



Stat Report 2017/21

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Dorevitch to be hit with industrial action

Members of the Health Workers Union (HWU) have voted to support protected industrial action across Dorevitch Pathology's services in Victoria. A wide range of staff, including collectors, couriers, lab assistants and store people voted to support taking a range of protected actions that could seriously disrupt Dorevitch's capacity to maintain services, including in a significant number of public hospitals.

In a move that reflects the entire workforce's fury at Dorevitch's greedy and bloody minded decade long refusal to negotiate fair and reasonable wage increases, HWU members are saying they have had enough and overwhelmingly supported the vote for protected action. Their campaign is appropriately titled "FAIR BLOODY GO!".

The MSAV has written to Dorevitch management requesting that we resume negotiations for a new agreement, and have agreed to meet on 10 August. In the meantime, congratulate your HWU colleagues for taking this courageous stand and let them know that you support what they are doing.

'At some point ...that's going to lead to workers being prepared to ask for larger wage rises.'

On two occasions in the past month none other than Phillip Lowe, the Governor of the Reserve Bank, has decried the damage low wages growth is having on the broader economy. Phillip Lowe wants workers to demand higher wage increases to improve spending/consumption and help the economy. Good for him!

'If that were to happen that would be a good thing', the good Governor said of stimulating wages demands and growth. Needless to say the Governor of the Reserve Bank is not normally

disposed to making public statements inciting workers to, in the words of the ex-Treasury Secretary Ken Henry, 'overcome fears of competition and uncertainty' and get stuck into the boss for a fair go. But that's what he has done.

These comments were made reflecting on the past 4 years of declining growth. Members employed in private pathology will see Lowe's comments in the context of their own desperate circumstances of up to 10 years of no wage movements, other than in Dorevitch's case 3 paltry increases of 1.5% in 10 years, randomly 'granted' at times when it was felt shareholders wouldn't object too loudly.

Of course the economic and financial impacts for these workforces and their families has been extremely harmful. We can only hope that in renewed rounds of bargaining in the private pathology sector these companies will shift from the unconscionable bargaining strategy of refusing wage increases to accepting that there needs to be a wages outcome realising real growth on fixed dates across the life spans of new enterprise agreements.

Don't fall into the social media trap at work

Social media is a lot of fun. It's a great way of keeping up with what your friends and family are doing, wherever they are in the world. But there are some big downsides to social media, especially when they include the workplace.

The increasing use of mobile devices combined with social media means there is an ever-increasing blur in the distinction between work and private life. And let's not forget that employers are regularly monitoring and watching social media for what employees are saying.

Like other areas of the law, industrial law has been slow to react with the increasing use of social media. However there have been a range of matters brought before the Fair Work Commission (FWC) relating to the use of social media by employees. FWC will consider if the conduct in question:

- Is likely to cause serious damage to the relationship between the employer and employee
- Damages the employer's interest
- Is incompatible with the employee's duty as an employee

Unfortunately workers have to be extremely careful in using social media when talking about their work and workplace. There is little doubt that a lot of social interaction exists in the workplace but it is vital to avoid some of the following pitfalls:

1. Social media is not private interaction; unless you set the strictest privacy levels for your content to protect yourself from being monitored by your boss.
2. Make sure you don't follow or friend the boss and work colleagues. It seems harsh but the number of work colleagues that have access to your social media can be an important determinant in any FWC proceedings.
3. Don't mention your boss and the company you work for. FWC will consider whether there has been a direct reference to the company or anyone individual. This doesn't mean you can't discuss wages and conditions or genuine grievances but make sure you don't mention the boss or the company.
4. Don't discuss patients and definitely don't name them. This is particularly relevant for health sector workers as it can result in immediate termination of employment because of breaches of the privacy of a patient or patients.
5. The degree of offence of the comments posted to social media will be an issue consider by FWC
6. Only post material that you would be happy to post in a public forum or shout out in the middle of the MCG

There is definitely one golden rule for social media use and that is don't drink or use drugs and use social media.

If you have any questions make sure you contact the Union on 9623 9623.

The flu vaccine and you

It's that time of year when the dreaded lurgy is doing the rounds. And it's also that time of year for lots of health services to make the flu vaccine available to staff. 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

Update on Public Sector bargaining

It's becoming a frustrating situation as we continue to wait for the State Government to approve our agreement. It's as if the State Government can't be bothered, preferring to drag its feet.

But we're continuing to push the government to sign off on our new agreement so that we can put it to you to vote on. Until then, we're keen 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>

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

 **vpa**
victorian psychologists
association inc

NDIS and Dietitians, Audiologists and Psychologists

The National Disability Insurance Scheme is being rolled out with potential impacts on dietitians, audiologists and psychologists. 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

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

The 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.

Stop the Victorian Government from selling our Land Titles Office

The Victorian Government has announced its intention to privatise Victoria's Land Titles Office. For 155 years, the Land Titles Office has tirelessly scrutinised every survey, mortgage and transaction on Victoria's four million-odd properties, perfecting this priceless public asset. This decision must be reversed.

The CPSU have a petition on Megaphone, calling on Daniel Andrews to reverse this decision.

Please sign and share the petition with your friends and family and stop the privatisation of public services.

<https://www.megaphone.org.au/petitions/stop-the-victorian-government-from-selling-our-land-titles-office>

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: How changing your diet could save animals from extinction

"Transforming large swaths of the tropics into farmland could render almost one-third of wildlife there extinct, new research suggests.

From the Amazon rain forests to the Zambezi floodplains, intensive [monoculture farming could have a severe adverse impact on wildlife](#) around the world.

Wildlife would disappear most dramatically in the remaining forests and grasslands of Latin America and Sub-Saharan Africa. The greatest species loss would occur in the Peruvian Amazon basin where as many as 317 species could vanish as a result of agricultural development.

As a doctoral researcher at Humboldt University Berlin, I studied human food consumption, land use and how they affect wildlife. Our research was published July 17 in Nature Ecology and Evolution."

Read the entire article by Laura Kehoe in The Conversation at: <https://theconversation.com/how-changing-your-diet-could-save-animals-from-extinction-81061>

Worth Reading: The brain and the gut talk to each other: how fixing one could help the other

"It's widely recognised that emotions can directly affect stomach function. As early as 1915, influential physiologist [Walter Cannon noted](#) that stomach functions are changed in animals when frightened. The same is true for humans. Those who [stress a lot](#) often report diarrhoea or stomach pain.

We now know this is because the brain communicates with the gastrointestinal system. A whole ecosystem comprising [100 trillion bacteria](#) living in our bowels is an active participant in this brain-gut chat.

Recent discoveries around this relationship have made us consider using talk therapy and antidepressants as possible treatments for symptoms of chronic gut problems. The aim is to interfere with the conversation between the two organs by telling the brain to repair the faulty bowel."

Read the entire article by Antonina Mikocka-Walus in The Conversation at: <https://theconversation.com/the-brain-and-the-gut-talk-to-each-other-how-fixing-one-could-help-the-other-78841>

Worth Reading: The new Department of Home Affairs is unnecessary and seems to be more about politics than reform

"It is difficult not to give in to cynical impulses over Tuesday's announcement that the government will [create a Department of Home Affairs](#).

Described as a "federation of border and security agencies", the home affairs minister – set to be the current immigration minister, Peter Dutton – will be responsible for ASIO, the AFP, Border

Force, the Australian Criminal Intelligence Commission, the Australian Transaction Reports and Analysis Centre, and the Office of Transport Authority.

The Home Affairs department was announced at the same time the government released an eagerly awaited [review of Australia's intelligence agencies](#). But the rationale for the creation of a "super ministry" seems to conflate the well-intentioned and important intelligence review with an inadequately justified yet major rearrangement of federal government executive agencies."

Read the entire article by John Blaxland in The Conversation at: <https://theconversation.com/the-new-department-of-home-affairs-is-unnecessary-and-seems-to-be-more-about-politics-than-reform-81161>

Worth Reading: Three visual illusions that reveal the hidden workings of the brain

"Visual illusions show us that we do not have direct access to reality. They can also provide an inkling of the mental processing that delivers our experience of the viewable world.

Indeed, it is the processing happening inside our brains that is the basis for many illusions. Rather than delivering information from our eyes in nearly raw form as a camera would, the brain tries to determine what is actually out there – what are the shapes and the objects in the scene?

When the information entering the eye is ambiguous, the brain must make educated guesses. The three displays below demonstrate this in rather delightful ways."

Read the entire article by Kim Ransley and Alex O. Holcombe in The Conversation at: <https://theconversation.com/three-visual-illusions-that-reveal-the-hidden-workings-of-the-brain-80875>

Worth Reading: Where is the super ministry for tackling the real threat to Australians – domestic violence?

"It's very difficult to avoid the impression that the new multibillion-dollar [Office of Home Affairs](#) is a political reaction to a political problem, because it's certainly not a proportionate response to a clear and present danger.

In the past [20 years](#) in Australia, six people have been killed (three of them perpetrators) and 10 people injured in so-called terrorist incidents."

<http://www.smh.com.au/lifestyle/news-and-views/opinion/where-is-the-super-ministry-for-tackling-the-real-threat-to-australians--domestic-violence-20170725-qxibon.html>

Worth Reading: How a father's tragedy moved the Teamsters to fight an opioid distributor

"The largest drug distributor in the US has been accused by the Teamsters union of a pivotal role in the country's opioid epidemic.

The union is urging shareholders to force a public reckoning this week, a move prompted by one member's heartrending account of the death of his son.

The Teamsters, which has 1.4 million members in the the US, is using its substantial fund holdings in McKesson, the fifth-largest corporation in the US, to press for leadership changes.

This comes after the company paid the largest financial settlement of its kind amid lawsuits accusing it of "flooding" the country with prescription painkillers.

The union is asking shareholders to impose an independent chair to run the board and come clean on the company's role in the epidemic after McKesson paid \$150m to settle justice

department accusations that it failed to report suspicious deliveries of vast numbers of opioid pills at the heart of the epidemic."

Read the entire article by Chris McGreal in the Guardian at: https://www.theguardian.com/us-news/2017/jul/25/teamsters-mckesson-opioid-epidemic-america-drugs-painkillers?CMP=share_btn_link

Worth Reading: Lab Services Workers To Strike Until Demands Are Met - NEHAWU

"Negotiations between management at the National Health Education & Allied Workers Union (Nehawu) and laboratory services and unions have deadlocked, leading to a mass strike by thousands of employees.

Nehawu, which represents the majority of workers, says that members are refusing to work until their demands are met.

Part of their core duties includes processing blood samples from hospitals around the country including those for HIV and cancer."

Read the entire article by Mia Lindeque in Eyewitness News at: <http://ewn.co.za/2017/07/26/lab-services-workers-to-strike-until-demands-are-met-nehawu>

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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