



Stat Report 2021/10

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Morrison attacks on super; health services continue behaving badly

The Morrison Government persists in attacking your superannuation. While there may be some merit in parts of the proposed legislation, for example trying to address the issue of multiple superannuation accounts and underperformance, the legislation as drafted will not deliver these goals and will instead negatively impact you and your superannuation.

Some of our key concerns include:

- The government's insistence to 'staple' superannuation before addressing the underperformance issues, which means some members might end up being 'stapled' to a poor performing fund (modelling shows this has the potential to cost a member \$100,000s over their working lives);
- A provision that gives the government the power to order funds not to invest in certain ways, even if those investments are in members' best financial interests, or prohibit certain expenditure like advertising and other marketing activity; and
- The proposed performance test is not a fair comparison as it only includes investment fees, not admin fees, which means retail funds can continue to charge high admin fees.

We're working with Aware Super, the superannuation fund for health care workers, and the broader union movement to seek critical changes to the proposed legislation to ensure that it meets its objectives without negatively impacting your superannuation.

We are receiving an increasing number of member complaints about employers who are taking a regressive approach to return-to-work provisions for members returning from maternity leave. A pattern of a very hard-line and inflexible approach to return-to-work arrangements showing no regard for the need and circumstances of those members, including aggressive demands to agree to work rotating shifts. Some employers include

demands that they work night shifts. This is completely unacceptable and in breach of enterprise agreement provisions relating to return to work and flexible work arrangements which protect against such demands. This attitude takes our workplaces back to the 1970's and ignores the progressive advances that have been achieved in the decades since.

The Union is taking a non-tolerance approach to these complaints to ensure that women returning to work from maternity leave are not being forced into accepting arrangements that deny their right to balance work and family responsibilities and are compliant with our enterprise agreements.

Next week the Union will begin another round of meetings with members to outline the progress of our Public Sector agreement negotiations. If you missed our email about them, or need a reminder, you can find when our member meetings are being held at <http://msav.org.au/eba-2021-negotiations-update/>

Our team is back in the office providing advice, assistance and representation for members. If you need to contact a staff member, please contact us through our enquiry email at enquiry@msav.org.au or via telephone on (03) 9623 9623.

In solidarity
Paul Elliott
Secretary



Union Round Up

Annual Leave Entitlements

Over the last several weeks, we have received an increase in inquiries from members in the public sector about annual leave, and reports that members are feeling pressured to plan leave in advance. Here's a couple of quick facts about public sector annual leave:

- Under our Agreement, annual leave needs to be taken at a time "determined by mutual agreement". If you don't agree to take your leave, you can't be forced to take it: cl 60.3
- There is no provision in our Agreement, about excess annual leave. And there is also no clause in our Agreement, which enables an employer to direct a worker to take annual leave;
- If more than 2 weeks annual leave is taken, this leave must be backfilled: cl 34.1

Having said that, employers can have respectful conversations with workers about annual leave planning. And, the Union does encourage workers to take their annual leave to generally recharge and to be happy and safe at work when they're there!

If you do feel pressured to submit leave requests, here's some advice:

- Think about when you actually want to take your leave and try not to feel pressured by arbitrary dates presented by management (such as, needing to submit a plan to use X amount of leave before the end of the financial year);
- Put this plan to your employer and have a conversation about that proposal;
- Then, when that proposal is agreed, advise your employer that you do not intend to discuss leave planning further; and,
- If you're ever in doubt, the Union is always here for support.

Whilst the above references are to our Public Health Sector Agreement our private sector agreements contain the same, or similar, provisions.

If you have any queries about your annual leave entitlements, please contact the Union at enquiry@msav.org.au

Monash Health Permanent Night Shift Allowance

Currently Monash Health employees only receive the permanent night shift allowance where they have been working only night shifts for a period of more than four weeks. This is wrong.

Monash Health has reached an agreement with the Union about the interpretation of this allowance. It has been accepted that the permanent night shift allowance will be paid where any number of night shifts are permanently rostered consecutively each week for more than four weeks. The night shifts do not need to be rostered on the same days and can be performed as part of a roster with other shifts such as day and afternoon shifts.

What is going to happen next:

1. Monash Health has agreed the permanent night shift allowance will be back paid up to four years from the date of this memo. If you think you may be eligible for back pay of the permanent night shift allowance, please contact your manager in writing by Friday, 14 May 2021 with details of the shift pattern you consider should be eligible for back pay and the relevant period(s) of time that pattern was worked.

Your manager will then review your shift patterns and if it is determined that you are eligible for back pay, we will ask you to sign a Deed of Release in relation to the back pay before payment is made. Managers will receive a further email next week with additional information in relation to setting out the information and organising the back pay with Payroll.

2. Managers are directed to apply the permanent night shift allowance consistently with the agreed interpretation.

Members at Monash Health need to come forward within 1 month to be part of the settlement the Union negotiated. Contact Heidi to ensure that you are part of the settlement at heidib@msav.org.au

School Strike for Climate

The Morrison Government could be protecting our climate, land and water, and creating thousands of new jobs by growing Australia's renewable energy sector and backing First Nations solutions to protect Country. We know that climate change will have a direct impact on the health and well-being of all of us. As a Union that believes in science, we know that it is vital that we take action to cut our reliance on fossil fuels.

Instead, they are lining the pockets of multinational gas companies, which are fuelling the climate crisis, devastating our land and water, wrecking our health and creating very few jobs.

Burning and mining coal and gas are the biggest contributors to the climate crisis. Gas is a dirty fossil fuel primarily made up of methane, one of the main drivers of dangerous climate change.

We have a chance to create a sustainable recovery from Covid-19, but instead the Morrison Government is handing out billions of dollars of public money in subsidies and funding to dirty climate-wrecking gas projects.

There's still time to stop the Government's plans to mine more dirty gas. But we need to show them that people everywhere want them to #FundOurFutureNotGas.

Join the School Strike for Climate on May 21 to call on the Morrison Government to invest in renewable energy and First Nations solutions that care for country, not more polluting gas projects.

<https://www.facebook.com/events/1440575416288630/>

Test Isolation Payment

The Test Isolation Payment announced by the Premier remains available to those members to make sure that no one is forced to choose between providing for their family and doing the right thing in getting tested and staying home.

<https://www.dhhs.vic.gov.au/employee-isolation-payment-covid-19>

This information is accessible along with other important information in a number of languages.

- <https://www.dhhs.vic.gov.au/coronavirus/arabic>
- <https://www.dhhs.vic.gov.au/coronavirus/chinese>
- <https://www.dhhs.vic.gov.au/coronavirus/dari>
- <https://www.dhhs.vic.gov.au/coronavirus/farsi>
- <https://www.dhhs.vic.gov.au/coronavirus/hindi>
- <https://www.dhhs.vic.gov.au/coronavirus/khmer>
- <https://www.dhhs.vic.gov.au/coronavirus/punjabi>
- <https://www.dhhs.vic.gov.au/coronavirus/vietnamese>

Membership Fees and Invoices

Members paying union fees by manual annual subscription will be receiving the upcoming renewal subscription invoice for the 2021/2022 FY early June 2021 via email. Members who have not yet paid the current 2020/2021 FY subscription, or haven't received an invoice, please contact Anastasia on 9623 9623 or anastasiap@msav.org.au to receive another one or to pay by credit card over the phone. Members can also log in to the membership portal to make sure all contact details are correct. Please email Anastasia if you require another activation link emailed to you.

Members who have had changes in their work hours or have returned to work from maternity leave, or from a period of being stood down please contact Anastasia to update your subscription rate, in order to maintain the correct coverage for Professional Indemnity Insurance purposes.

Members paying by Direct Debit will receive tax receipts for the current FY early July 2021. Payments for the 2021/2022 will continue as usual. Members can update their payment details, when necessary, via the membership portal. Any changes to work hours, please contact Anastasia on 9623 9623 or anastasiap@msav.org.au

Membership Issues – Experiencing hardship?

Non-Members

For non-Union members who work in workplaces across our coverage; **we will give advice immediately over the phone if they join.**

In the spirit of supporting health workers through this unprecedented time we hope you might have a quiet word to colleagues who are not members, and suggest that there has never been a more important time to join a Union. Let them know that it is as simple as going to our website and [clicking on the 'JOIN' link](#).

Members

If you are in the unfortunate position of being stood down or forced on to unpaid leave, [contact us to move your membership payments to a 'non-working' subscription rate of \\$8.26 per month](#).

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.

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.

oil and gas.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal,

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

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](#)

[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: How intimate partner violence affects children's health

"Childhood should be a happy and carefree time, but often it doesn't work out that way. Children are exposed to all the stresses and strains that affect the families and communities in which they grow up. Recent research shows this can have lifelong implications for health.

In a study conducted by our research group at the Murdoch Children's Research Institute, we found one in three children (and their mothers) in the study had experienced intimate partner violence or domestic abuse by the time the children in the study turned ten.

Findings from the same study, published today in the British Medical Journal's Archives of Childhood Disorders, show children exposed to intimate partner violence by age ten are two to three times more likely to have a psychiatric diagnosis and/or emotional and behavioural difficulties."

Read the entire article by Stephanie Brown and Deirdre Gartland in The Conversation at: <https://theconversation.com/how-intimate-partner-violence-affects-childrens-health-159132>

Worth Reading: The worst thing about that consent video? It's believable our government made it

"After failing so comprehensively to understand women's experience of rape that nearly 100,000 women felt compelled to march in protest, you might think the government would take consent education seriously.

Not only because it would be the politically smart thing to do, but because men have raped millions of Australian women (as federal government statistics, like those collected by the Australian Institute of Health and Welfare (AIHW), consistently show).

Clearly, teaching young men to not rape women is, tragically, critical to women's safety.

You might think this would be a priority for your government.

You might even think they would care enough about it to consult widely and ensure they had put together a truly effective and well-informed education program on consent."

Read the entire article by Jane Gilmore in The New Daily at: <https://thenewdaily.com.au/opinion/2021/04/20/consent-video-milkshake-government/>

Worth Reading: Curbing the cravings: how junk food can be part of your healthy diet

"What did you have on your plate yesterday? A bowl of cereal for breakfast, a slice of cake at the office celebration, a ham and salad sandwich for lunch, and a muesli bar to get you over the afternoon slump. For dinner, a noodle stir-fry full of veggies with a glass of your favourite wine.

Sounds pretty healthy, especially the veggie stir-fry, right? But with so much nutritional noise out there it can be hard to know if you're on the right track.

So, we've developed a new tool, the Junk Food Analyser, to help with your food and drink choices. You can enjoy discretionary food – known as 'junk food' – in a healthy way!"

Read the entire article by Bianca Frew in the CSIRO Blog at: <https://blog.csiro.au/junk-food-analyser/>

Join the Union

Are your workloads increasing? Are your stress levels increasing? [Join the Union today!](#)

To protect our professions, we must strengthen our collective voice by increasing our membership. You can help by sharing the image below on Facebook, Twitter, Instagram, Reddit or your favourite social media platform.

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](#)

Australian Unions Member Benefits app

As a Union member you get access to exclusive Member Benefits. The 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 – that means you! If you have not got a login and would like join in [register for Member Benefits now.](#)



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