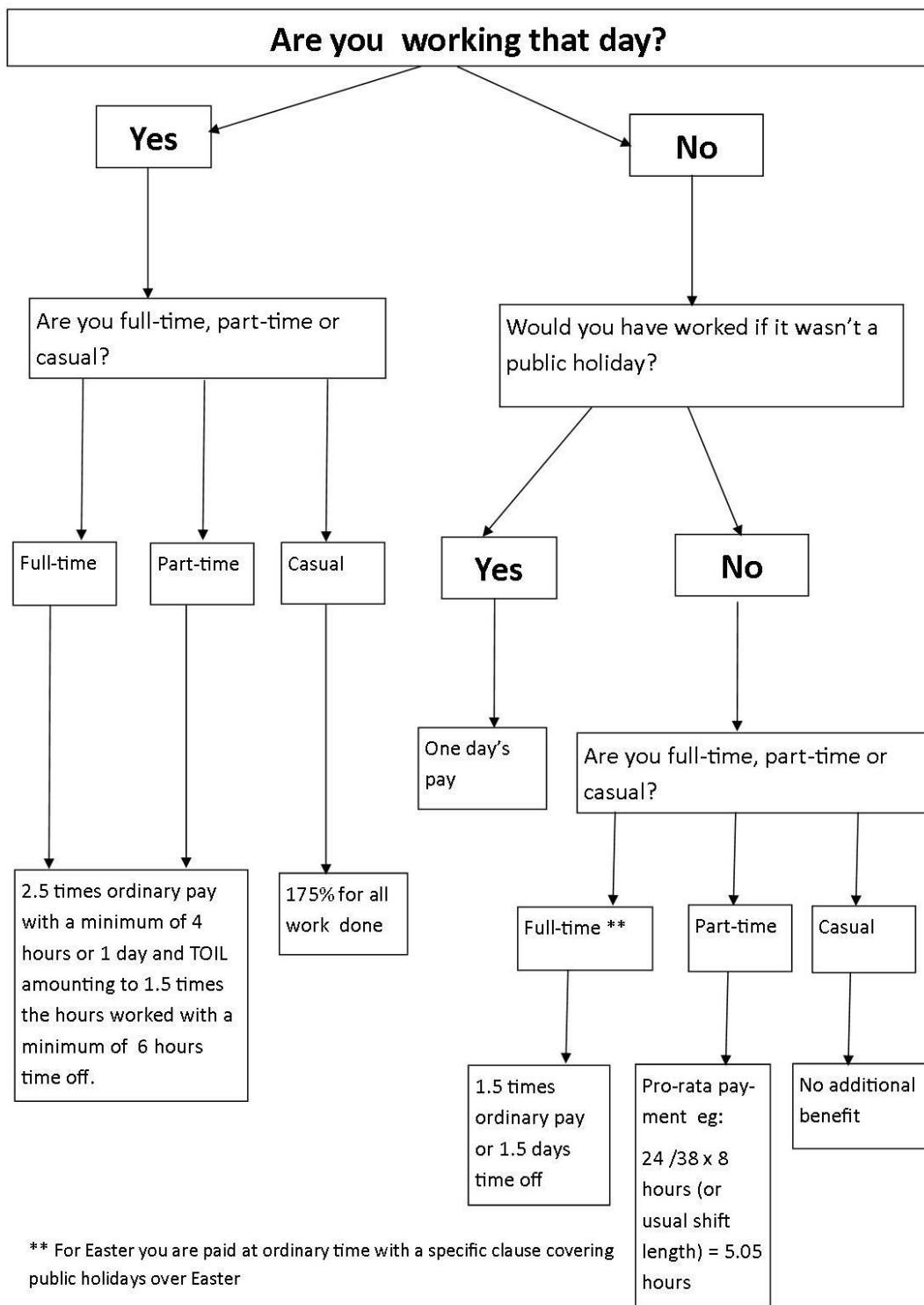
The campaign will air on major TV networks along with online, radio and billboard advertising. It will run until the end of July. For more details about the government’s campaign to keep health workers safe at work visit www.worksafe.vic.gov.au/itsneverok

Public Holiday Entitlements

Our Enterprise Agreement provides public holiday benefits whenever one occurs, whether it’s for the Grand Final, Melbourne Cup Day, New Year’s Day or over Easter and Christmas.

With a public holiday coming up it’s important that check your public holiday entitlement and the easiest way to check is to use our handy flow-chart below.

PUBLIC HOLIDAY PAYMENTS



If you have any queries about your entitlement or you believe you haven't been paid your public holiday entitlement please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

2017 International Mental Health Conference

The 2017 International Mental Health Conference will be held at the Conference Centre, Sea World Resort, Gold Coast, Queensland from Monday 21 August – Wednesday 23 August 2017.

This year's conference will examine a range of issues from the perspective of Primary Interventions, Promoting Recovery, Prevention and the latest Policy Initiatives.

Mental health awareness and well-being strategies remain urgent public concerns. The Conference will focus on the range of complex mental issues affecting the elderly including depression, dementia and anxiety. It will also explore the mental health issues of young Australians and how we can influence, educate and promote change.

Mental health problems have become one of the leading causes for absenteeism from work and early retirement all over Australia. Maintaining good mental health at the workplace is therefore not only essential for the individual but also a challenge facing business and society as a whole. There is considerable business and political interest in tackling poor mental health at work.

Featuring Australia and New Zealand's leading practitioners, academics, researchers, mental health experts, NGO's and policy makers, the conference will motivate and inspire professionals (and future professionals). All delegates will have access to the program podcast library and Book of Proceedings included in their registration fees.

For the full list of registration inclusions please visit the registration page at: <https://anzmh.asn.au/conference/registration/>

The 2017 International Mental Health Conference Program is available at: <https://anzmh.asn.au/conference/program/program2017.pdf>

Support Family Violence Leave for all workers

Survivors have suffered for too long behind closed doors. We all have a part to play in ending violence: it's time that employers played theirs. Tell employers that everyone has the right to paid days away from work if they are subjected to family violence.

Make your voice heard: <http://bit.ly/FDVLeave>

Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Sign up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

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.

Do you need access to Domestic Violence services?

If you're experiencing domestic violence and need help, here is a list of Victorian services which

may be able to assist you.

[Safe Steps \(formerly Women's Domestic Violence Crisis Service of Victoria\)](#)
[Aboriginal Family Violence Prevention and Legal Service Victoria \(FVPLS\)](#)
[Centre Against Sexual Assault \(CASA\) Forum](#)
[Community Legal Centres](#)
[Court Network](#)
[Domestic Violence Victoria](#)
[Elder Rights Advocacy \(ERA\)](#)
[Elizabeth Morgan House Aboriginal Women's Service](#)
[inTouch Multicultural Centre Against Family Violence](#)
[Men's Referral Service](#)
[No To Violence](#)
[QLife Australia](#)
[Seniors Rights Victoria \(SRV\)](#)
[The Jewish Taskforce Against Family Violence](#)
[Victoria Legal Aid \(VLA\)](#)
[Victorian Aboriginal Child Care Agency](#)
[Women with Disabilities Victoria \(WDV\)](#)
[Women's Housing Ltd](#)
[Women's Information Referral Exchange \(WIRE\)](#)
[Women's Legal Service](#)
[Women's refuges](#)

Worth Reading: FactCheck Q&A: are rates of drug use 2.5 times higher among unemployed people than employed people?

“The 2017-18 federal budget introduced a [random drug testing trial](#) for recipients of the Newstart Allowance for job-seekers and Youth Allowance in three locations. During a discussion of the measure on Q&A, Social Services Minister Christian Porter said “rates of drug use amongst unemployed are 2.5 times higher than amongst employed people”.

Is that right?”

Read the entire article by Nicole Lee and Peter Whiteford in The Conversation at: <https://theconversation.com/factcheck-qanda-are-rates-of-drug-use-2-5-times-higher-among-unemployed-people-than-employed-people-78993>

Worth Reading: Women abused by partners suffer lifelong health problems – study

"Women who are abused by their partner suffer significant physical and mental health problems that persist throughout their lifetime, the first long-term Australian study to investigate the health impacts of intimate partner violence has found.

The research, led by the University of Newcastle's research centre for generational health and ageing, followed 16,761 participants from the Women's [Health](#) Australia study for 16 years from 1996.

Three cohorts of women, born from 1921-26, 1946-51 and 1973-78, were asked during surveys taken throughout their lives whether they had ever been in a violent relationship, and about their physical and mental health. The study only considered violence from a partner or spouse, and

not general family violence, for example perpetrated by other family members."

Read the entire article by Melissa Davey in The Guardian at:

<https://www.theguardian.com/society/2017/jun/13/women-abused-by-partners-suffer-lifelong-health-problems-study>

Worth Reading: Should Australia have a Modern Slavery Act?

"There has been a flurry of activity recently in relation to establishing a Modern Slavery Act in Australia. This has included a [parliamentary inquiry](#) and Labor's [recent policy release](#) on the topic.

Is slavery a problem in Australia?

First, there is no doubt that activities associated with modern slavery, such as human trafficking, servitude and forced labour, are grave human rights issues, requiring a dedicated and co-ordinated response.

Governments cannot solve the problem on their own. It is a particular issue in countries like India, but also occurs in Australia.

Between 2004 and 2016, the Australian Federal Police received [almost 700 referrals](#) relating to suspected human trafficking and slavery-related crimes, though only 17 people [have so far been convicted](#) of these offences.

Most recently, in February 2017, two men pleaded guilty to charges of [servitude](#) relating to their treatment of Taiwanese workers in Brisbane.

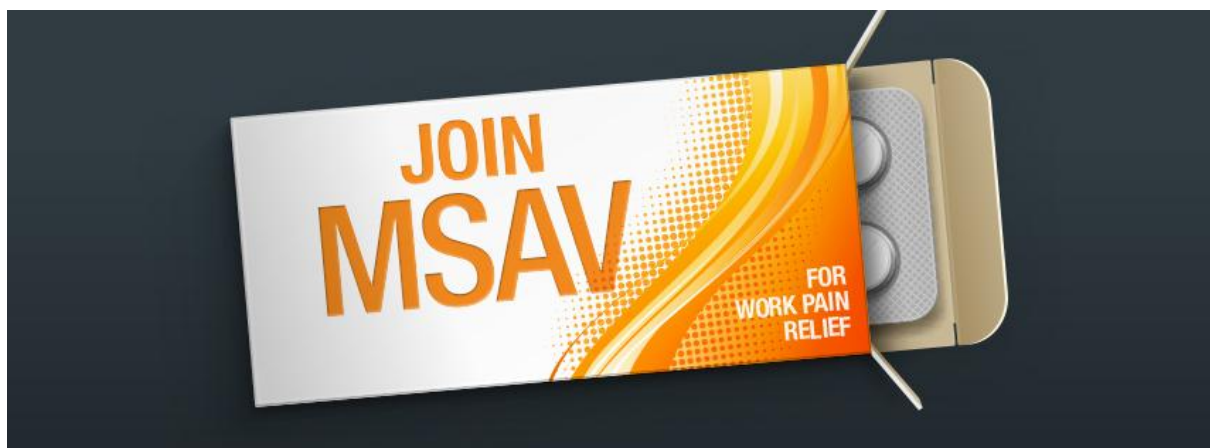
Recent media reports of exploitation of migrant workers in Western Australian [farms](#) and [market gardens](#), Victorian [farms](#), and in [7-Eleven retail stores nationwide](#), suggests this is a real – but often hidden – issue in Australia."

Read the entire article by Fiona McGaughey, Dave Webb and Peta-Jane Hogg in The Conversation at: <https://theconversation.com/should-australia-have-a-modern-slavery-act-79335>

Join the Union

Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union for work pain relief!

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](#)



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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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