Stat Report 2022/14

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What's happening with the Public Sector agreement

The Union has been working hard drafting the new Public Sector agreement.

With a document that is over 200+ pages, it takes a great deal of time to review and draft various clauses. It also takes time to ensure that those clauses do reflect what was agreed.

We have been diligent in making sure that the new agreement fully incorporates the benefits negotiated in the settlement agreement.

However, we're very conscious that members are keen to access the new entitlements and pay increases secured through the negotiations.

We also know there is a sense of frustration.

It's been a long-time coming. In fact, it really has been too long. It should not have taken 2 years for a new agreement to be negotiated.

Having said that, our team is confident that drafting of the new agreement is very close to being finalised.

While I'd like to say that once the drafting is finished the new agreement comes into effect, unfortunately there are still a few more steps to go before it does come into effect.

Once the drafting is completed it will go to the Victorian Government Cabinet for approval. Once it has received this approval it is then put to members to vote on.

If the vote for the new agreement is successful, it is then up to the Fair Work Commission to give the agreement final approval.

We really want to be able to tell members when all of this will happen and when the new agreement will come into effect. Unfortunately, we can't give definitive timelines, and frankly it would be foolish of us to try.

To provide a more detailed overview of the drafting and the remaining process for the new agreement, we will be holding a mass meeting of Public Sector members over Zoom on 15 June. Public Sector members were sent an email earlier this week about the meeting and details for joining the Zoom meeting.

If you haven't received that email, please contact us at enquiry@msav.org.au as soon as possible.

This weekend is the Queen's Birthday long weekend, which means there will be public holiday pay. More information about how your public holiday pay should be calculated is included in this edition of STAT Report.

Being a long weekend, I wanted to take this opportunity to thank everyone working over the long weekend.

Without your dedication and commitment, our hospitals would be under even more pressure, especially as the pandemic continues amid increasing cases of the flu across Victoria. If you're not working this long weekend, we hope you get to enjoy the extra time with your family and friends doing the things you enjoy doing.

Finally, I'd like to highlight reports of the Victorian Government providing a one-off payment to health workers.

The Victorian Government will provide health workers a one-off payment called the "Healthcare Worker Winter Retention and Surge Payment". The one-off payment of $3,000 is to health workers employed by a public health service.

Disappointingly, it is not going to be given to health workers who are contractors, for example contracted pathology scientists.

The Union continues to lobby the government on behalf of all members to ensure you are all recognised for the commitment and dedication you're showing in dealing with the ongoing pandemic and the very real pressures on our public health system.

If you're experiencing issues at work, please get in contact with us by calling on 9623 9623 or emailing enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary

EOFY and Memberships

Members paying union fees by manual annual subscription will be receiving the upcoming subscription invoice for the 2022/2023 FY in early June 2022 via email.

Members who have not yet paid their current 2021/2022 FY subscription, or haven't received an invoice, please contact Anastasia at anastasiap@msav.org.au or call 9632 9623 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 from maternity leave, 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/statements for the current financial year early July 2022. Direct Debit payments for the 2022/2023 financial year 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 on our membership portal.

The membership portal allows you to update your membership details, download your PI Insurance certificate and tax receipts when it comes time to prepare your tax return.

Members can also submit a support request to our industrial team or our membership team when required.

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

Union Round Up

Public Sector Bargaining and Maternity Leave
Numerous members have contacted the Union over the last few weeks about their maternity leave entitlement as bargaining for a new Public Sector agreement continues.

The Union's advice is that members should apply for their current existing leave entitlement of 10 weeks and once the new agreement is in place, to apply for the additional 4 weeks. Health services will not be able to refuse as the maternity leave entitlement is part of the Union's heads of agreement, which back-dates pay and leave entitlements to December 2021.

If you have any questions, contact the Union at enquiry@msav.org.au

Membership fees from 1 July 2022

MSAV SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

Full Time Subscription (over 24 hours per week)	Subs/Rate	GST (10%)	Total Payable (Inc. GST)
Annual Subscription	$638.60	$70.95	$709.55
Direct Debit (per month)	$ 53.22	$ 5.91	$ 59.13
Part Time Subscription (8 to 24 hours per week)			
Annual Subscription	$383.00	$42.55	$425.55
Direct Debit (per month)	$ 31.91	$ 3.55	$ 35.46
Sessional Subscription (Less than 8 hours per week)			
Annual Subscription	$196.79	$21.86	$218.65
Direct Debit (per month)	$16.40	$1.82	$ 18.22
Non Working Subscription (Parental Leave, overseas, interstate, retired)			
Annual Subscription	$ 84.42	$ 9.38	$ 93.80
Direct Debit			$ 7.82

VPA SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

Full Time Subscription (over 24 hours per week)	Subs/Rate	GST (10%)	Total Payable (Inc. GST)
Annual Subscription	$638.60	$70.95	$709.55
Direct Debit (per month)	$ 53.22	$ 5.91	$ 59.13
Part Time Subscription (8 to 24 hours per week)			
Annual Subscription	$383.00	$42.55	$425.55
Direct Debit (per month)	$ 31.91	$ 3.55	$ 35.46
Sessional Subscription (Less than 8 hours per week)			
Annual Subscription	$196.79	$21.86	$218.65
Direct Debit (per month)	$16.40	$1.82	$ 18.22
Non Working Subscription (Parental Leave, overseas, interstate, retired)			
Annual Subscription	$ 84.42	$ 9.38	$ 93.80
Direct Debit			$ 7.82
Student Subscription			
Annual Subscription	$ 32.22	$ 3.58	$ 35.80
Private Practice Subscription			
Annual Subscription	$290.90	$32.32	$323.22
Direct Debit (per month)	$ 24.25	$ 2.69	$ 26.94

AHP SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

Full Time Subscription (over 24 hours per week)	Subs/Rate	GST (10%)	Total Payable (Inc. GST)
Annual Subscription	$638.60	$70.95	$709.55
Direct Debit (per month)	$ 53.22	$ 5.91	$ 59.13
Part Time Subscription (8 to 24 hours per week)			
Annual Subscription	$383.00	$42.55	$425.55
Direct Debit (per month)	$ 31.91	$ 3.55	$ 35.46
Sessional Subscription (Less than 8 hours per week)			
Annual Subscription	$196.79	$21.86	$218.65
Direct Debit	$16.40	$1.82	$ 18.22
Pre-Registration Subscription			
Annual Subscription	$ 113.90	$ 12.66	$ 126.56
Non Working Subscription (Parental Leave, overseas, interstate, retired)			
Annual Subscription	$ 84.42	$ 9.38	$ 93.80
Direct Debit			$ 7.82

Public Holiday Pay

This weekend there is a long weekend. Monday is designated as the Queen's Birthday and with a public holiday comes, public holiday pay.

Here's how your public holiday pay should be calculated:

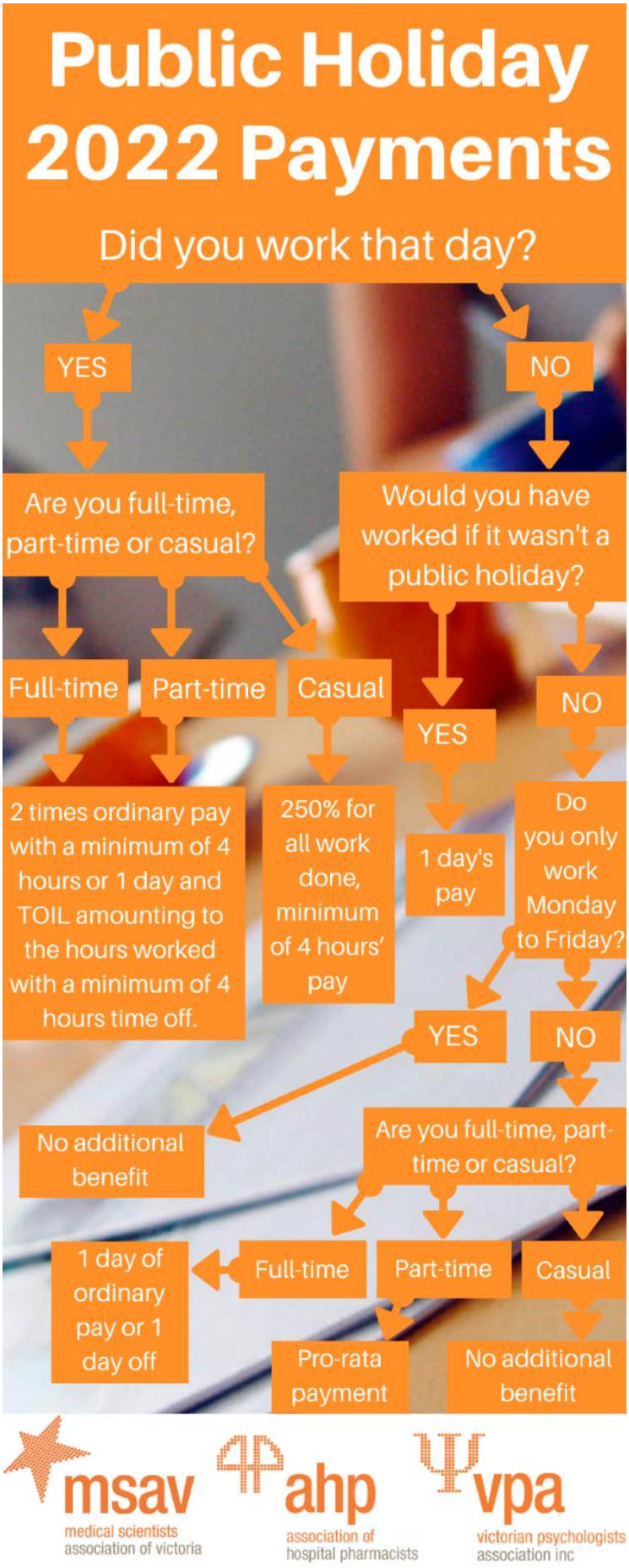
For time worked on a public holiday occurring on a weekday, the pay rate is 200% of the normal rate. For time worked on public holidays on a weekend day, the rate is 250% of normal pay. For casuals, the loading is paid on top of these rates.

For days not worked, it gets a bit more complex.

- Full-timers and part-timers who only work Monday-Friday get no benefit for a public holiday on a Saturday or Sunday.
- Full-timers and part-timers who only work Monday-Friday get a normal day's pay for a public holiday on a weekday that they would normally work.
- Full-timers who work the roster and have an RDO on a public holiday receive an additional day's pay or a day in lieu (your choice)
- Part-timers who work weekends get pro-rata pay according to the formula in the table for public holidays occurring on a day which they would not normally work.
- Part-timers who work **weekdays only** get pro-rata pay for weekday public holidays occurring on a day which they would not normally work
- Casuals receive no payment for not working on public holidays.

The flow chart below provides a visual representation.

While this mostly applies to members working in the Public Sector, if you work in the Community and Private sectors, contact the Union to ensure that you have received the correct public holiday pay – contact the Union at enquiry@msav.org.au



VPA PI Insurance now covers Private Practice

One of the benefits of joining the Victorian Psychologists Association is that membership includes Professional Indemnity Insurance.

The VPA always works to ensure members have the best possible Professional Indemnity Insurance. To keep up with changes in the insurance landscape, we've changed our coverage provider and policy.

One of the biggest changes, and one that we're really excited about, is that our **new policy covers members working in private practice!**

The new policy includes some important changes, including:

- The new policy now includes cover for private practice, where the private practice income does not exceed $100,000 per annum
- Complaints to AHPRA, coronial inquiries, investigations etc are covered with maximum legal costs of $100,000
- The policy includes cover for claims of 'Abuse' including sexual harassment, provided that the insurer will not pay where the accused is found to have committed the abuse. It covers legal costs of up to $500,000
- All other complaints of professional malpractice leading to 'bodily injury' – the definition of which includes mental anguish, mental injury – is covered for up to $2,000,000, including legal costs and compensation.
- There is run-off cover for 7 years, as required by AHPRA

Don't worry, the new Professional Indemnity Insurance policy meets the Psychology Board of Australia registration requirements and AHPRA's requirements for insurance coverage.

As a member you get access to **professional advice** and assistance with workplace issues, **representation** in the negotiation of workplace agreements, **advocacy** for the profession, and, among other things, Professional Indemnity Insurance.

By maintaining your VPA membership you will always be covered whether you work in community, public or private practice.

The VPA delivers members fantastic value. Share this great news with your colleagues so more of Victoria's psychologists can be covered at work.

Covering private practice is a major change we're proud and excited about! It's another way we're keeping members covered at work.

The new Professional Indemnity Insurance policy is provided by Tego, a specialist healthcare indemnity underwriter.

Contacting the Union

Members can ring the Union to seek support, advice and assistance with workplace issues.

MSAV: (03) 9623 9623
VPA: (03) 9623 9625
AHP: (03) 9623 9624

As always members can raise workplace issues by emailing the Union at enquiry@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. You can join quickly and easily here.

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

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: The way we talk about First Nations issues is striking, as our analysis of 82 million words of Australian news and opinion shows

""“We say sorry”.

With just three words, then-prime minister Kevin Rudd said in 2008 what his predecessor wouldn’t say in parliament.

And so swelled the tears, emotion and silent pain of generations of Indigenous Australians who looked on from the gallery above, together with those glued to the broadcast all over the country.

Sometimes words really do matter.

But this significant step towards Indigenous reconciliation in Australia didn’t occur in a vacuum. Sometimes our discourse – our narratives of disadvantage, freedom, hope and fear – take on a momentum all their own."

Read the entire article by Simon D. Angus, Jacinta Elston and Tim Dwyer in The Conversation at:
https://theconversation.com/the-way-we-talk-about-first-nations-issues-is-striking-as-our-analysis-of-82-million-words-of-australian-news-and-opinion-shows-179480

Worth Reading: How to get consent for sex (and no, it doesn’t have to spoil the mood)

"New South Wales and Victoria are set to introduce a suite of reforms to sexual offences legislation which set a new standard for sexual consent. Both states will implement an affirmative model of consent.

Affirmative consent is based on the idea that someone who is consenting to sex will actively express this through their words and actions – it’s the presence of an “enthusiastic yes”, rather than the absence of a “no”.

So what’s changing, and what does that mean for how we negotiate sex?"

Read the entire article by Bianca Fileborn and Sophie Hindes in The Conversation at:
https://theconversation.com/how-to-get-consent-for-sex-and-no-it-doesnt-have-to-spoil-the-mood-172139

Worth Reading: Caring for Country means tackling the climate crisis with Indigenous leadership: 3 things the new government must do

"The election of a new Australian government offers a once-in-a-generation opportunity to promote the self-determination of Indigenous peoples to Care for Country.

Indigenous peoples have been leading Australia’s response to the climate crisis, such as by harbouring deep-time knowledge of the land and water, and managing the land through cultural burning. Yet climate change continues to erode our cultural heritage and threatens our ongoing connection to Country.

In its pre-election budget, the former Coalition government committed A$636 million to expand the Indigenous ranger program and Indigenous Protected Areas. The new parliament, with its greater hunger for climate action, can think even bigger and create a new, exciting and just agenda.

I have previously written about ways everyday Australians can support Indigenous people to heal Country. Here, I lay out practical steps and big ideas that expand the realms of possibility in this new parliamentary era."

Read the entire article by Bhiamie Williamson in The Conversation at: https://theconversation.com/caring-for-country-means-tackling-the-climate-crisis-with-indigenous-leadership-3-things-the-new-government-must-do-183987

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 to join in register for Member Benefits now.

Please note that Member Benefits is run by the ACTU

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.