



Stat Report 2017/19

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Time to Renew your Membership

It's that time of year again to renew your membership.

Unfortunately due to a glitch in our system not everyone received the original invoices we emailed out on 8 June. We have reissued the invoices and if you have already received it and paid it please ignore this advice. But 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

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.

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

NPAAC draft accreditation standards for consultation

The National Pathology Accreditation Advisory Council (NPAAC) has advised that there are number of documents that are now open to public consultation. In particular the NPAAC is seeking comment on the following draft documents:

- Requirements for Medical Pathology Services
- Requirements for the Retention of Laboratory Records and Diagnostic Material
- Requirements for the Development of Use of In-house Diagnostic Medical Devices
- Requirements for Quality Control, External Quality Assurance and Method Evaluation

Comments and feedback on the draft documents are due 4 August.

The relevant draft documents can be found on the NPAAC website at:
<http://www.health.gov.au/internet/main/publishing.nsf/Content/health-npaac-publications-draft.htm>

NDIS and Dietitians, Audiologists and Psychologists

The National Disability Insurance Scheme is starting to be rolled out and it is going to have potential impacts on dietitians, audiologists and psychologists.

If NDIS-related changes are happening in your health service which could impact on your role please contact the Union on 9623 9623 or via email at enquiry@msav.org.au

VPA: Professional Development Seminar

The next VPA Inc. Professional Development Seminar will be held on 13 September. The theme for the Seminar will be Anger Management with the main speaker being Dr Tony McHugh.

More details will be announced as soon as possible but in the meantime make sure you save the date – 13 September – for the next VPA Professional Development Seminar.



Health Complaints in Victoria: what the changes mean for you

As we reported earlier this year, there have been changes in Victoria's health complaint laws, including:

- who can lodge complaints with the Health Complaints Commission
 - what types of services the Health Complaints Commission accept complaints about
 - the Commission's powers in resolving and investigating matters
 - a new code of conduct for general health services
 - complaint handling standards for all health services
-

To assist with understanding what the changes mean, the Health Complaints Commissioner, Karen Cusack, will [discuss what the changes mean and answer questions in a live Q&A](#).

If you'd like to know more about health complaints in Victoria, join the free webcast on Thursday 20 July 2017, 11am to 12 noon – [make sure you register](#).

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>

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.

Feminism in the Pub

Women have a lot to be angry about, and Indigenous women, women of colour, queer women, women living with disabilities, and any woman who faces oppression -- they have a lot more to be angry about.

We all know how suffocating sexism is. It kills women every day. But so does racism. So does homophobia, biphobia, transphobia, classism and ableism.

On Wednesday the 12th July, from 6.30pm - 8.30pm, join We Are Union Women to talk about intersectionality and feminism at our July event Building a Diverse Feminist Movement. [RSVP here for this important, movement-changing event.](#)

There'll be plenty of food and non-alcoholic drinks, so [make sure you RSVP here](#) so we know how much to order!

This month's event is sure to be packed full of feminists keen to discuss practical methods for ensuring our movement is as diverse and inclusive as it can be - so make sure you don't miss out, and let us know you're coming!

[RSVP today to save your spot](#)

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: Doctors and nurses can't always tell if someone's drunk or on drugs, and misdiagnosis can be dangerous

"Bob has arrived at the emergency department at 10am on a Tuesday after breaking several fingers slamming his hand in a car door. Bob is quite anxious; he speaks quickly and paces around. When asked to sit and explain what has happened, he provides an articulate account of events. A look at past medical records indicates Bob has recently been admitted to hospital for alcohol withdrawal. Bob's blood alcohol concentration is 0.35% (or 0.35 grams per decilitre). For the average person, this could be fatal. But Bob is sitting upright with little outward cues he has been drinking heavily.

Now we turn to Bruce. Bruce stumbles up the street at 1am on a dark Saturday night. He loses his footing more than once and pauses multiple times as it seems he is struggling to avoid throwing up. Bruce's speech is slurred and incoherent. Suddenly, he collapses in the street. When passers by check on him, they notice considerable cuts and bruises to his head. The man isn't drunk; he was in a fight earlier that night and has a head injury.

These examples demonstrate "common sense" doesn't always tell you who's drunk and who's sober. While slurred speech or lack of coordination might help, we cannot apply these cues in all circumstances."

Read the entire article by Lauren Monds & Celine van Golde at the Conversation:

<https://theconversation.com/doctors-and-nurses-cant-always-tell-if-someones-drunk-or-on-drugs-and-misdiagnosis-can-be-dangerous-69879>

Worth Reading: One census, three stories

"In the broad picture, the 2016 census has confirmed things we already knew about ourselves. But burrow down into the detail, and you'll find much that will surprise you.

The key themes are well-known. Australians are getting older: almost five million of us are now over sixty, and almost a million Australians are over eighty. We are becoming ethnically more diverse: more than six million Australians – more than one in four – were born overseas, and for the first time more of them come from Asia than from Europe.

Fewer of us own our homes (thank you, negative gearing!). Home ownership rates are now back to postwar levels, and housing densities in the big cities are rising as more people squeeze into existing homes. Fewer of us believe in God, and those who do worship in increasingly diverse forms: only 52 per cent identified themselves as Christians, 8 per cent belonged to other faiths – mainly Islam, Buddhism and Hinduism, in that order – while 30 per cent declared no religion and 10 per cent declined to answer."

Read the entire article by Tim Colebatch in Insider Story at: <http://insidestory.org.au/one-census->

[three-stories](#)

Worth Reading: Suburbs ‘swamped’ by Asians and Muslims? The data show a different story

"In her [maiden speech](#) to federal parliament in 1996, Pauline Hanson claimed Australia was in danger of being “swamped by Asians”. At her re-election to the Senate on 2016, Hanson [expanded her claim](#) to also being “swamped by Muslims”. But is this factually correct?

Using data from the [2011 Census](#), we analysed the distribution of Asians and Muslims at four spatial scales (neighbourhood, suburb, district, and region) within Australia’s 11 largest urban areas. We [found no evidence](#) of any “swamping” by Muslims, or of ultra-segregation into “ghettos”.

There are concentrations of Asians, mainly in Sydney and Melbourne. But they are mostly neighbourhoods and suburbs where they form only a small minority of local populations."

Read the entire article The Conversation: <https://theconversation.com/suburbs-swamped-by-asians-and-muslims-the-data-show-a-different-story-79250>

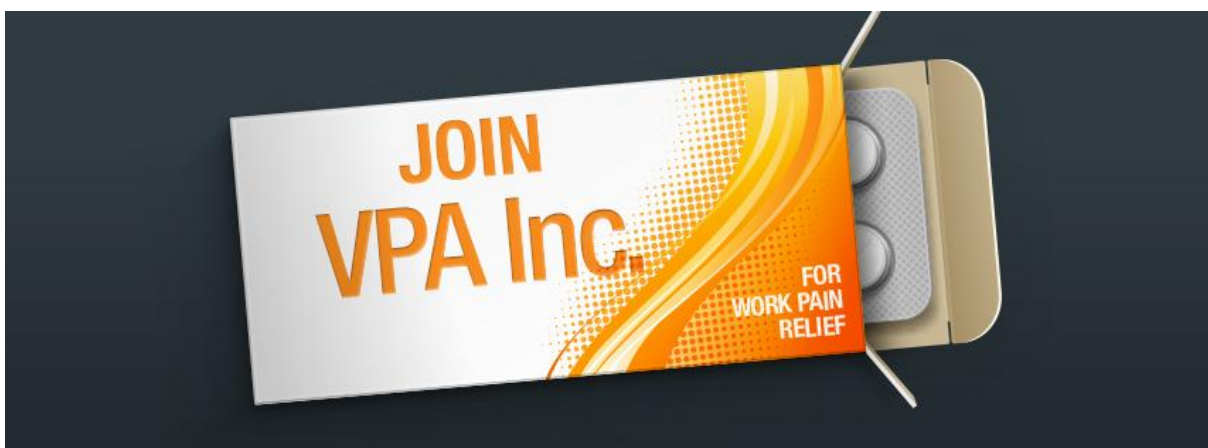
Join the Union

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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