

HOW MUCH UNPAID OVERTIME ARE WE WORKING?



One of the key issues at MECA bargaining 2016 was the amount of time psychologists are spending on unpaid overtime. We have a two-pronged strategy to deal with this: MECA compliance and an audit of members.

MECA Compliance

Where you or your colleagues are asked by a manager to work overtime then payment of overtime rates must occur. The rates payable are detailed in clause 7.0 of the MECA. Overtime requests may include directions to attend training or meetings outside your ordinary working hours. Where you are working outside

your contracted hours to complete paperwork such as court reports and patient notes you should be making a request either individually or collectively for overtime payments for the specific amount of time needed to do this work.

Auditing overtime

We will be sending out a survey on the 28th of October for all psychologists to fill out in regards to the amount of unpaid overtime being worked. The more detail you can give, the better our understanding of the scale of the problem will be.

BRIEFLY

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Interim divisional officers

As you will be aware Simon Seal recently stepped down from his position as President of the Psychologists' Division. APEX would like to thank Simon on your behalf for his time and continued support of psychologists. Rajan Gupta is the interim President and Aaron O'Connell is the interim Secretary. An invitation for nominations for these positions will be sent out in November.

New members + delegates

Membership continues to grow – welcome to the 16 new members who have joined in the last month. We have also gained two new delegates to assist with workplace representation– Dr Evelyn Aranas at Midcentral and Angus Maxwell at Waitemata. Nga mihi ki a koutou!

Bullying

A steady part of the enquiries received at the APEX office concern bullying in the workplace. Bullying is a serious problem within the health sector and must be addressed. Bullying takes many forms from outright harassment to covert and insidious behaviour. Bullying can include actions such as repeatedly being given an unreasonable instruction but would not include a single unreasonable instruction by your manager. We are engaged with a national taskforce with other health sector unions and all DHBs on this issue. If you or your service is experiencing bullying get in contact as soon as possible so we can discuss the best way forward on this issue.

Canterbury

Canterbury DHB continues to present difficulties. We are waiting on dates from the DHB for mediation to enforce severance payments for redundancy; as well as a meeting to discuss our concerns openly and frankly about mandatory restraint of patients.

In early October we were able to bring together DHB representatives with staff in child and family teams to discuss concerns with building safety and facilities. The DHB carried out an engineering check of the building at our request and we have begun developing a plan to work with the DHB around hazards and risks involved in the new building. You can read an article about the move here: <http://www.stuff.co.nz/the-press/news/84741563/parents-concerned-over-new-location-for-mental-health-services>

Wellington region meeting

All psychologists in Capital & Coast and Hutt are invited to attend a union meeting at 12.30pm on Tuesday 1st November at Convention Rooms (Te Papa) CCDHB Porirua campus, Upper Main Drive, Porirua.

MECA IMPLEMENTATION

Pay rises

All members should have received the salary increase of 2% that was effective from the 3rd of October. If you have not seen your salary increase – check with your delegates.

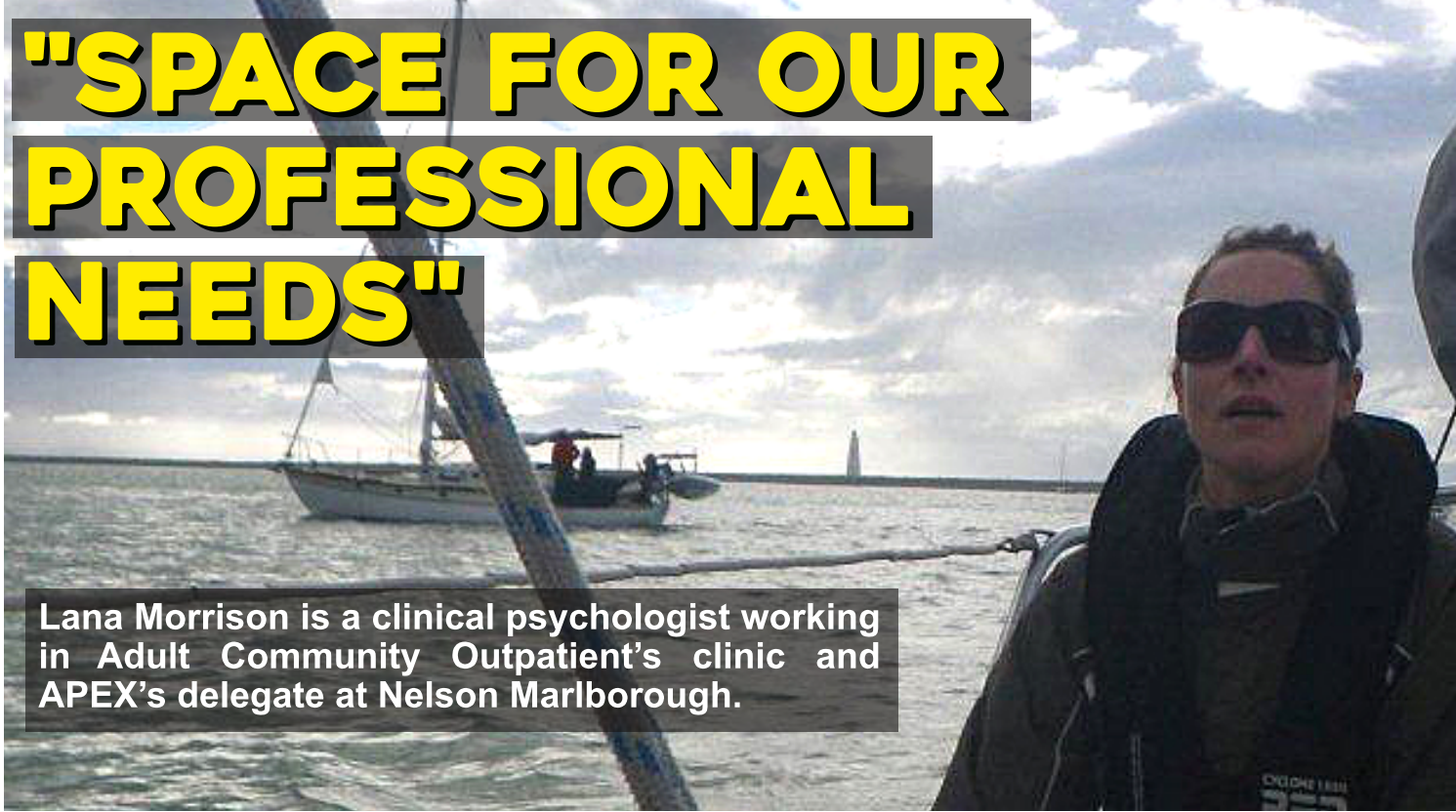
On call trial

We are now nearing the half-way point of data collection for the on call pilot. If you are working on call at Waitemata, Auckland, Canterbury or Northland DHB – please ensure you are filing in the record sheets that will enable this project to succeed.

Professional development funds

APEX delegates have continued to working hard at a DHB level to ensure straightforward processes for accessing CPD entitlements. Entitlements accrue from 1 June 2016 or the date you joined APEX if later. If you have any problems contact your delegate.

"SPACE FOR OUR PROFESSIONAL NEEDS"



Lana Morrison is a clinical psychologist working in Adult Community Outpatient's clinic and APEX's delegate at Nelson Marlborough.

When and why did you become the delegate at Nelson Marlborough?

It was back in early 2011 when the Nelson psychologists joined APEX. Originally I chose to take it on because I have good friends up in Auckland and it was going to be an opportunity for me to travel to Auckland and catch up with them.

But it struck me once I became the delegate that the role is one of real responsibility with implications for the profession generally. That's what struck me as things progressed, how important the role was and how it contributes towards our profession.

What skills and knowledge have you picked up from it?

At the local DHB level there is liaising with your colleagues and peers and having to communicate with them around bargaining.

Getting them more activated and aware around the contract and their responsibilities with regards to the contract, in terms of knowing what is in it, and being more proactive when they see the contract is not being followed. Before people were more passive and were prepared to accept managers who said, "This is how it is".

Learning to create a space for colleagues to think about the contract, the workplace, and think seriously about their specific professional needs and how we can get them met in the workplace.

Once you are at the bargaining table, there are skills learnt around being able to clearly articulate an idea and have sound evidence to back it. And being able to do that in a calm, rational manner, not getting caught up in emotion, strategising and planning around presenting claims.

How has merit progression processes worked compared to a CASP system?

Merit progression was a big attracting feature for Nelson Marlborough psychologists going over to APEX because they had had some unsatisfactory experiences with CASP. We have had a mostly positive experience with merit progression and over time as the DHB is getting used to this process and this contract they are getting better and better at managing it. We had difficulty with how the DHB were trying to process applications but working with the union, over time we have been able to work through that. Currently we are having the most positive experiences yet. Recently we have had a whole bunch of applications go through and been processed in a really streamlined manner. We are in a really good place with merit progression right now and are feeling very, very happy with it.

What do you enjoy doing when you are not at work?

I have just taken up learning how to sail! That's my big new project. I'm loving it but have the bruises to show for it!

SECTOR NEWS

I Support

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MENTAL HEALTH IN CRISIS

Increase in suicides shows New Zealand needs better mental health services - survivor

Mental health services don't stop enough suicides: Mike King

Police 111 calls from the mentally distressed up by 46 per cent – meaning a call every 12 minutes

Fresh calls for mental health inquiry following Ross Bremner killings

Three hundred accounts of mental health failings

Thousands of Kiwi kids waiting for mental health treatment

DHB member joins call for national mental health inquiry