



## Stat Report 2015/26

### On-call, recall and overtime – what’s the difference?

There can be a lot of confusion surrounding the differences between on-call, recall and overtime. This confusion, especially from employer payroll departments, can add to everyone’s sense of confusion.

So to ensure you can stand up for your rights at work, we’ve produced this simple guide about the differences between on-call, recall and overtime. The advice we outline below is very general in nature and will need to be considered alongside the specific provisions in your enterprise Agreement.

To be absolutely sure make sure you call the Union to seek clarification of the details of your entitlements.

#### **On-call**

“Being on-call” sounds like it should be something easy to understand but unfortunately it can be confusing because of the way many health services describe on-call work. Most importantly, you can only be actually “on-call” if you are rostered on-call. In many instances, health employers refer to units of on-call work rather than the number of hours you work.

And just so you know, a unit is any 12-hour period or part thereof. So, for example, if you do 15 hours on-call you have done 2 units. If you are rostered on-call you are entitled to payment of an allowance for the period of on-call. This allowance can vary, depending on the Agreement applying in your workplace. If you are unsure of the amount of your allowance call the Union to clarify.

Another important point to remember is that that you cannot be required to return to work, in other words recalled, unless you are on rostered on-call.

#### **Recall**

Recall relates to situations where you are re-called to work after having finished your rostered shift or if you’re off-duty.

If you’re re-called to work within 12 hours of your last rostered start time, you’re paid at time and half. But if you’re recalled and it’s more than 12 hours since your last rostered start time then you’re paid at double time.

Being re-called means you are paid for a minimum of 3 hours regardless of whether it has been less than 12 hours or more than 12 hours since your last period of rostered duty.

What about being called while I'm off duty? If you're contacted by telephone to provide advice or information you are entitled to be paid one hour's overtime. And if you're called again after the hour you were first contacted, you're entitled to an additional one hour's overtime.

But you don't get to claim one hour's overtime if you're called multiple times within the hour.

If you are called and asked to return to work (re-call) and you are not on rostered on-call you are entitled to refuse the request.

### **Overtime**

You can be asked to do overtime but payment for the overtime done might need the approval of your supervisor/management. To be safe the Union recommends that you confirm with your supervisor/manager that you will be paid overtime. Of course, if payment is not confirmed do not do the overtime – NO Pay? NO Way!

If you're doing overtime you should expect time and half for the first two hours of overtime and double time for each hour after that. You should also know that if you do work overtime you have to be given at least 10 consecutive hours off duty before your next period of being on duty commences.

On the occasions where you don't want to do overtime you can refuse if it means you're working unreasonable hours with respect to any risk to your health and safety and your own family responsibilities.

**NOTE:** This is general advice to help you stand up for your rights at work. Of course there are always occasions that won't fit with the above. If you're ever in doubt contact the Union.

If you have any questions or concerns please contact the Union on 9623 9623.

## **Nominations for AHP Committee of Management and Annual General Meeting**

The Association of Hospital Pharmacists' Annual General Meeting will be held on 24 September at 1.30 pm at Sunshine Hospital (PBL Room 6, WHCRE Building), 176 Furlong Road, St Albans..

### **Notice of Nominations for AHP Committee**

Notice is hereby given to all Members of the Association of Hospital Pharmacists that nominations for election to the AHP Committee are now open. To be eligible to nominate you must be a financial member of the AHP.

The positions that are open for election are:

- President
- Vice President
- Secretary
- Treasurer
- 2 x Committee Members

Candidates must have two (2) financial members support the nomination.

To obtain a nomination form please email to the Returning Officer: [enquiry@ahpv.asn.au](mailto:enquiry@ahpv.asn.au)

Nominations must be received by the Returning Officer in writing no later than 5pm on 7 September 2015. Completed nominations can be sent to:

The Returning Officer

Level 1, 62 Lygon St  
Carlton South, VIC, 3053

## MSAV & HSU#4 Annual General Meeting

Notice is hereby given to all members of the MSAV and HSU#4 of the Annual General Meeting for the MSAV and HSU#4.

The Annual General Meeting will be conducted on 9 September at 6pm at the DownTowner on Lygon, 66 Lygon St, Carlton South.

AGM Notices were sent out by email earlier today.

## Update on Asbestos at Eye and Ear

The Union recently met with building and construction unions at the Eye and Ear to discuss the concerns regarding asbestos. The construction unions and their OHS representatives remain in contact with WorkSafe, raising the matter continually with the Hospital's management and the construction/removal companies involved in the work. Unfortunately there remain strong concerns that the situation for workers and the public is unsafe.

The Union is working with the relevant construction unions and other health unions – the ANMF and HACSU – to resolve this situation and to ensure workers and the public are not exposed to asbestos.

As more information comes to light the Union will be sure to report them through STAT Report and with members.

If you have any concerns or questions contact the Union on 9623 9623

## Bargaining at Cabrini – It's Time to Decide What's Important to You?

Members have had their say in the survey and now it's time to move ahead with finalising our claim. To this end, there will be members' meetings in the next week or so with the aim of endorsing our log shortly after.

### **Findings from the survey**

There was a good response rate to the survey, with more than 30 people taking the time to provide feedback. The majority of respondents were women, working part-time, with more than five years employment at Cabrini.

Key findings were as follows:

- Overwhelmingly, you're seeking a payrise of more than 3%
- You're not interested in trading conditions for money
- 70% of you are performing some form of unpaid work, though this is generally a small quantity
- Part-time workers reported some issues with allocation of hours and days
- Part-timers have raised equity issues around Long Service Leave – i.e. long service leave accumulated as a full-timer but taken as a part-timer (most commonly after returning to work post having children) is viewed as inequitable.
- Part-timers want better access (or some access) to professional development
- There is a desire for a broader list of acceptable medical certificates (e.g. dentists)
- Some concern has been raised about ensuring that you get a ten hour break between shifts
- Car parking continues to be an ongoing concern.
- On balance, most of you are moderately satisfied with your employment conditions at

Cabrini though there is certainly room for improvement.

### **Next steps for us**

The Union will be holding members meeting over the next couple of weeks. At the meetings, we will discuss the content of our claim (based on the findings from the survey) a bit further before finalising our position.

If you have any questions or concerns please contact the Union on 9623 9623.

## **VPA Professional Development Seminar**

### **Turning Psychological Practice into Research**

The VPA's next Professional Development Seminar and its Annual General Meeting will be held on 16 September starting at 12pm at the Treacy Centre, Parkville.

#### **Seminar Overview:**

Associate Professor John Farhall will be the keynote speaker for the next VPA professional development session on 16 September on the topic, *Turning Psychological Practice into Research*. As well as John's keynote address, this session will include project presentations by members from a range of practice areas. We will conclude with a problem-solving panel, for which others who have experienced the pleasure and pain of turning practice into research will join John.

#### **About Associate Professor John Farhall**

Dr John Farhall holds a joint appointment as Associate Professor at the School of Psychology and Public Health at La Trobe University and Consultant Clinical Psychologist at North Western Mental Health. His role aims to build bridges between the public mental health services and university research and training. His primary interests are in innovations in mental health care, psychopathology, therapy for psychotic disorders and evidence-based practice. His research is centred on understanding psychotic disorders, including evaluating and disseminating evidence-based psychological treatments for people who have psychotic disorders and understanding the disorder processes those treatments seek to address. His research experience includes multicentre large scale randomized controlled trials, qualitative studies, postgraduate and Honours student projects, unfunded projects in mental health services and local routine evaluations.

#### **Seminar Program:**

12.00 - 12.30 Registration and Lunch

12.30 - 1.00 VPA Annual General Meeting

1.00 - 2.00 Keynote Address: Associate Professor John Farhall 'Turning Psychological Practice into Research'

2.00 - 3.00 Members' Projects: Session One

3.00 - 3.20 Afternoon Tea and Networking

3.20 - 4.00 Members' Projects: Session Two

4.00 - 4.30 Problem-solving panel (Associate Professor John Farhall + others)

#### **Extended Call for Projects**

We have received some very interesting enquiries and projects for presentation so we have extended the date submissions will be accepted to Monday 10th August.

We will advise VPA members of the final program by mid-August. If we can't schedule all submissions for oral presentation (20 mins) then an alternative way of circulating your project will be offered.

**Fill out the form ([PDF](#) or [Word](#)) on the website and return it by 10<sup>th</sup> August.**

2. Bring your ideas, problems, obstacles, opportunities and questions – test the problem solving skills of our expert panel.

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Contact the Union on 9623 9625 or at [enquiry@vicpsych.org.au](mailto:enquiry@vicpsych.org.au) to register for this PD, to submit your project to present at the PD or if you have any questions.



## Reminder: Tests ordered by GPs & Specialists can be taken to any pathology provider

It's a truth that we all at some stage need to visit our GP.

But remember: you don't have to use the Pathology service suggested by your GP. You can go to any pathology service provider. It's your choice. This includes using a public pathology provider such as (for example) St Vincent's Pathology; Melbourne Health Pathology or Monash Health (Southern Cross Pathology), all of which have collection centres at their hospitals as well as in the community.

Remember to ask your referring doctor to tick the bulk billing box so that you are not up for any out-of-pocket expenses if you choose to go to a private provider.

Public pathology services all bulk bill patients – so you will not be up for any out-of-pocket expense if you chose a public pathology provider.

## No Pay? No Way! – The Next Steps

*“Management value budget savings over patient safety and staff welfare”*

Here are 5 things you can do right now in the next step of our “No Pay? No Way!” campaign:

1. Talk to your colleagues about workloads and saying “No” to unpaid work. **Remember:** You can't be forced to perform unpaid work and your refusal is a lawful action for which you cannot be disciplined or punished.
2. [Sign up for our Workplace Kits](#) and help spread the word about our campaign in your workplace.
3. Let us know when you're doing unpaid work. Click [here](#) and report it.\*
4. Help us identify breaches in your workplace. By helping us to identify breaches of our Agreement, you are enabling the Union to take action on those breaches and enforcing our Agreement. Click [here](#) and report breaches.\*
5. Ask your colleagues to join the Union. Together we are stronger to fight back against increasing unpaid work and growing workloads.

*\* To report your unpaid work and breaches of our Agreement you will need to register for the website.*

# Online Continuing Professional Development Has Arrived

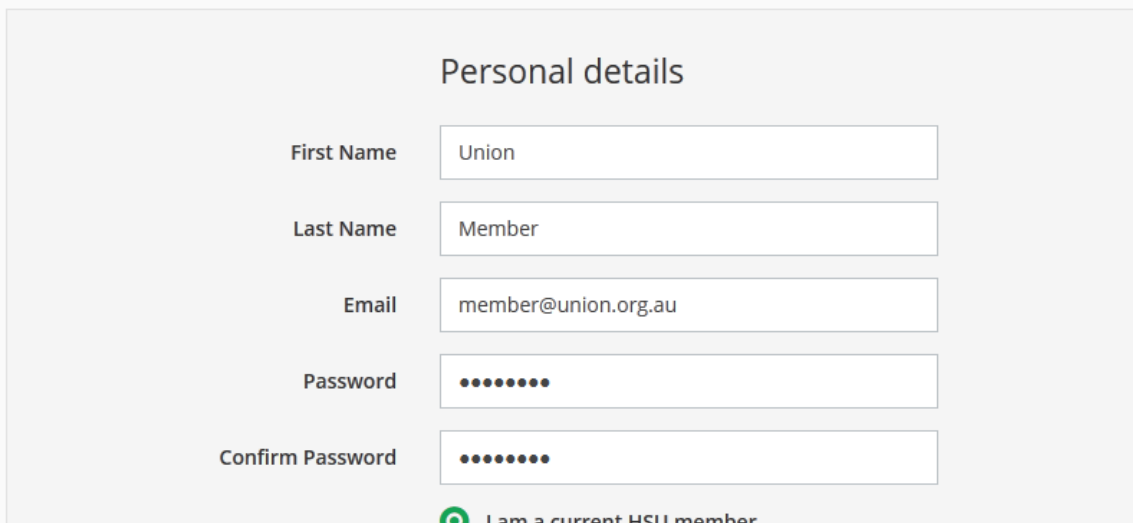
Continuing education is an important element of any profession, and in many cases is a requirement if you are a registered practitioner. That's why the Union is now offering continuing professional development to members online at discounted rates.

Check it out: <http://msav.org.au/slider/new-online-continuing-professional-development/>

To get started all you need to know is your Member Number and use HSU Vic. No4. But to help out we've put together these steps for you to follow:

**Step 1** – Click on the link above to get the screen below. Then fill in your details.

## New User Registration



Personal details

First Name

Last Name

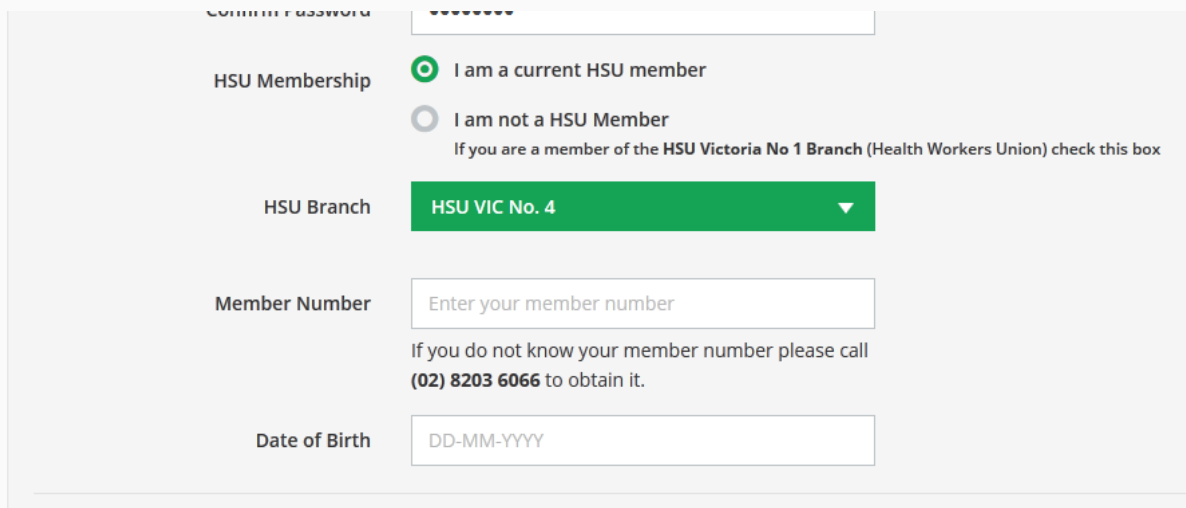
Email

Password

Confirm Password

I am a current HSU member

**Step 2** – Click on “I am a current HSU member” and select HSU VIC No. 4, add your Member Number and your Date of Birth



Confirm Password

HSU Membership  I am a current HSU member  
 I am not a HSU Member  
If you are a member of the HSU Victoria No 1 Branch (Health Workers Union) check this box

HSU Branch

Member Number   
If you do not know your member number please call (02) 8203 6066 to obtain it.

Date of Birth

**Step 3** – Click submit to get the screen below

**Step 4** – Tick the “Skip payment, I will pay later” option to proceed to find out all of the content that is currently freely available to you.



DATE OF BIRTH: [ ] USERNAME: [ ]

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Skip payment, I will pay later

## Worth Reading: Productivity Commission's proposals are worse than WorkChoices, unions say

“Enterprise contracts proposed by the Productivity Commission are worse than WorkChoices-era workplace agreements, the Australian Council of Trade Unions has said.

On Tuesday the commission released a draft blueprint for changes to the workplace relations system, including a new type of statutory contract that would allow businesses to offer jobs with alterations to award conditions on a “take it or leave it” basis.

It also recommended cutting Sunday penalty rates for workers in the hospitality, entertainment, retail, restaurant and cafe industries to bring them into line with Saturday levels.

The ACTU said the WorkChoices-era Australian Workplace Agreements (AWAs) “saw workers given no choice but to sign unfair agreements that removed their rights and conditions”, and the new proposed agreements were even worse.”

Read the entire article by Daniel Hurst in The Guardian at: <http://www.theguardian.com/australia-news/2015/aug/04/productivity-commissions-proposals-are-worse-than-workchoices-unions-say>

## Worth Reading: How the Senate helped derail the TPP talks

“Winston Churchill’s famous description of Russia as a “riddle, wrapped in a mystery, inside an enigma” could equally well be applied to the Australian Senate. It’s unlikely that one in a hundred Australian voters could explain how the Australian Motoring Enthusiast Party, represented (quite ably, so far) by Ricky Muir, came to hold a seat in our upper house, or describe the arcane rules associated with a double dissolution. The one thing anyone with any interest in politics knows is that the Senate, because of its power to block legislation, has been the bane of prime ministers of both political parties for generations.

Most people outside Australia are, of course, unaware of the very existence of this mysterious body. Last week, however, the Australian Senate appeared on the world stage, extending its blocking power to frustrate the initiatives of the most powerful man in the world, Barack Obama.

The occasion was what, it was hoped, would be the final round of secret negotiations leading to the finalisation of the Trans-Pacific Partnership Agreement, or TPP, described by its backers as “the biggest free trade deal in history.” As the negotiations neared their end, disputes familiar

from past trade agreements, over such issues as access to the Canadian market for dairy products, emerged as potential sticking points. But disputes like these have been resolved in the past.”

Read the entire article by John Quiggin in Inside Story at: <http://insidestory.org.au/how-the-senate-helped-derail-the-tpp-talks>

## 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](#)

## Benefits for Union Members

As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

Australian Unions Member Benefits makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

There is more information about a range of other benefits union members can access at <http://www.memberconnect.com.au/> or you can call Australian Unions Member Benefits on 1300 362 223.

## New 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 - for JB Hi-Fi, Rebel Sport, Dick Smith, iTunes and My Fun (which includes 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?

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.



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