



Stat Report 2017/17

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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

Workloads in Hospital Pharmacies

Beavering away on wards and in dispensaries, hospital pharmacists are being swamped by an alarming increase in workloads.

For many the balance between wards and dispensary is getting more difficult as more work is piled on to hospital pharmacists. It beggars belief the frequency with which politicians keep demanding more of a workforce that is already drowning in high workloads without commensurate increases in staff.

It's a story that sadly we're all too familiar with.

With a growing list of responsibilities like giving vaccine shots, Victoria's hospital pharmacists are being asked to take on more and more front-line work while not being resourced with the staff to ease workloads. It's easy to ask pharmacists to administer something like a vaccine but it means that this is one more duty to be completed. It adds greater tension in the workplace as pharmacists juggle competing priorities to ensure patients are sent home with the correct

medication, patients on wards are having their medications checked and the dispensary is being staffed.

But as the extra work comes extra pharmacists are not being employed to handle the extra work. This isn't a one-off sort of thing – workloads are always increasing. Hospitals are tending to ignore fundamental responsibilities of properly resourcing pharmacy departments by setting necessary staffing levels and instead demand more and more of hospital pharmacists.

Is your management putting more pharmacists on to ease workloads or assist during busy times? Are you doing unpaid work during breaks or before or after work to make sure tasks are completed?

We want to know how your workloads are changing and how management is responding so we can do more about the increasing expectation of doing unpaid work.

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.

And we're getting the support of the hospital's senior medical staff:

To the Microbiology Scientists,

The Senior Medical Staff of Bendigo Health would like to acknowledge the importance of the work you do as an integral part of the Bendigo Health team providing safe care to the patients in Bendigo and the surrounding area. We wholeheartedly support you and the work you do, and only see the need for specialist microbiology services expanding, rather than contracting, as Bendigo Health develops as a regional centre.

We would also like to express our gratitude for your professionalism during an undoubtedly difficult time.

With our sincerest support,

The Senior Medical Staff

We must continue 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 call the local Bendigo MPs and Minister for Health, Jill Hennessy today.](#)

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
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	
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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 local media about the issue:

- [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](#)

Proposed new radiation regulations

The Department of Health and Human Services (DHHS) regulates the use of radiation to protect people and the environment from its harmful effects, by licensing users of radiation sources and those who conduct radiation practices under the Radiation Act 2005.

And in Victoria, all regulations have a mandated ten-year sunset provision, which means that the regulations expire after 10 years; that is the Radiation Regulations 2007 will sunset on 28 August 2017. The policy intention is to allow for regulations to be regularly reviewed assessing whether the regulation is still required and how they may be improved to better achieve the desired benefits and/or reduce the cost that it imposes. The proposed regulations would create a similar regulatory environment which already exists in Victoria, and is already closely aligned with international and national best practice.

Many of the proposed requirements have been drawn directly from national codes and standards which are required to be implemented by all jurisdictions in Australia pursuant to national

agreements.

The current Regulations prescribe:

- the activity concentration and activity of material that spontaneously emits ionising radiation and the prescribed circumstances for the purposes of the definition in the Act of the term 'radioactive material'
- radiation dose limits
- the radiation sources that require a current certificate of compliance prior to use of the source
- the date of expiry for certificates of compliance issued in respect of prescribed radiation sources
- fees
- other matters required to give effect to the Act.

In addition to continuing to prescribe these elements, the main focus of changes in the proposed regulations is to strengthen the security of high consequence radioactive material and to implement changes to the occupational dose limit to the lens of the eye to reflect recent international, national and state developments.

Submissions are now invited on the proposed regulations and legislative instruments. Submissions may be made on one or all of the proposals. Submissions should be in writing and clearly marked with the word "submission" and it is requested you quote the correct proposal or proposals your comments apply. Emailed comments and documents are preferred.

Unless requested by the author, all submissions will be treated as public documents and made available to other parties.

Written comments and submissions should be forwarded by no later than 5pm on Thursday 6th July 2017 to radiation.safety@dhhs.vic.gov.au

More information about the proposed radiation regulations can be found at: <https://www2.health.vic.gov.au/public-health/radiation/radiation-regulatory-framework/radiation-laws/document-public-comment>

Wage theft: Is your Superannuation being paid correctly?

Last week in STAT Report we highlighted a couple of cases where a health service was not paying the superannuation guarantee each month as required under our agreement, and unfortunately, the Union has been informed of further examples of such breaches.

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.

It's worrying that we're receiving these reports and it leads us to believe it could be happening in other public sector healthcare services.

To find out if you're being paid your superannuation correctly, you can log into your HESTA or First State Super account and see for yourself when the last payment of contributions was made by your 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

Time to Renew your Membership

It's that time of year again to renew your membership. We've already sent out the notices about renewing your membership: and like last year we've again sent you the notices via email. It's

quicker and cheaper than sending you the notice via snail mail.

If you haven't seen the notice to renew your membership then check your SPAM folder and if you don't find it there then get in contact with the Union asap on 9623 9623 or via email at enquiry@msav.org.au

If you're based in Monash Health, we're sad to say we've been having problems sending you emails for the past couple of months. But we're working hard to resolve the issue with the cooperation of Monash Health.

Here are the rates for the next financial year:

	Full Time	Part Time	Sessional	Non-Working
MSAV	\$642.80	\$385.50	\$198.00	\$86.00

	Full Time	Part Time	Sessional	Non-Working	Student	Private Practice
VPA Inc	\$642.80	\$385.50	\$198.00	\$86.00	\$32.50	\$292.80

	Full Time	Part Time	Sessional	Pre-Registration	Non-Working
AHP	\$634.60	\$395.80	\$156.90	\$114.60	\$86.00

*The membership fees for AHP members are slightly higher than usual due to the Union securing Pharmacy Board of Australia-approved Professional Indemnity Insurance.

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: We need to be cautious when assuming CCTV will prevent family violence

"This year's Victorian state budget included a A\$1.9 billion package to tackle family violence. Part of this was a statewide [Personal Safety Initiative](#), which expands a trial of installing technology – such as CCTV, personal alarms and security doors – in the homes of at-risk women.

The Victorian government is to be commended for recognising that support for victims should be increased. However, a reliance on security infrastructure to resolve embedded social problems may be misguided.

In May, Sydney man Max Spencer was [arrested and charged](#) with breaching an apprehended violence order following the death of his girlfriend, Hayley Mcclenahan-Ernst. The circumstances of her death are still being treated as suspicious.

Spencer pleaded not guilty to breaching the order. CCTV footage later emerged, and [has been widely circulated](#), of the couple kissing and holding hands in the hours before her death.

Such footage will likely become significant if Spencer maintains his not-guilty plea to any charges. Without speculating further on this case, key issues regarding the use of CCTV in responses to family violence must be reconsidered."

Read the entire article by Caitlin Overington in The Conversation at:

<https://theconversation.com/we-need-to-be-cautious-when-assuming-cctv-will-prevent-family-violence-78250>

Worth Reading: Psychogeography: a way to delve into the soul of a city

"Psychogeography, as the term suggests, is the intersection of psychology and geography. It focuses on our psychological experiences of the city, and reveals or illuminates forgotten, discarded, or marginalised aspects of the urban environment.

Both the theory and practice of psychogeography have been around since 1955, when French theorist [Guy Debord](#) coined the term. While it emerged from the [Situationist International](#) movement in France, the practice has far-reaching implications. It's relevant, for instance, in contemporary Sydney.

Psychogeographers advocate the act of becoming [lost in the city](#). This is done through the [dérive](#), or "drift".

Because purposeful walking has an agenda, we do not adequately absorb certain aspects of the urban world. This is why the drift is essential to psychogeography; it better connects walkers to the city."

Read the entire article by Siobhan Lyons in The Conversation at:

<https://theconversation.com/psychogeography-a-way-to-delve-into-the-soul-of-a-city-78032>

Worth Reading: Diamond coated electrodes are forever

"“Diamonds are forever” sang Shirley Bassey in the iconic 1971 Bond movie.

“They are all I need to please me, they can stimulate and tease me...”.

Well we've discovered another pretty cool way for diamonds to stimulate, and it's not one you might easily guess!

Together with Deakin University, Melbourne University, the Melbourne Centre for Nanofabrication and the Fraunhofer Institute, we're developing diamond coated carbon fibre electrodes. These little gems are presenting an exciting opportunity for bioelectronic medicine, brain-machine interfacing, sensors and basic neuroscience."

Read the entire article by Ali Green at the CSIRO Blog at: <https://blog.csiro.au/diamond-coated-electrodes-are-forever/>

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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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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