



Stat Report 2017/23

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Dorevitch Strike Crippling Pathology Services

Strike action by members of the Health Workers Union (HWU) has had an immediate impact on pathology testing across most of Dorevitch's laboratories and collection centres and will likely worsen over next week.

In a calculated bloody-minded retaliation Dorevitch management commenced indefinite lock-outs of HWU members from Tuesday morning. A move which is best characterised as preferring to burn the house down than be seen to give in to the HWU, Dorevitch's laboratories have been thrown into turmoil with managers working around the clock in futile attempts to cover for striking and locked out workers.

It is clear that the circumstances in laboratories are becoming increasingly chaotic with testing work stock piling or worse, falling through the cracks.

The MSAV is receiving reports from members that quality standards and patient safety are now being seriously compromised.

We have today been advised that in response to the escalating pressure Dorevitch has created for itself management is asking, or intends to ask, Scientists to undertake new tasks, such as taking blood. The MSAV strongly urges our members to refuse such requests and advise management the following:

1. You should not, and cannot be directed, to work outside your scope of practice and/or position description; and
2. Advise that you want to be represented by the MSAV if management continue to request or direct you to perform any new duties.

Of course a serious caution for members faced with a request to work outside their scope of practice involves potential litigation in the event of a patient being harmed in these circumstances and subsequent claims being made by that patient. There are many malpractice case precedents of health workers being at personal risk under these circumstances.

Above all, it is not, nor should it ever be, our role to perform the work of our colleagues who are striking for better wages and conditions against an employer that has for 10 years ruthlessly wielded its power against any union struggle for improvements.

The MSAV is anxious to discuss this dispute with members and is planning member meetings for as soon as possible. Notices will be issued as arrangements are finalised. To fast track this, contact our office directly to make arrangement arrangements for your lab.

Andrews Government failing to deliver the new agreement

The Union is extremely disappointed that the Andrews Government continues to sit on its hands to approve the new enterprise agreement for the State's medical scientists, psychologists and pharmacists.

The Union worked with public hospitals and their representatives to reach agreement on key terms and conditions and now the Andrews Government is taking longer to sign off on the new agreement than it took to negotiate and draft the agreement. The Government's dysfunction is holding up payments of up to \$2,000 for public health sector workers covered by this agreement.

It's also frustrating as the delay in signing off on the new agreement will not create any savings for the Government and is at odds with the promised Daniel Andrews made about public sector bargaining.

It's already been 6 months for the Andrews Labor Government to sign off a new enterprise agreement. But now we're facing further delay because some bureaucrats and Ministers can't organise a meeting to get together to approve the agreement, which would take all of 5 minutes given that all of the work has already been done.

The Government's dysfunction forces the Union to now seriously consider making application to the Fair Work Commission to take industrial action – not over our claims or wage increases because these are agreed, but to force the Government to finalise a bureaucratic step that should have been completed at least 5 months ago.

If you want to know why it's taking so long to sign off on our new agreement we strongly urge you to contact Jill Hennessy, the Health Minister, Tim Pallas, the Treasurer and Daniel Andrews, the Premier to find out:

Jill Hennessy, Health Minister	(03) 9395 0221	minister.health@health.vic.gov.au
Tim Pallas, Treasurer	(03) 9741 1133	tim.pallas@parliament.vic.gov.au
Daniel Andrews, Premier	(03) 9548 5644	daniel.andrews@parliament.vic.gov.au

Casual work at MIVF

The Union is in a dispute over the payment of Higher Qualifications Allowance (HQA) as part of redundancy pay to counsellors who were made redundant and are refusing to finalise the EBA. They want to redefine ordinary pay to exclude HQAs, which goes further than refusing to pay it on redundancy pay.

Anyone thinking of applying to work as a casual counsellor at MIVF should check in with the MSAV or VPA, especially to check if the hourly rate which is being offered is compliant with the current EBA. And counsellors need to be eligible to join ANZICA – you can find the eligibility requirements at: <https://www.fertilitysociety.com.au/anzica/membership/>

Having made 5 counsellors redundant with 2 more counsellors having resigned in the last couple of weeks, MIVF desperately want to engage casuals to cover the mandatory counselling for new patients only (ie no donor or surrogacy counselling). This is becoming a massive issue for MIVF as there is now an 8 week wait due to insufficient counselling staff to cope with the workload and the doctors are angry that their patients have to wait so long before starting treatment.

Who would have thought that such a situation would arise? That's why the Union is warning

members about applying to work as a casual counsellor at MIVF.

Medicine Shortages and Workloads

The Society for Hospital Pharmacists Australia [released a report in June on medicine shortages](#) in Australian hospitals. According to the report, the most commonly reported shortages of medicines included antimicrobials and anaesthetics/analgesia.

But the report also highlighted the troubling increase in workloads that medicine shortages create. Managing medicine shortages creates additional workloads as individual pharmacy departments across the country work to secure medicines they need, which in turn creates a destabilising workplace environment while pharmacists work to improve clinical collaboration and patient care.

It's important to know how your management responds to workload increases due to shortages in medicines and whether your management ensures additional staff are brought in to help cope with increased workloads. Are medicines shortages creating additional work for you? If so let the Union know on 9623 9624 or at enquiry@msav.org.au

Annual General Meetings

It's that time of year again for the Unions' Annual General Meetings. But in order to be able to attend you'll need to be a financial member. If you're not sure whether or not you're a financial member contact us on 9623 9623.

Here are the dates and venues for the upcoming Annual General Meetings.

HSU#4

Wednesday 27th September 2017
12:00pm Refreshments for 12:30 start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

MSAV

Wednesday 27th September 2017
12:00pm Refreshments for 1:00pm start
Royal Melbourne Hospital
Function Centre
Seminar Room 2

VPA

Wednesday 13th September 2017
Royal Australasian College of Surgeons
Hughes Room
250-290 Spring St, East Melbourne.
12:30pm Refreshments for 1:00pm start to be followed by Professional Development Seminar at 2:00pm-4:30pm.

AHP

The date and venue for the Annual General Meeting will be announced as soon as possible.

SHPA Medicines Management Conference 2017

The Society for Hospital Pharmacists Australia (SHPA) is holding its Medicines Management Conference in November at the International Convention Centre in Sydney.

It is a landmark event on the pharmacy calendar and will feature three leading national and international speakers, including:

- Emeritus Professor Kim Oates from The University of Sydney and Director of Undergraduate Quality and Safety Education at the Clinical Excellence Commission will
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- focus on patient safety.
- Professor Zubin Austin, Academic Director, Centre for Practice Excellence at the University of Toronto will explore the essentials of cultural competency in pharmacy practice.
- Futurist Michael McQueen will help delegates guide their thinking into the near and not-so-near future with his presentation “Decoding the next generation”.

The Conference will be held over 16-19 November. More details and registration can be found at: <http://mm2017shpa.com/>

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.



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>

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: Australia needs dozens more scientists to monitor climate properly, report says

"Australia is falling short in its ability to monitor the climate, potentially leaving farmers and other groups unable to access crucial information about rainfall, droughts and floods, the Australian Academy of Science has warned.

A [review of Australia's climate science capability](#), released today, recommends that Australia

needs to recruit an extra 77 full-time climate science staff over the next four years, on top of the current 420, to meet the demand for detailed weather and climate information.

Without these resources, Australia risks being unable to provide accurate information to those who need it, said UNSW oceanographer Trevor McDougall, who led the review.

That could include being unable to predict accurately the changes to rainfall patterns in farming regions such as the Murray-Darling Basin – with potentially serious consequences for farmers, Professor McDougall said."

Read the entire article by the Michael Hopkin, Graeme Pearman, Julie Arblaster in The Conversation at: <https://theconversation.com/australia-needs-dozens-more-scientists-to-monitor-climate-properly-report-says-81958>

Worth Reading: Marriage Equality Poll: It's Vicious And Cruel, And That's Why You Must Vote

"In nearly a decade covering politics for New Matilda, I've seen plenty of perfidy, mendacity and deceit. Labor's leadership saga springs to mind. 'The [Real Julia](#)'. Gillard's decision to [cut welfare payments to single parents](#). The Rudd-Gillard years were chock full of lies and stupidity, and then we elected Tony Abbott. So we got [Operation Sovereign Borders](#). The 2014 budget. Compulsory meta-data retention. [Robo-debt](#). I could go on.

But even accounting for all that, the decision to hold a [voluntary, non-binding marriage plebiscite by post](#) has got to be one of the dumbest and nastiest political manoeuvres Australia has seen in a very long time.

The sheer dishonesty of the measure is hard to fathom. We all know Malcolm Turnbull supports same-sex marriage: he's told us so, many times. We all know this is a measure designed entirely to keep his party from splitting along ideological lines. We know that the result of the plebiscite will not make any difference to the way most parliamentarians vote on the issue, the next time they do bother to vote. And we all know that a postal plebiscite is a deeply flawed electoral instrument."

Read the entire article by Ben Eltham in New Matilda at: <https://newmatilda.com/2017/08/10/marriage-equality-poll-its-vicious-and-cruel-and-thats-why-you-must-vote/>

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](#)



[Share on Facebook](#)

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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Is there a copy of STAT Report on your Union noticeboard or in your staff room?

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