



## Stat Report 2017/20

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### Sick leave and your responsibility

Sick leave is an important right for which unions and working people fought long and hard. And it's particularly useful at this time of year for the cold and flu season. The Union's agreements enshrine your right to sick leave, which is referred to as personal leave.

Every full time and part time employee is entitled to sick leave. You can access sick leave when you're absent from work due to a personal illness or injury; or if you have to care for an immediate family or household member who is sick; or in case of medical emergencies.

It is your responsibility to make sure you contact your workplace if you're going to be away from work. And it is your responsibility to make sure you have appropriate evidence to support your claim for sick leave.

But it's definitely not your responsibility to find your own replacement if you're on a roster. We've heard on a number of occasions that people have been told they need to find their replacement while either being sick or caring for a sick loved one.

In the public sector and most other agreements, if you weren't able to get a medical certificate from your health practitioner, you can present a statutory declaration which your employer can't refuse to accept it.

You also don't have to submit to any visits or tests by health practitioners organised by your health service; you only need to have consulted your health practitioner. In fact, if you're approached to undertake a test or to visit your employer's nominated health practitioner you should flatly refuse, without being penalised in some way. If you are subjected to any threats of disciplinary action you need to contact the Union as soon as possible.

Importantly, you are at no stage required to advise your employer of the nature of any illness (yours or a loved one's) for which you take sick leave.

Sick leave is an important leave entitlement to ensure that you are able to take the time needed to recover from injury and illness; or to care for family. We've fought long and hard to win it, so

make sure you're using it.

### **What about being asked to have the flu shot?**

It's entirely up to you if you wish to take the flu vaccine.

You can't be forced to take the flu vaccine regardless of any claims made by your employer. However, if you feel it's something you should do and your employer is offering the opportunity to take the flu vaccine then you should feel free to take the vaccine.

If you've been told to take the flu vaccine and failure to do so will result in some kind of disciplinary action make sure you contact the Union on 9623 9623 or via email at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## 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, in that the first stage of Government approval has been passed and we expect that the second and final stage of approval is imminent. 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](mailto: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>

## 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.

**VPA Professional Development Seminar**  
**Save the Date: 13 September**



NDIS and Dietitians, Audiologists and Psychologists

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

We know that for some health services there will be a need to make changes to various roles or teams; or change how the organisation may deal with particular issues as they relate to the NDIS. While we expect some changes to be made, we want to be sure that health services are going about the changes in the right way and not using the NDIS as a chance to make wholesale changes.

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](mailto: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>

## 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.

## 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>

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# 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](http://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](#)

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## Worth Reading: Why privatisation won't make Sydney's buses run on time

"There is a twisted piece of logic at play in the New South Wales government's plans to privatise bus routes across Sydney's inner west.

The excuse for this move was the 12,000 complaints the government said it had received over a four-year period, mainly about buses running late or not leaving their depots on time.

Leaving aside the fact that other regions have higher levels of complaints – an analysis by the Guardian showed the solidly blue-ribbon Liberal seats in the inner north fared the worst for reliability – we should doubt the central proposition that because buses are running late, we should privatise them.

I've been a Sydney bus driver for more than 21 years and I am just as frustrated as everyone else with the traffic and delays across Sydney. But every Sydneysider knows that traffic in the city is gridlocked during peak times and buses are "late" because they are stuck in the very same Sydney traffic that everyone else is. Visitors are advised to add an extra half an hour to the normal travel time if they want to be anywhere near on schedule. Many commuters try to avoid peak hour completely, instead attempting to leave very early or very late."

Read the entire article by George Salena in The Guardian at:

<https://www.theguardian.com/australia-news/2017/jul/09/privatisation-wont-make-sydneys-buses-run-on-time-and-expect-new-problems>

## Worth Reading: Why we need full public funding of election campaigns

"Let's be optimistic and say that it's never too late to start restoring trust in politics and its practitioners. It is not as though we can return to some golden age of democracy, when voters considered politics an honourable and noble profession, because such an era never existed, at least not on this side of ancient Athens. But the healthy scepticism we used to display towards politics has developed a more malignant form, uncomfortably reminiscent of 1930s and 1940s Europe.

That includes Australia, if not as severely as in many other countries. The latest Lowy Institute poll finds that 52 per cent of Australians aged between eighteen and twenty-nine agree with the statement that "democracy is preferable to any other kind of government," compared to 60 per cent for people of all ages. The fact that support for democracy enjoys only a bare majority among young people (compared with a third who say a non-democratic government can be preferable in some circumstances and 12 per cent who say the kind of government doesn't matter) suggests we are in dangerous territory.

So here's an idea. One of the major threats to democracy is the perception, and too often the reality, that politicians can be bought, particularly by wealthy donors to parties and candidates. One way to address that would be to ban political donations. Yes, outright."

Read the entire article by Mike Steketee in Inside Story at: <http://insidestory.org.au/why-we-need-full-public-funding-of-election-campaigns>

## 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.

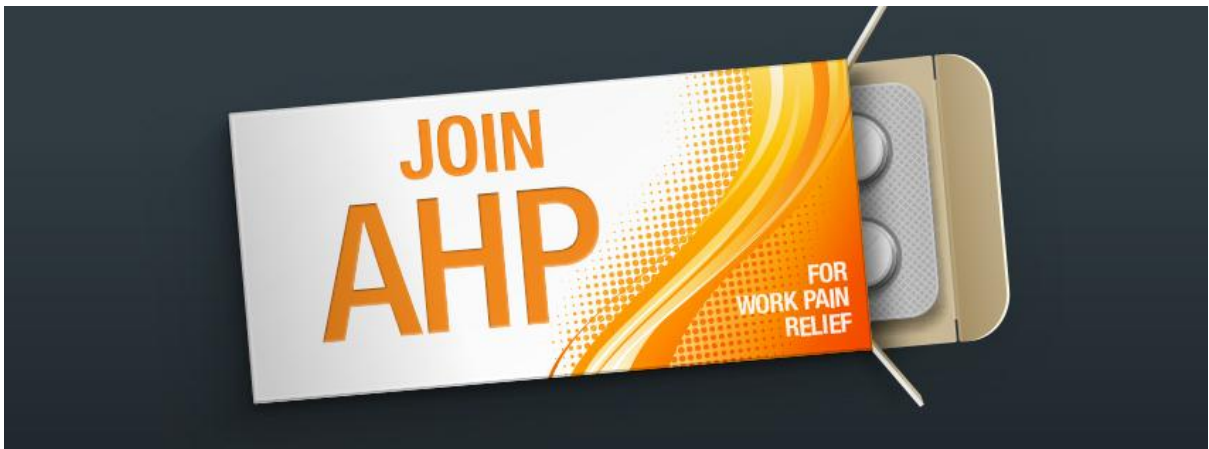
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## Your Union is on Facebook

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](#)

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## 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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Is there a copy of STAT Report on your Union noticeboard or in 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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