



Stat Report 2021/17

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Public sector bargaining, public holiday pay and membership fees

Public sector bargaining continues to progress at a frustratingly slow pace. A number of priority claims remain unresolved, but we continue to meet with employers and their representatives to press for satisfactory offers. At this stage of negotiations, it is an 'inch-by-inch' negotiation.

We have made some progress in our claim to increase pharmacist staffing numbers to align with the Society of Hospital Pharmacists Australia's recommended ratios. These are also ratios that are recommended by the Pharmacy board and supported by pharmacy departments across the state's public hospitals.

We are maintaining a very strong push to reach agreement on our claim for P2 to P3 progression claims. Some progress has been made this week in relation to this claim, which hopefully will lead to agreement next week. Reaching agreement on clear and achievable career pathways and options; along with ensuring there are opportunities to pursue professional development and learning opportunities continue to be key priorities. Whilst we still have a significant amount of work to do to finalise all matters in negotiations, I can say we are making progress towards reaching the key milestone of agreement on priority claims, including an operative date for the first wage increase.

The Union is also engaging in bargaining in a range of other workplaces, and we have updates for members in *Union Round Up*.

It is also a good time to remind members to make sure that you're reporting your concerns. Without those reports we're not able to follow up with your employers and ensure that your rights are being protected. Make sure you contact us at enquiry@msav.org.au

If members didn't see the email, I'd like to let members know the Union has increased membership subscription fees.

Membership subscription fees were not increased for the 2020-21 financial year as it was our desire to ensure members who were impacted by the outbreak were not facing increases in fees to be a member of the Union. Unfortunately, we had to increase our membership fees for the 2021-22 financial year due to inflation increasing our own operating costs, but we have increased membership fees by 2.5%. [You can see the new rates here.](#)

If your hours at work have changed or if you're experiencing financial hardship due to being put on unpaid leave, please make sure you contact us so we can adjust your membership and fees to maintain your membership and access to Professional Indemnity Insurance. I also want to remind members that you can update your membership details whenever they change by logging into the membership portal at <https://msav.360membership.com.au/login.aspx>

This weekend is a long weekend which means many members will be working on the public holiday. The public holiday means you may be eligible for public holiday pay. Make sure you check the item on public holiday pay in this edition of STAT Report. I also want to thank members, on behalf of the Union, who will be working on the public holiday because we know the sacrifice you're making to ensure that we can continue accessing world-class health care.

Finally, with the easing of restrictions and the government's advice, we are assessing when our staff will return to working from our offices, we will keep you posted on this issue.

In solidarity
Paul Elliott
Secretary

A banner with a dark background on the left and an orange background on the right. The text "Positions not backfilled?" is written in orange on the dark background.

A banner with a dark background on the left and an orange background on the right. The text "Let us know" is written in white on the orange background.

Union Round Up

Monash IVF Bargaining

The Union met with Monash IVF this week for our second bargaining meeting where Monash IVF presented a proposed classification and salary structure. The Union has shared this information, along with other proposed claims to members this week for feedback. It's vital that members at Monash IVF provide us your feedback about the proposed classification, salary structure and other proposed claims from Monash IVF.

Member can send their feedback to lisaa@msav.org.au

In the meantime, the Union is organising a member's meeting for Friday 18 June 2021 to gather feedback in person.

St Vincent's Private Hospital Enterprise Agreement

Bargaining at St Vincent's Private Hospital has progressed to the point where they believe it's time for members to vote on the proposed Agreement.

Management is proposing the following timetable for the access period and vote:

- access period commences on Monday 5 July 2021;
- ballot opens at 9am on Tuesday 13 July 2021; and
- ballot closes at 4pm on Monday 19 July 2021.

If you have any queries, please contact Heidi at heidib@msav.org.au

Special Leave in the Public Sector - quarantine because of a close contact but not unwell

The Union has received queries about what happens if you need to quarantine because you're a close or secondary contact but not unwell. The information provided below comes from the Department of Health's guidelines.

Where the employee is required to self-quarantine (self-isolate)

Employees who are required to isolate or quarantine in accordance with Victoria's Chief Health Officer's requirements must not attend work and will be able to access paid Special Leave from their employer during the isolation or mandatory quarantine period. However, paid Special Leave will not be granted upon return to Australia from any overseas travel.

The employer and employee may also consider 'working from home' arrangements for some or all of the self-quarantine (self-isolation) or mandatory quarantine period where practical and appropriate.

If an employee is required to self-quarantine and they are unable to work from home during the self-quarantine period, what leave entitlements are available?

An employee who is not unwell but is required to self-isolate will be granted paid Special Leave to cover the required self-quarantine period.

The employer may require a statutory declaration or other reasonable evidence to substantiate the requirement to self-quarantine. Where evidence is required, an employee must provide it to be eligible for the paid Special Leave.

When an employee on paid Special Leave becomes unwell, with COVID-19 or another illness or is required to care for a family or household member who becomes unwell, the paid Special Leave will cease, and the employee may access accrued paid Personal/Carer's Leave. Where the employee has exhausted their Personal/Carer's Leave and other paid leave entitlements, access to paid Special Leave may be considered on a case-by-case basis.

And the rate of pay for special leave? What you would get working the roster - see p. 5

If the leave of absence is paid Special Leave granted at the discretion of the employer under this Guidance Note (or otherwise), generally payment for the period of absence will be calculated by reference to the rate of pay the employee ordinarily receives in the course of their duties, excluding payment for overtime, stand by, travel allowance, incidental expenses or any other payment of a temporary character, unless a better entitlement is available under a relevant enterprise agreement.

Notwithstanding the above, where paid Special Leave is provided, employers should seek to avoid either advantaging or disadvantaging employees in the level of payment an employee will receive during that period of paid Special Leave. For example, if the employee is unable to work due to self-quarantining (self-isolation) requirements, and would have been in receipt of shift penalties had they been able to work, the employer should pay the employee those shift penalties as if the shifts had been worked. The level of payment the employee would have received if the period of absence had been taken as Personal/Carer's Leave, rather than as paid Special Leave, may provide a useful guide under some industrial instruments.

Change at Monash Health – Replacement of Cath Lab 8

Monash Health has notified the Union about proposed changes to roster arrangements with respect to the replacement of Cath Lab 8.

According to the Change Impact Statement:

"Monash Health has 3 cath labs (Cath Lab 8, 9, 10) in which cath lab 8 and 9 is used for the provision of Cardiac Interventional Services and Cath Lab 10 provides electrophysiology and cardiac rhythm services.

Current cath lab 8 system was commissioned 1 October 2010 and has reached end of life. Monash Health has received DHHS funding to replace this critical infrastructure, and is currently undergoing a competitive tender process with replacement works schedule estimated to commence in July 2021 (pending tender outcome).

Cath Lab 8 is one of 2 Interventional Cardiac Cath Labs which Monash Health operates providing critical services to the whole Monash Health catchment area including rural patients. Cath Lab 8 provides interventional services to over 1650 patients per annum. It is expected that the complete works schedule to replace Cath Lab 8 equipment will last approximately 6 calendar weeks. During this period of time Cath Lab 8 will not be able to be used to provide interventional services.

In order to reduce the impact on patients waiting for this critical service and not delay patient care it is proposed staffing rosters will be altered for this period of time to enable longer operating hours in order to facilitate the provision of interventional services through the remaining operational labs during the construction period.

Staffing rosters will be altered for this period of time to enable longer operating hours in order to facilitate the provision of electrophysiology and cardiac rhythm services through the remaining operational labs during the construction period.”

If you believe this impacts you, please contact Heidi as soon as possible at heidib@msav.org.au

Change at Monash Health - Realignment of the leadership positions within HIS and Specialty Consulting

The Union has received a Change Impact Statement from Monash Health regarding a realignment of leadership positions within the Health Information, Specialist Consulting and Language Services.

According to the Change Impact Statement:

“Following the establishment of the Operations Director level for Inpatients it is timely to create a similar structure within this reporting group. Consistent with the Operations Management restructure of 2018 this change seeks to address the following issues:

- Improve the operational structure so it is more in line with the clinical program structure
- Clearly define the role, function and accountabilities of senior positions
- Improve decision making, address inefficiencies in the delivery of clinical and operational services and improve communication issues.

This Operational Management structure seeks to enhance the structure and function of the Health Information, Specialist Consulting and Language Services directorates, whilst aligning with the current Program and Site-based management structure for programs reporting to the COO.

The proposal includes:

- Moving Specialist Consulting to a matrix program- / site-based structure (rather than site-based alone) to support the clinical program structure
- Creating a flatter operational management structure to simplify reporting lines and reduce the span of control (number of direct reports) for Nurse and Administrative Managers
- Equitable portfolio distribution across the management structure
- Change in reporting line for 16 roles within Specialist Consulting, Health Information and Language Services directorates
- Provision of clear lines of responsibility and accountability for communication and escalation
- Increased development and succession planning opportunities for senior management roles.”

If you believe this impacts you, please contact Heidi as soon as possible at heidib@msav.org.au

Change at Eastern Health - Community Health Yarra Junction

The Union has been notified about a change of location for workers at Eastern Health – Community Health Yarra Junction.

We have been informed through the Change Impact Statement that a recent review found multiple occupational health and safety (OHS) and infection control risks which they are unable to appropriately control. Impacted staff members include those who were rostered to work at Yarra Junction in conjunction with other sites or were located primarily at Yarra Junction.

If you have questions or concerns about the proposed change, please contact Heidi at heidib@msav.org.au

Special Leave for COVID-19 vaccines

Below is what is being advised by the Victorian Department of Health with respect to employees in the public sector who have an adverse reaction after receiving a COVID-19 vaccine (emphasis is ours):

Where an employee experiences an adverse event after receiving a COVID-19 vaccine

Employees may experience minor side effects after receiving the COVID-19 vaccination. There is some overlap between an expected adverse event following immunisation (AEFI) following the COVID-19 vaccination and the presenting symptoms of COVID-19. This can lead to uncertainty around requirements for testing and isolation in a person with symptoms following vaccination.

The Department of Health has issued Recommendations for testing and isolation following COVID-19 vaccination which provide guidance on distinguishing AEFIs from other symptoms of illness that an employee may experience.

Where an employee is required to isolate in the circumstances described in the Recommendations for testing and isolation following COVID-19 vaccination, the employee has access to paid Special Leave for the requisite period of isolation.

Paid Special Leave should also be made available to an employee who was prioritised in Group 1A or Group 1B to receive a COVID-19 vaccination and who suffers an AEFI that does not require them to isolate, but does result in them being unable to attend work because of the symptoms experienced. To access paid Special Leave in this circumstance, the employee is required to provide a medical certificate confirming that the reason for not attending work is due to an AEFI that does not require them to isolate.

In this instance, **paid Special Leave will be capped at a maximum of two days per COVID-19 vaccination received, or four days of leave in total per employee across all COVID-19 vaccinations received by the employee in 2021.**

Employers should retrospectively authorise paid Special Leave to an employee who has already received a COVID-19 vaccination as part of the Group 1A or Group 1B vaccinations and took Personal Leave for any absence that resulted from an AEFI that did not require them to isolate. The evidentiary requirement may be waived in such cases and the employee may have their Personal Leave recredited.

Employers should assess such situations on a case-by-case basis.

Statement from Dr Megan Chapman President VPA – Biloela Family

It is ironic that during Infant Mental Awareness Week that the Victorian Psychologists Association needs to call for the release from detention of a sick three year old child, her sister, and her parents.

Tharunicaa and Kopika Murugappan have spent their infancy and early childhood in immigration detention, in conditions that would be unrecognisable and unacceptable to Australians. Trauma has significant impacts on the health and well-being of young children. The research is unequivocal that Adverse Childhood Experiences (ACEs) occurring in early childhood have consequences for future mental and physical health outcomes.

It is time to prioritise the mental health of these children over politics. The Victorian Psychologists Association calls on the Murugappan family to be reunited, and released from immigration detention. These two Australian children need to come home to Biloela.

Dr Megan Chapman DPsych (Clinical) PhD MAPS FCCLP

President VPA

Megan is a Senior Clinical Psychologist and Coordinator, Infant Mental Health Team at the Royal Children's Hospital Melbourne

The Morrison Government wants to control your super

Despite amendments made to get it through the House of Representatives, the Your Future Your Super Bill still contains the power to allow Governments to determine by regulation what superannuation fund activity, including investments and expenditure, is and isn't in the best interests of fund members:

- The issue of the Government going to extraordinary lengths to take control of where superannuation boards do and don't invest hasn't been resolved.
- There are currently no regulations drafted to support this power, but regulations can be made by any government at any time, creating uncertainty as to how regulations might in future override board investment strategies.
- This power could be used by lobby groups to influence governments to direct superannuation fund investment activity.
- This power would essentially make the Treasurer of the day "Chair of the board" of Australia's superannuation funds.

The Liberals are ideologically intent on taking down industry super funds and have been since they came to power. They seem to hate the fact that working people can accumulate superannuation for their retirement, and that they are represented on superannuation boards by Union-nominated Directors.

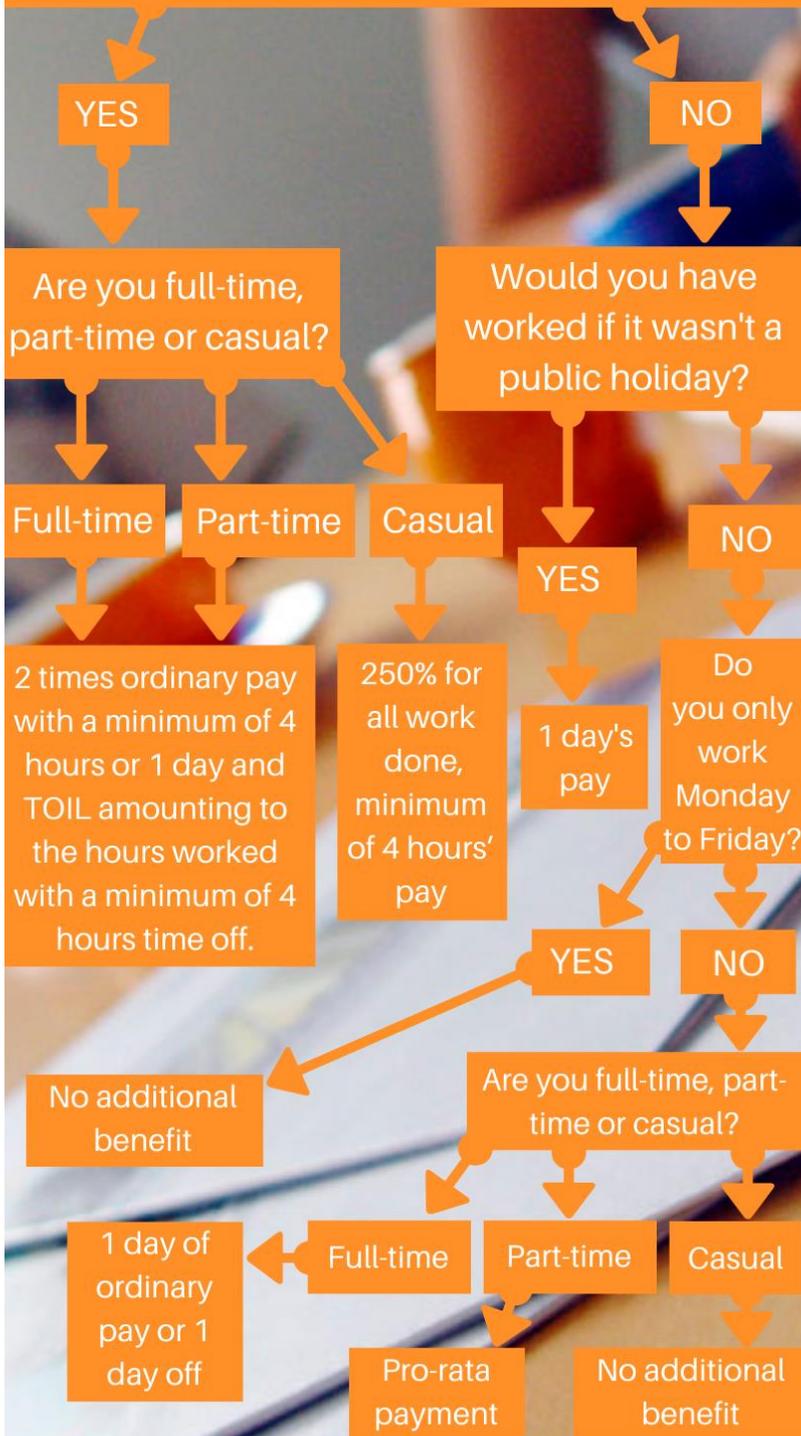
Public Holiday Pay

This weekend is a long weekend, which means public holiday pay. Use the infographic below to know what you're entitled to and whether you have been paid public holiday pay correctly.

While the infographic is for those working in the public sector, members working in the community and private sectors have very similar arrangements included in your collective agreements. However, if you're unsure about whether you have been paid correctly for the public holiday, please contact the Union at enquiry@msav.org.au

Public Holiday 2021 Payments

Did you work that day?



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 at 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 at anastasiap@msav.org.au

You can access your membership details, PI Insurance information and details on what you've paid in membership fees from your own page through our membership portal. The membership portal allows you to update your membership details, download your PI Insurance information and your tax receipts when it comes time to prepare your tax return. It's easy to use, secure and gives you the information you need whenever you need it! To access your membership portal, visit <https://msav.360membership.com.au/login.aspx>

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.

Right now, Aware Super, Australia's biggest health industry super fund, is investing our money in fossil fuels - oil and gas. While they have plans to divest from fossil fuels, it's vital that we maintain the pressure to make sure they divest faster to ensure a reduction in financial issues posed by stranded assets like fossil fuelled power stations.

Join us in asking Aware Super to divest from fossil fuels at <https://www.healthyfutures.net.au/awaresuper>

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: From smallpox to polio, vaccine rollouts have always had doubters. But they work in the end

"In 2019, before COVID-19, the World Health Organization (WHO) identified vaccine hesitancy as one of the top ten greatest threats to global health.

Every year, vaccination saves around 4-5 million lives, although a further 1.5 million lives could be saved annually with improved global vaccine coverage.

Now, we are seeing a new round of vaccine hesitancy in some corners as the COVID vaccine is rolled out. But that's nothing new. Anti-vaccination movements have existed for as long as vaccination."

Read the entire article by David Isaacs in The Conversation at: <https://theconversation.com/from-smallpox-to-polio-vaccine-rollouts-have-always-had-doubters-but-they-work-in-the-end-161803>

Worth Reading: Sea-lebrities and keeping an eye on water quality

"Do you have a favourite sea-lebrity? And how you can help keep an eye on water quality?"

This year we are celebrating World Oceans Day by sharing some mosaic artworks of our favourite sea-lebrities.

These sea-lebrities are made from more than 1100 individual photos from our EyeonWater Australia app. From crystal blue oceans to the murky brown of rivers, and everything in between.

And we want YOU to be part of it."

Read the entire article by Natalie Kikken in the CSIRO Blog at: <https://blog.csiro.au/eyeonwater-australia-app/>

Worth Reading: Why are some COVID test results false positives, and how common are they?

"Two COVID-19 cases previously linked to Melbourne's current outbreak have now been reclassified as false positives.

They're no longer included in Victoria's official case counts, while a number of exposure sites linked to these cases have been removed.

The main and "gold standard" test for detecting SARS-CoV-2, the virus that causes COVID-19, is the reverse transcriptase polymerase chain reaction (RT-PCR) test.

The RT-PCR test is highly specific. That is, if someone truly doesn't have the infection, there is a high probability the test will come out negative. The test is also highly sensitive. So, if someone truly is infected with the virus, there is a high probability the test will come back positive."

Read the entire article by Adrian Esterman in The Conversation at: <https://theconversation.com/why-are-some-covid-test-results-false-positives-and-how-common-are-they-162163>

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.](#)



Share STAT Report

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.