



Stat Report 2017/27

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Enterprise Bargaining Round Up

It's hard to believe but the Union has been doing a lot of bargaining for new agreements. So here's a quick round up of how bargaining is going in different places.

Public Health Sector

Right now we're working on firming up the dates for when the new agreement is distributed to you as part of the review period ahead of ballots being issued. We hope that the dates for distribution are settled soon.

We've started meeting with members in workplaces to discuss what has been secured in our new agreement. We will continue organising workplace meetings so keep an eye out for notices of meetings in your workplace.

Here are the next round of member meetings that have been organised

Monday 25 September

- 1pm at Eastern Health – Arnold St Level 3 Seminar Room 2
- 4pm at Peter Mac – Meeting Room B1 Basic AV

Tuesday 26 September

- 9am at Monash Medical Centre – Lecture Room 2
- 10:30am at VCGS – Cox Room
- 12noon at Monash Clayton – Lecture Theatre 3 (Level 2)
- 12noon at RCH – SR - 1.036-HELP-1st Floor West
- 2pm at Peninsula Health – Frankston Hospital – Department Of Surgery Meeting Room
- 3pm at Angliss Hospital – Large Lecture Room
- 3pm at Monash Moorabbin – Tutorial Room 2 (Level 3)

Wednesday 27 September

- 1:45pm at RMH – RMH Conference Centre, Ground Floor
-

Community Health Sector

At this stage there have been no offers made but the Union continues to meet with the representatives of the community health sector.

It is frustrating that negotiations have been progressing extremely slowly but at least negotiations are underway and discussions continue. We will continue to keep members working in the Community Health Sector informed about negotiations and their progress.

Epworth HealthCare

We have great news for members at Epworth HealthCare - the new agreement was successfully voted up with 81% voting Yes. This is a great outcome for members at Epworth HealthCare. The new agreement comes into force once it has been approved by the Fair Work Commission which we expect will take a few weeks.

We will inform members as soon as the new agreement has been approved by the Fair Work Commission.

The Union wants to congratulate and thank our Job Reps – Harvey Jones, Bronwyn Coward, Simon Atkins and David Jolly – for all the work they did to help make sure we got a great agreement up at Epworth HealthCare.

Cabrini Health

Negotiations are about to commence with Cabrini Health. At this stage we're seeking the views of members about what issues need to be included in the negotiations.

And to help with gathering your feedback, you should have seen a request to participate in a survey so we know what's important to you. If you haven't seen the survey and wish to participate please get in contact with Matt Hammond at matth@msav.org.au

Australian Clinical Labs

Bargaining is about to commence with Australian Clinical Labs. Members are asked to participate in preparing our claim so we know what's important to you and can best represent your interests in negotiations.

If you need more information about negotiations with Clinical Labs get in contact with Matt Hammond at matth@msav.org.au

Dorevitch

As was reported in STAT Report, the Union is continuing to hold discussions with management about a new enterprise agreement. While there have been some initial meetings, the Union is yet to receive a wages offer from Dorevitch.

But it is worth reminding people that when Ian McPhan Acting CEO says in his 'Dorevitch Team Update' (1/9/17) that a wages offer has been made after a meeting with "the unions", he is not referring to a meeting with the MSAV, nor has a wages offer been made to the MSAV. The only wages offer made by Dorevitch management has been to the HWU.

However, we're keen to work with Dorevitch to get a new agreement in place. But we'll need your help to make it happen by making sure your colleagues are members too.

Keep an eye out for notices about member meetings.

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 Committee Elections

The VPA Annual General Meeting (AGM) which was held at the Royal Australasian College of Surgeons was well attended, as was the Professional Development seminar which followed.

Elections for positions on the VPA Committee were held as part of the AGM, and the following members were elected for a 2 year term:

- Viviane Lebnan (President)
- Andy Prodromidis (Vice President)
- Rosemary Kelly (Secretary)
- Dave Reid (Treasurer)
- Natalie Genardini (Committee member and Minute Secretary)
- Claudia Mulder (Committee member)

Congratulations to the new VPA Committee on their election. We look forward to continuing the work to ensure members continue to have better wages and conditions.

Marriage Equality

Eligible voters should expect to start receiving their ballot pack from the Australian Bureau of Statistics (ABS) over the next couple of weeks. If you haven't received your ballot pack from the ABS by 25 September make sure you contact them to get a replacement ballot.

The deadline to return your ballot is 6pm on 7 November but the ABS strongly recommends you aim to have it in the post by 27 October.

Here are some key dates:

- Monday, September 25 — Ballot packs should have been received by all Australians eligible to participate.
- Wednesday, October 18 — Deadline to request replacement ballot packs.
- Friday, October 27 — The date the ABS recommends you return your vote by.
- Tuesday, November 7 (6pm AEST) — The final cut off point for votes to be received by the ABS.
- Wednesday, November 15 — Results of the same-sex marriage survey released.

There are lots of different ways you can support the campaign in your workplace and community but here are just a couple of ways you can get behind the Yes campaign.

National Door Knock on Saturday 23rd & Sunday 24th September

Time: 10am both days
Location: Trades Hall, followed by a BBQ for volunteers.

Phone Banking from 18th - 29th of September

Time: 11am – 8pm Monday to Friday (2hr shifts)
Location: Trades Hall

[Sign up to help out for both events here.](#)

Supporting marriage equality and prepared to show it? Send us an email and we'll send you a marriage equality wrist band so you can show everyone you're supporting marriage equality. [Email us here but be quick as numbers are limited!](#)

If you want to organise something locally and need materials then check out the great resources that the Victorian Trades Hall have prepared at: <http://www.weareunion.org.au/equality>

You can also find some great resources at the Marriage Equality campaign website and/or sign up to be part of the campaign at: <http://www.equalitycampaign.org.au/home>

It's also important that you look after yourself during what could be a very tough time as we fight for marriage equality. Below is a handy reminder to look after yourself along with numbers for some counselling services.



LOOKING AFTER YOURSELF

If you feel yourself getting distressed, angry or overwhelmed during the campaign for marriage equality, stop what you are doing. Take time away – go for a walk, clear your head, pat your dog, talk to a friend or family member about how you are feeling.

If that's not enough, contact one of the various support services that offer counselling:

- QLife/Switchboard** counselling and referral service for LGBTI people, 1800 184 527
- beyondblue** for anyone feeling depressed or anxious, 1300 22 4636
- headspace** mental health service for ages 12-25, 1800 650 890
- Lifeline** support for anyone having a personal crisis, 13 11 14
- Suicide Call Back Service** for anyone thinking about suicide, 1300 659 467

WE ARE UNION

Mental Health Week 2017

Every year the 10th of October marks World Mental Health Day. In 2017, Mental Health Week will run from Sunday 8th to Saturday 14th October.

Mental Health Week aims to activate, educate and engage Victorians about mental health, through a week of interactive events across the state, including an official launch, community festivals, art exhibitions, music, theatre and seminars.

Mental Health Wellbeing Walk

Mental Health Foundation Australia presents the Mental Health Wellbeing Walk as part of Mental Health Week 2017. The perfect opportunity to meet good people, in a good environment and move together for a great cause.

The walk takes place on Sunday the 8th of October from 8:00am – 9:30am, Federation Square to the banks of the Yarra River where refreshments, exciting Bollywood dance entertainment and great company is guaranteed.

Sign up for the Mental Health Wellbeing Walk at:
<https://www.trybooking.com/book/event?eid=316272>

Find out what other events and activities are happening for Mental Health Week 2017 at:
<http://www.mhfa.org.au/Events.aspx?cid=18>

The Gender Super Gap: Make Super Fair

On average, women currently retire with 47% less super than men. It is time for the government to close the super gap. But what is the gender super gap? The pay gap between men and women has been around 18% for the last two decades. By the time women get to retirement age, this gender pay gap translates to a much bigger superannuation gap of around 47% which means that women retire with an average of \$85,000 less super than men.

The gender super gap is one reason that an estimated 40% of older single retired women live in poverty and experience economic insecurity in retirement. These older single women are more dependent than men on the age pension and are the fastest growing cohort of homeless people in Australia.

What can we do to close the gender super gap?

- Provide women and other low income earners with an additional \$1,000 contribution annually into their super, boosting their balance and helping them make up the gap
- Make sure there are no further delays in increasing the superannuation guarantee to 12%
- Make sure that super is paid on parental leave, to ensure it is treated like all other types of leave

[Check out the video that provides a great explanation of the super gap and share it with your friends, family and colleagues.](#)



Visit <http://makesuperfair.com.au/> to find out more about the campaign.

Allied Health in Mental Health “Shape the future of your Discipline” - State Wide Forum

Allied health practitioners are a vital part of multidisciplinary teams providing mental health services within clinical settings in Victoria. The Department of Health and Human Services needs your expertise and input to contribute to the development of a mental health workforce study

being undertaken for the Mental Health Workforce Reference Group of the Expert Taskforce on Mental Health and support priority setting for allied health workforce development.

This forum will:

- bring together mental health practitioners from allied health disciplines, their management, professional associations and relevant unions to participate in an engaging and interactive event about allied health workers in mental health
- highlight known issues relating to the attraction, recruitment and retention of allied health professionals in the mental health sector
- present and discuss results on current research activity commissioned by the department on allied health workers in mental health
- focus on identifying strategies and setting priorities to improve allied health careers in mental health
- support the department to shape workforce planning initiatives for allied health disciplines in mental health settings
- provide an opportunity to network and interact with peers from across the state, as well as engage with experts in allied health and mental health workforce development in discussions about allied health careers and workforce development.

The forum is relevant to all Allied Health roles in health settings including mental health network coordinators, mental health practitioners, seniors in allied health disciplines (particularly with co-located mental health services), representatives from professional associations and the unions representing allied health workers in mental health, and mental health service management and relevant.

When: Thursday 12 October 2017 (full day)

Where: Marriott Hotel, Melbourne CBD

Who: Mental health network coordinators, mental health practitioners, discipline seniors in Allied Health, representatives from professional associations and the unions representing Allied Health workers in mental health, mental health service management

RSVP: <https://www.eventbrite.com/e/allied-health-in-mental-health-shape-the-future-of-your-discipline-tickets-37719779877>

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: Liddell: Climate change and air pollution medical negligence

"Most members of the community will recognise the team-work, devotion and skill of doctors, nurses and technical staff in delivering new life in cardiac, brain or trauma surgery or freedom from the misery of pain conferred by hip and knee surgery

Those of us who travel to other countries will recognise the excellence of Australian clinical health services. In contrast there is a coal-black hole of Government indifference to the health consequences of inadequate energy and climate policy.

There are an estimated 3000 deaths pa and many illnesses in Australia due to heart and lung disease from air pollution caused by coal combustion in power stations and from vehicle exhausts.

Every move from coal-fired power to renewable power saves lives. Every reform of air pollution laws saves lives."

Read the entire article by David Shearman in Renew Economy at:

<http://reneweconomy.com.au/liddell-climate-change-air-pollution-medical-negligence-87204/>

Worth Reading: Drones help scientists check the health of Antarctic mosses, revealing climate change clues

"Drones are helping scientists check the health of Antarctic mosses, revealing clues on the pace of climate change.

Mosses are sensitive to even minor changes in their living conditions, and scientists traditionally tramped through difficult terrain to collect data on them.

Using the specially-designed drones is faster, kinder to the environment and delivers detailed images that satellite imagery cannot match."

Read the entire article by Zbyněk Malenovský and Arko Lucieer in The Conversation at:

<https://theconversation.com/drones-help-scientists-check-the-health-of-antarctic-mosses-revealing-climate-change-clues-83817>

Worth Reading: Assassination by pacemaker: Australia needs to do more to regulate internet-connected medical devices

"In the future, people are going to be just a little bit cyborg. We've accepted hearing aids, nicotine patches and spectacles, [but implanted](#) medical devices that are internet-connected present new safety challenges. Are Australian regulators keeping up?

A global recall [of pacemakers](#) has sparked new fears and splashy headlines about hacked medical devices. But the next 20 years of medicine will normalise the use of intelligent implants to control pain, provide data for diagnostic purposes and supplement ailing organs, which means we need proper security as well as access in case of emergency.

Pharmaceuticals and medical devices in Australia are regulated by the [Therapeutic Goods Administration](#) (TGA), an arm of the national Health Department.

Can we rely on Australia's medical devices regime? Recurrent criticisms by parliamentary committees and government inquiries suggest the regulator may be struggling."

Read the entire article by Bruce Baer Arnold in The Conversation at:

<https://theconversation.com/assassination-by-pacemaker-australia-needs-to-do-more-to-regulate-internet-connected-medical-devices-83357>

Worth Reading: Heart-warming, biting, tragic, funny: the Miles Franklin shortlist will move you

"The 2017 Miles Franklin Award winner will be announced tonight, but I'm not taking bets on who it's likely to be. Each shortlisted novel is by a [first-time nominee](#). Each is of satisfyingly high literary quality and very different in voice, logic, focus and story.

But they do have one feature in common: each includes as a key character an author, or authors. I'm not sure I have ever read a shortlist where the protagonists of each volume shared an occupation. Of course all five include heartbreak, loss and death — that is, after all, de rigueur for literary fiction — but the focus on the lives and works of writers, and on narratives about narrative, presents as though the Australian literary community as one turned to look inward, and then wrote down what it saw.

We have a worn out, avant garde novelist ([Last Days of Ava Langdon](#) by Mark O'Flynn); an ambulance-chasing journalist ([An Isolated Incident](#) by Emily Maguire); "famous Australian writers" ([Their Brilliant Careers](#) by Ryan O'Neill); and academics in linguistics (Waiting by Philip Salom) and engineering ([Extinctions](#) by Josephine Wilson)."

Read the entire article by Jen Webb in The Conversation at: <https://theconversation.com/heart-warming-biting-tragic-funny-the-miles-franklin-shortlist-will-move-you-83218>

Worth Reading: Australia risks becoming Americanised society of working poor, union warns

"The Turnbull government's unwillingness to take rising inequality seriously means it is increasingly at odds with conservative global economic institutions like the International Monetary Fund, Australia's peak union body has warned.

The Australian Council of Trade Unions (ACTU) has released a new report on rising inequality of wealth and income warning Australia is at risk of becoming an Americanised society of working poor if people are not given a pay rise.

It is the union body's first paper on inequality since Sally McManus, the ACTU secretary, called on unionists three months ago to start campaigning hard on the issue, saying workplace rules needed to be repaired in Australia to reverse the damage to workers caused by three decades of neoliberalism."

Read the entire article by Gareth Hutchens in The Guardian at: <https://www.theguardian.com/business/2017/sep/13/rising-inequality-risks-creating-society-of-working-poor-top-australian-union-warns>

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!

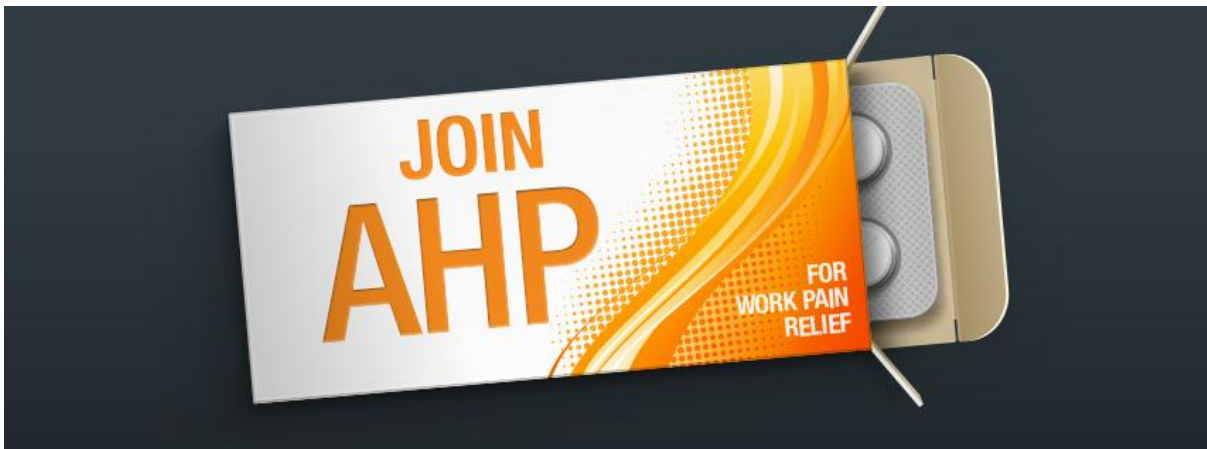
To protect our professions and stand up for our rights at work we must strengthen our collective voice and strengthen our bargaining position by increasing our membership. And you can help right now by sharing one of the images below through Facebook.



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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.](#)



Share STAT Report

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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