



## Stat Report 2018/22

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### State election must be the Health election

With everything that is going on in the federal parliament it is easy to overlook the fact that Victorians will be going to the polls to elect a new state government in November. In fact the election is now only 29 days away.

There have been real improvements having a Labor Government, particularly in relation to negotiating a new public health sector agreement.

There are really great outcomes in our new public sector agreement that a Liberal government would have never approved and would have held up indefinitely. For example, improvements in annual leave entitlements, rostering protocols, backfill provisions and establishing a pharmacist leave relief pool would be opposed by a Liberal government.

On the minus side, nothing much has been done to end the outsourcing of vital clinical services to private providers started under Liberal state governments. With the exception of the Northern Hospital, instead of services like pathology laboratories coming back in house the Andrews Government has allowed services to keep their outsourced arrangements in place despite the dangers it presents to patients' well-being and care they receive. And as a result of outsourcing we've seen increases in complaints about lengthy turn-around times for test results, increases in errors in labelling of samples, and increases in new samples being needed because samples have spoiled.

We've seen increasing problems dealing with the mental health crisis as problems become more complicated with fewer staff available despite the funding put towards mental health; and pharmacists are expected to take on more responsibilities without any increases in staff resources. All of this adds more stress and pressure onto staff putting them at risk of work stress related illness and injury which ultimately impacts on the quality of healthcare patients receive.

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These are clear symptoms that the private provider model in healthcare is fundamentally flawed and will only lead to further diminution in the clinical standards of healthcare provided. There's also international research to back up our assertions that clinical services like pathology laboratories are better off in the hospital rather than located hundreds of kilometres away.

But there's always a way things can get worse, much worse

One way things are guaranteed to get worse is if Matthew Guy and the LNP get to do to public health what LNP governments do if they're elected to the government benches. So far the LNP have not outlined their plan for healthcare for Victorians which is concerning with the election only days away. When the LNP were last in government we saw funding for public health stagnate and we should assume this will be the case again given the LNP have not released their policy on health. Under the LNP there was no additional funding put into public health and they outsourced vital clinical services.

It says a lot about the LNP's priorities when they refuse to detail how they'll make Victorians health better but expect us to vote for them. They haven't committed to increasing funding for public health, hospitals or community health centres; they haven't committed to increasing funding to better deal with the mental health needs of Victorians; and they haven't committed to increasing pharmacist numbers to handle increasing workloads, responsibilities and demands.

They haven't even committed to funding for any new hospitals either.

There is no way that a Matthew Guy government would ever approve the conditions we've won in our latest round of public sector bargaining. And we know that under a Guy government outsourcing of vital clinical services is a given.

With the rapid growth in demand for health and health-related services, without substantial investments in our public health system we may find our system unable to cope as workloads explode. That's why it's absolutely vital that this election is the health election.

Paul Elliott  
Secretary

## We Are Union campaign

The Union is actively supporting the We Are Union campaign and we have agreed to help out with early voting for the Carrum district. We'll be there to inform undecided voters about what it means for Victoria if Matthew Guy and the Liberals are elected to government. If you can help us staff the early voting centre on 21st, 22nd & 23rd November please get in contact with Alex on 9623 9623 or at [alexs@msav.org.au](mailto:alexs@msav.org.au)

## Check your enrolment to vote

**You only have until 8pm on 6 November to make sure you're properly enrolled to vote!**

On 24 November we're heading to the polls to elect a new state government so now is a great time to make sure that you're enrolled to vote.

So if you've recently moved or changed your name or have just turned 18 then you should check whether you're enrolled. You can check to see if you're correctly enrolled at the Victorian Electoral Commission website - <https://enrolment.vec.vic.gov.au/>

**You only have until 8pm on 6 November to make sure you're properly enrolled so you can exercise your vote and help shape our next state government – check your enrolment at <https://enrolment.vec.vic.gov.au/>**

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# AHP Annual General Meeting

Notice is hereby given that the Annual General Meeting for the Association of Hospital Pharmacists will be on 29 November starting at 1pm and will be held in Seminar Room 2, Function Centre, Royal Melbourne Hospital – 300 Grattan Street, Parkville

## Victorian Long Service Leave Act

Many members may have heard about the new Victorian Long Service Leave Act, which will soon be coming into force. We're happy to inform members that it has no bearing on the employment arrangements of our members who work in public health and for other employers covered by an enterprise agreement.

The Act is only a safety net for people who don't have an entitlement under an award or an enterprise agreement. While we understand that some members are concerned about the potential to lose long service leave entitlements the Act will not impact on your Long Service Leave entitlement and it will continue as before under the public sector enterprise agreement without any changes. Don't forget, the basic LSL entitlement in our health agreements is double that in the Act.

If you have any questions please contact the Union on 9623 9623 or at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Bargaining Update

### **Community Sector**

We are waiting for the employers to respond to a settlement offer finalised at recent meeting of members.

We continue to push the VHIA to come back to us with a firm offer for the entire community health group. Further discussions this week were held to resolve differences between us. A resolution has been made more complicated by some community health services shifting their position.

### **Australian Clinical Labs**

Enterprise bargaining is underway for a new agreement to cover all scientists and technicians at Australian Clinical Labs.

Negotiations are ongoing, but progressing slowly. If you have any questions please contact Matt Hammond at 9623 9623 or via email at [matth@msav.org.au](mailto:matth@msav.org.au)

### **Melbourne IVF**

Negotiations remain ongoing with the major issues (along with wages and annual leave) being workload and staffing.

If you have any questions please contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

### **Dorevitch**

The MSAV remains committed to reaching final agreement with Dorevitch. We believe that what we have proposed is a quicker and safer way to achieve a final settlement that results in genuine wage increases without losing existing conditions.

### **Ballarat IVF**

The Ballarat IVF Agreement was voted up by members and is currently being assessed by the Fair Work Commission for approval.

Contact Rosemary Kelly or Jimmy Cinar on 9623 9623 for any further discussion.

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## Youth Justice (Caraniche)

Unfortunately the employer continues to obstruct bargaining at every opportunity and more recently did not allow the union's job reps to attend bargaining. They have refused to respond to the log of claims we have served and they did not disclose that other bargaining reps would be present.

And to prove how immature the management are at Youth Justice, they have engaged in petty one-upmanship by applying to the Fair Work Commission for good faith bargaining orders after we already had.

Currently we are waiting a listing date at FWC.

## Relationships Australia

Negotiations are ongoing but frustratingly slow. The employer has not responded to any claims by the VPA or even put a wages position on the table. Even though bargaining has been going for 6 months.

Please contact Rosemary Kelly on 9623 9625 if you have any questions.



## Australia Needs a Pay Rise Rally

On Tuesday 23 October we joined with over 160,000 other workers to rally for a pay rise and to tell the Morrison Government that we will change the rules that prevent workers from getting the pay and conditions we deserve.

If you're ready to take the Change The Rules campaign to the next level, get in touch with the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au) or on 9623 9623 about organising a workplace meeting.

Check out some of pictures we took during the rally





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.](#)

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## 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.

## 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).**

## Victorian State Election

You can get involved in activities near you to support the campaign. Head over to [We Are Union to check out what activities are on near you](#).

## 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>

## 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](#)

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[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: The politics of prevention

"On his way to Canberra airport recently, Rohan Greenland asked his cab driver to pull over. For anyone who knows Greenland — a public health advocate who likes to “walk the talk” — it will come as no surprise that he was squeezing in a chance for some exercise before his flight.

Greenland began his working life as a journalist at the Canberra Times before deciding it was “more exciting to help create the news rather than report it.” While working for ACT health minister Gary Humphries in the early 1990s, he began to develop an appreciation for public health.

“Neither of us knew much about health,” Greenland remembers. “We soon realised all the bad news came out of hospitals and all the good news stories came out of public health. Not only was it so important in terms of reducing disease, the media loved it.” Greenland went on to “fall in love” with public health as director of public affairs for the Australian Medical Association, working with high-profile AMA presidents including Brendan Nelson and Kerry Phelps.”

Read the entire article by Melissa Sweet in Inside Story at: <https://insidestory.org.au/the-politics-of-prevention/>

## Worth Reading: The Senate is set to approve it, but what exactly is the Trans Pacific Partnership?

"These days it is called the TPP-11 or, more formally, the [Comprehensive and Progressive Agreement for Trans Pacific Partnership](#).

It is what was left of the 12-nation Trans Pacific Partnership after President Donald Trump pulled out the US, after a decade of negotiation, in 2017.

Still in it are Australia, New Zealand, Canada, Mexico, Peru, Chile, Japan, Brunei, Singapore, Malaysia and Vietnam. It'll cover 13% of the world's economy rather than 30%."

Read the entire article by Pat Ranald in The Conversation at: <https://theconversation.com/the-senate-is-set-to-approve-it-but-what-exactly-is-the-trans-pacific-partnership-104918>

## Worth Reading: Overdiagnosis 'epidemic' the target of new alliance of Australian medical professionals

"An alliance of doctors, patients, researchers and public organisations is developing a plan to deal with what it describes as an unacceptable level of overdiagnosis in Australia.

An article in the Medical Journal of Australia (MJA) today suggests there are too many unwarranted diagnoses in Australia.

One of the article's authors, Ray Moynihan, said the evidence suggested it was widespread across many conditions."

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Read the entire article by Charmaine Kane in the ABC at: <https://www.abc.net.au/news/2018-10-15/overdiagnosis-target-of-new-medical-professional-alliance/10368266>

## Worth Reading: The full employment myth and why our youth are missing out

"Talk about luck. What are the chances of a sudden plunge in the jobless numbers right before a crucial by-election?"

On Thursday, as Prime Minister Scott Morrison went into overdrive in a desperate attempt to stave off defeat in Wentworth, the official unemployment numbers delivered what should have been an election winning gift.

September's jobless numbers slipped to just 5 per cent, down from 5.3 per cent the previous month; the lowest level in six years.

That's the magic number, the elusive holy grail of employment policy, the level at which most economists and our very own Reserve Bank reckon we are motoring along at full employment."

Read the entire article by Ian Verrinder in the ABC at <https://www.abc.net.au/news/2018-10-22/full-employment-myth-and-why-our-youth-are-missing-out/10402308>

## Worth Reading: The power of peer support: How sharing lived experience of mental illness offers 'a different kind of hope'

"When you find other people going through it, it's like realising you belong on Earth once more."

That's how Graham Panther, a mental health advocate and consultant, describes finding people who, like him, live with "big feelings".

"It's feeling like you belong on Earth, even when you feel awful," Mr Panther said.

In his early 20s, Mr Panther had a mental breakdown. He experienced intense anxiety and feelings of terror.

"I went and saw the psychiatrist, the neurologist, the psychologist — I tried all the pills and the treatments," he said.

"None of them really changed what was happening for me. None of them made a dent in that feeling that life wasn't worth living anymore."

What made a difference, Mr Panther said, was connecting with people who shared similar experiences and feelings."

Read the entire article by Olivia Willis in the ABC at: <https://www.abc.net.au/news/health/2018-10-21/forging-connections-through-shared-experience-of-mental-illness/10397296>

## Worth Reading: Healthcare's out-of-pocket crisis

"If two Australian capital cities were suddenly left without any dental services it would be considered a national crisis. But a problem of this size occurs each year and is ignored by governments and policy-makers. In 2016–17, [more than 3.4 million Australians](#) — equivalent to the combined population of Brisbane and Adelaide — delayed or avoided necessary dental care because of its cost. This startling figure is just one of the symptoms of the growing problem of out-of-pocket medical costs, which is undermining the equity, efficiency and universality of the health system.

Out-of-pocket costs are the [second-largest](#) source of health funding in Australia after

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governments, and make up around 18 per cent of health spending, a [much larger share](#) than in most other OECD countries. They limit consumers' access to care in all parts of the health system, including medical, dental, allied health and medicines. In 2016–17, the Australian Institute of Health and Welfare [found](#) that 663,000 people did not see or delayed seeing a GP at least once when needed and 974,000 people avoided or delayed filling a prescription because of cost."

Read the entire article by Jennifer Doggett in Inside Story at:  
<https://insidestory.org.au/healthcares-out-of-pocket-crisis/>

## Join the Union

**Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!**

To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



[Share on Facebook](#)



[Share on Facebook](#)

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[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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