



Stat Report 2017/29

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Backing the new Public Sector Agreement

For well over a year the Union has been fighting hard to make sure we get a new agreement in place for decent jobs and healthy careers. We fought hard to make sure the key issues highlighted by members were included in the new agreement.

Without your support and the work of our negotiating team it would have been much harder getting agreement on key issues like:

- Workforce management and leave replacement
- Filling vacant positions
- Rostering protocols
- Family and Domestic Violence Leave
- An additional week of annual leave with loading and
- Increases in pay of 3.25% each year over 4 years

We worked hard to ensure that our professions are better protected from the constant attacks to diminish requirements. Through this agreement we are also challenging the growing expectation that staff do more unpaid work with stronger provisions around filling vacant positions, leave replacement and workforce management.

It's just not possible to have increasing workloads and increasing demands on services while the level of staffing is diminished – it's a recipe for disaster. We make no apologies that we want to see staff numbers restored and increased.

That's why the Union strongly recommends that you vote YES.

This week you should have received from us (and your employer) access to the new public sector agreement along with a comprehensive explanatory report. If you haven't received your email make sure you get in contact with the Union as soon as possible at enquiry@msav.org.au

Voting on the new agreement will start at 9am AEDT on 16 October and conclude at 5pm AEDT on 20 October.

The ballot will be conducted electronically which means you have to make sure your email contact details are up-to-date with your human resources department. If you'd rather have your ballot sent to a personal email address, or you're going to be away from work during the ballot period, then inform your human resources department as soon as possible.

The Union strongly recommends that you vote YES for decent jobs and healthy careers.

We're also continuing to meet with members in workplaces to discuss what has been secured in our new agreement. These meetings are great opportunities to ask any questions you might have so keep an eye out for notices of meetings in your workplace.

Here are the next rounds of meetings that have been organised for members – non-members are welcome to attend as long as they join on the spot.

Monday 9 October

- 9:15am at Eastern Health – Wundeela Centre (for psychologists)

Tuesday 10 October

- 1pm at Austin Health – Lecture Theatre, Education Centre Level 4 Austin Tower

Thursday 12 October

- 11am at Monash Health Casey – Tutorial Room 2, Casey Hospital

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.

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 keep members working in the Community Health Sector informed about negotiations and their progress.

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

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.

To ensure we can add as much pressure as we can we'll need your help by making sure your

colleagues are members too. Keep an eye out for notices about member meetings.

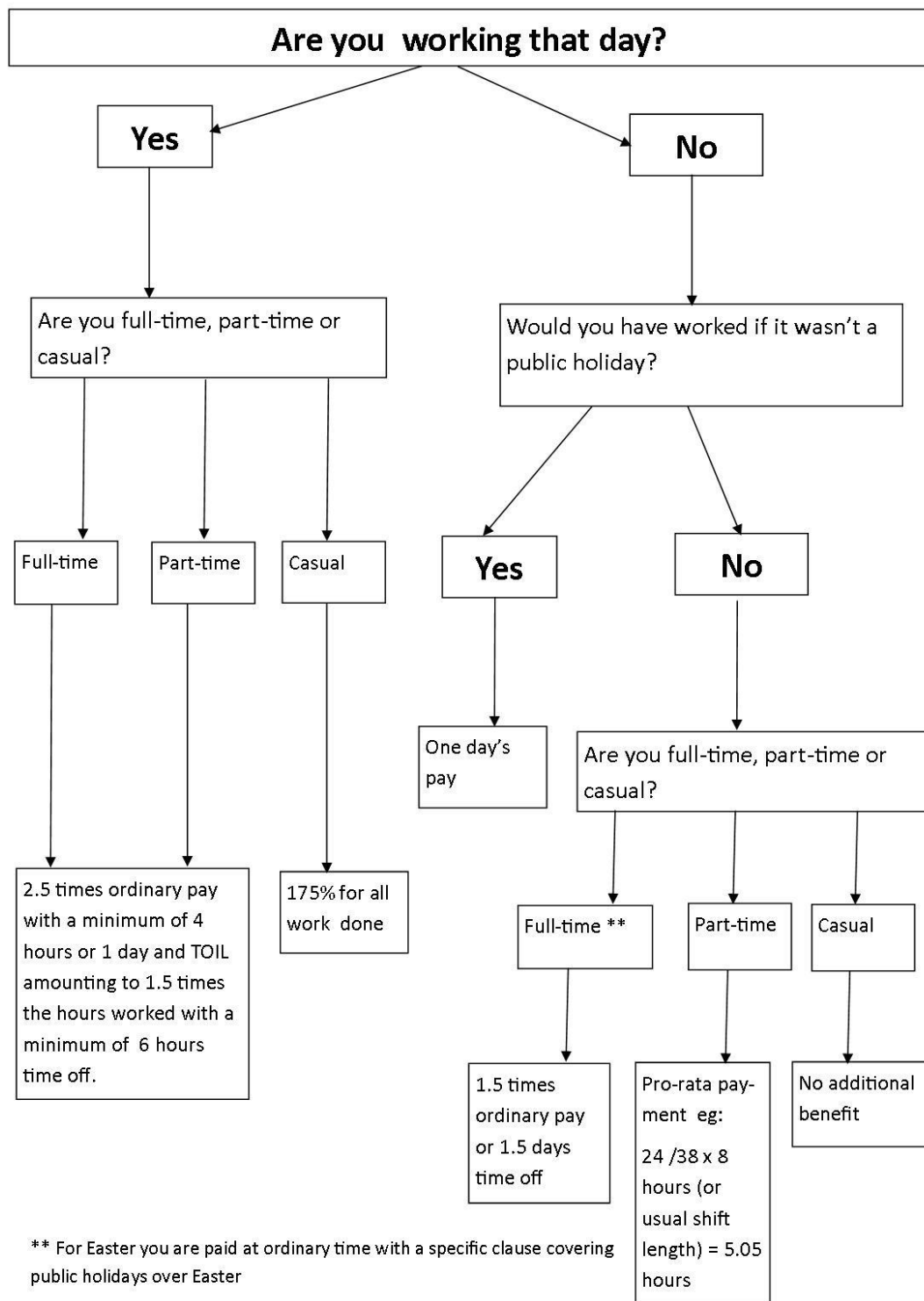
Know your entitlement for Public Holidays

Last weekend was the Grand Final long weekend so it's important to remind yourself about what your current public holiday entitlement, and what you can expect to see in your next pay slip. You should expect to see the entitlement included on your next pay slip – which might be up to another week in some instances.

Unfortunately the new public sector EBA is not yet in place so it's important to know your entitlement. To help with that we have produced this handy flowchart.



PUBLIC HOLIDAY PAYMENTS



** For Easter you are paid at ordinary time with a specific clause covering public holidays over Easter

If you're unsure whether you have been given the right entitlement contact the Union on (03) 9623 9623 or at enquiry@msav.org.au

Change the Rules - Australia Wide All Union Member Survey 2017

The rules that once made Australian workplaces fair are broken.

With inequality at 70 year highs, wage growth the lowest on record and 40% of people now in insecure work, our union, together with the ACTU and Australia's other unions have launched a campaign to change the rules for working people.

This month we take a big step forward in this campaign by asking you to complete a 5-minute survey about what's happening to working people and what we need to do about it.

This survey will allow you to tell us about your priorities and it will give you a voice as we work to swing the pendulum back towards working people.

To have your say complete the survey using this link:

<https://www.surveymonkey.com/r/XCWP956>

No answers to the survey that would identify you will be used or shared. [The survey is open now and will close on 1 December 2017.](#)

Please take the survey and help us build a strong movement for change.

We Are OHS – HSR Conference 2017

The Health and Safety Representatives' (HSR) event of the year is set to be bigger and better than ever before!

When? Tuesday 31 October. Registrations from 8am, Conference from 9am-3.30pm.

Where? Three locations!

- Melbourne CBD (Melbourne Convention and Exhibition Centre, Convention Centre Pl, South Wharf)
- Bendigo (The Engine Room, Old Fire Station, 58 View St, Bendigo)
- Morwell (Training Room, ETU Building 42 Buckley St Morwell)

This year's conference theme will be "Issue Resolution" and will feature HSRs as guest speakers presenting their stories and successes in resolving health & safety issues in their workplaces. We'll have an expert panel on issue resolution that will be streamed from Melbourne into Bendigo and Morwell. Plus, 2016 HSR of the year, VP Kelly Christie, will be speaking.

Employers must allow HSRs to attend, but in order to qualify for paid leave; **HSRs must notify their employer they will be attending by Monday 16 October.**

Sign up at http://www.weareohs.org.au/hsr_conference_2017

HSR CONFERENCE 31 OCTOBER 2017

ISSUE
RESOLUTION
BENDIGO, MELBOURNE & MORWELL



WWW.WEAREOHS.ORG.AU/HSR_CONFERENCE_2017

**HSRs + ACTION =
HEALTHY, SAFE WORKPLACES!**

Contribute to vital workforce research – Medical Scientists, Dietitians and Audiologists

All medical laboratory scientists are encouraged to complete this survey commissioned by the Department of Health and Human Services.

[complete the online survey](#)

The survey is part of the Victorian Allied Health Workforce Research program which is scoping the size and distribution of the allied health workforce, as well as issues affecting satisfaction, recruitment, retention, and attrition.

Your contributions will help guide workforce strategies being developed by Government, employers, professional associations and educators.

The research program has already informed a number of important initiatives including the allied health careers pathway blueprint and the creation of 20 new senior jobs for allied health professionals.

The more responses we get, the more confident we can be of our findings. Please forward this email to your professional networks across the medical laboratory science workforce and encourage them to participate. Responses from people who work, or have worked, in government, private practice, not-for-profit organisations, and universities in Victoria are all important.

The survey will take no more than 15-20 minutes to complete. If you can't finish it in one sitting, it can be saved and completed later. The survey will close on Friday 27 October 2017.

The survey is being carried out by Southern Cross University on behalf of the Department of Health and Human Services. Ethics approval number ECN 15-253.

[complete the online survey](#)

To find out more, read the attached information sheet and visit the [project webpage](#)



Mental Health Week 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.

Get involved with the 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/Categoryeve/MentalHealthWeek2017>

Marriage Equality

The Australian Bureau of Statistics says that all eligible voters should have received their ballot pack by now but if you haven't received your ballot then make sure you contact the ABS as soon as possible. [Visit this webpage to request a replacement](#)

If you've already received your ballot, make sure you fill it out and then send it back. 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:

- 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's still time to make a difference. And you can help by talking with your friends and family about why you're voting Yes and making sure they've sent back their ballot to make it count. If you want to organise something in your community 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>

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: Googling for a new dentist or therapist? Here's how to look past the glowing testimonials

"If you've ever [searched online](#) for a new dentist or other health professional, you're certain to find websites with positive testimonials. Then there are the impressive "before and after" photos.

But [our recently published research](#) shows not all health professionals are playing by the rules when they market themselves to the public.

Our study of dentists shows almost three-quarters were illegally using testimonials on social media to market their practice and almost one in five were using pictures or text likely to create unrealistic expectations of the treatment.

So what are health professionals allowed to claim about the service they provide? And what advice should you rely on?"

Read the entire article by Alexander Holden in The Conversation at:

<https://theconversation.com/googling-for-a-new-dentist-or-therapist-heres-how-to-look-past-the-glowing-testimonials-84584>

Worth Reading: Placebo Powers

"It's a complex and puzzling reality. In an age of ever more sophisticated and expensive medical treatments, the mere fact of receiving medical care, regardless of its nature, can initiate a healing process. This phenomenon, which we know as the placebo effect, points to the importance of psychological factors and medical rituals for physical health.

The term itself originates in the Latin word for "I shall please," and originally referred to an inert substance given quite deliberately to "please" the patient, typically when the doctor had no other options available. Researchers use placebos as a [methodological tool](#) when they're testing new treatments: they are given to one group of trial participants and the treatment (usually a drug or a vaccine) is given to another. In the classic randomised, double-blinded, placebo-controlled trial, neither clinicians nor patients know who is receiving active treatment.

Nowadays, withholding treatment from the placebo group can no longer be considered [ethical](#) in many circumstances — especially in [trials of cancer medicines](#), where the side effects of chemotherapy agents are distinctive and often severe. For the majority of medical conditions, the control group is now given whatever is recognised as the current treatment. As the [2008 guidelines](#) from the US Department of Health and Human Services state, "Placebos may be used in clinical trials where there is no known or available alternative therapy that can be tolerated by the subjects." It's an approach that continues to generate [considerable ethical discussion](#)."

Read the entire article by Lesley Russel in Inside Story at: <http://insidestory.org.au/placebo-powers/>

Worth Reading: How to work out which coral reefs will bleach, and which might be spared

"Regional variations in sea surface temperature, related to seasons and El Niño, could be crucial for the survival of coral reefs, according to our [new research](#). This suggests that we should be able to identify the reefs most at risk of mass bleaching, and those that are more likely to survive unscathed.

Healthy coral reefs support diverse ecosystems, hosting [25% of all marine fish species](#). They provide food, coastal protection and [livelihoods for at least 500 million people](#).

But global warming, coupled with other pressures such as nutrient and sediment input, changes in sea level, waves, storms, ventilation, hydrodynamics, and ocean acidification, could lead to the [end of the world's coral reefs in a couple of decades](#)."

Read the entire article by Clothilde Emilie Langlais, Andrew Lenton and Scott Heron in the CSIRO Blog at: <https://blog.csiro.au/how-to-work-out-which-coral-reefs-will-bleach-and-which-might-be-spared/>

Worth Reading: People diagnosed with the same mental illness can be quite different, and research must address this

"It's commonly accepted that symptoms in psychiatric conditions like bipolar disorder or schizophrenia present differently between different people. That is, one person with a given diagnosis can be entirely different, symptomatically speaking, from another with the same diagnosis.

Traditionally in psychiatric research, all people with the same diagnosis would be grouped

together and compared to those who are psychiatrically well, to look for differences on a given trait. This is problematic when variations of symptoms under one diagnosis are wide-ranging. Grouping together people who vary substantially on certain characteristics can blur our understanding about the causes of a disorder and hinder effective treatment.

To remedy this, several research groups are conducting studies that will enable more targeted treatments that take this variability into account."

Read the entire article by Tamsyn Van Rheenen in The Conversation at: <https://theconversation.com/people-diagnosed-with-the-same-mental-illness-can-be-quite-different-and-research-must-address-this-82254>

Worth Reading: Plenty of fish in the sea? Not necessarily, as history shows

"Australia has had tens of thousands of years of fisheries exploitation. That history reveals a staggering natural bounty, which has been alarmingly fragile without proper management. The current debate over the federal government's new draft marine park plans is the latest chapter of this story.

Early accounts described what we can only read today as some sort of fishing Eden. The sea floor off the west coast of Tasmania was carpeted red with crayfish. Extraordinary schools of Australian salmon swelled the beaches of southern Australia — from Albany right around to Port Macquarie. Mountains of mullet migrated annually up the east coast of the continent.

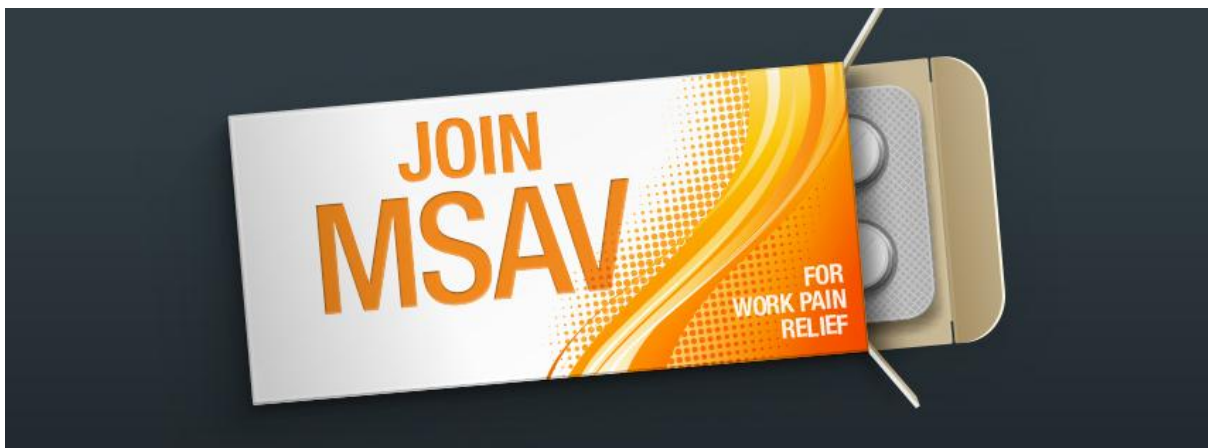
Colonial writers described huge hauls of fish, caught using nets they had brought over on the First Fleet. One catch in 1788 was so large, wrote David Collins, the colony's newly minted Judge-Advocate, that it actually broke the net. Collins speculated that if the haul had been landed, the entire catch could "have served the settlement [of over 1000] for a day".

Read the entire article by Anna Clark in The Conversation at: <https://theconversation.com/plenty-of-fish-in-the-sea-not-necessarily-as-history-shows-84440>

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.



[Share on Facebook](#)



[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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Authorised by Paul Elliott, Executive Officer, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association (03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email enquiry@msav.org.au A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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