



Stat Report 2022/18

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WorkCover and COVID

The Union recently supported a member who caught COVID, almost certainly as a result of their increased risk of exposure by working in a hospital.

The member got quite sick and was on sick leave for an extended period of time. When they returned to work, they returned on reduced hours because they were struggling with the symptoms of Long COVID.

This meant our member was using up their leave and entitlements and effectively covering the expense of a workplace injury.

The member contacted the Union to enquire about lodging a WorkCover claim.

Given the very real likelihood of the member contracting COVID through their workplace, the Union advised them that they should lodge a WorkCover claim.

Contracting COVID at work is a workplace injury, and it's what WorkCover is for. It is noteworthy that WorkSafe has advised that claims for contracting COVID should be accepted.

Unfortunately, the hospital's insurer rejected the member's claim and subjected them to an outrageous campaign of harassment by a private investigator who had absolutely no interest in discovering the truth and were simply interested in finding excuses to reject the claim.

This was a harrowing experience for the member who had always done the right thing and had never experienced anything like it before in their life.

Fortunately, and congratulations to them, the member stood strong, and the Union supported them in taking their claim through the tribunal process.

Despite the idiotic insistence by the hospital's insurer that scientists are not "frontline" health workers, WorkSafe's advice that COVID WorkCover claims of this nature should be accepted was upheld, and our member's claim was eventually accepted.

As members will know, the data about COVID infections is rapidly changing with the current surge expected to last over the next 4 to 6 weeks as a result of the latest variants believed to be even more contagious than previous variants and sub-variants.

There is a rapidly increasing number of people contracting COVID with increasing numbers requiring hospital treatment, including ICU cases. With increasing numbers of people seeking hospital treatment for COVID, it inherently increases your risk of being exposed, and a very real chance of contracting it through the workplace because of the increasing exposure of COVID in the community.

Numbers of furloughed staff is also rapidly rising.

It's extremely important that if members are using their leave and entitlements to take time off to manage COVID (including Long COVID) and flu. We urge members who contract COVID at work, to make a WorkCover claim.

If members are in this situation, I strongly urge you to contact the Union to help assess your situation about pursuing a WorkCover claim.

If you need advice or assistance with issues at work, please contact us by calling on 9623 9623 or emailing enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary



Union Round Up

Monash IVF - Scientists Agreement

Scientist members at Monash IVF will soon vote on the new proposed agreement.

The proposed new agreement includes increases in wages by 14%, as outlined below:

- 1 July 2022 – 2%
- 1 January 2023 – 2%
- 1 July 2023 – 3% - professional subsidy phased in at this point, increase of non-cumulative personal leave (from 2 to 5 days) phased in at this point
- 1 July 2024 – 3.5%
- 1 July 2025 – 3.5%

The period for scientists at Monash IVF to have access to the proposed agreement to consider it begins on Tuesday, 19 July 2022 and ends Tuesday, 26 July 2022.

Once the access period finishes, voting on the new agreement will commence on Wednesday, 27 July 2022 and concludes on Tuesday, 2 August 2022.

If you have any questions, please contact Lisa at lisa@msav.org.au or at 03 9623 9623

Mandatory Flu Vaccinations

Members have been contacting the Union recently about their requirement to be vaccinated against the flu.

There has been a change this year, with the Secretary of the Department of Health mandating flu jabs for the health workforce. He has done this utilising powers granted to him by parliament in 2020 under the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020.

This directive effectively covers all or most of our members as it requires health care workers who come into contact with patients, blood, body substances, or respiratory droplets to be vaccinated by August 15 and annually thereafter.

As with COVID-19 vaccinations, there is very little wriggle room for not getting vaccinated.

If you want all the details, click on this link: [Vaccination for healthcare workers](#)

Public Sector Bargaining and Maternity Leave

Numerous members have contacted the Union 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

Promoting the Union in your workplace

The Union is stronger with more members. Having more members means we have a more powerful voice. One of the best ways of increase the Union's membership is through members like you.

Putting up posters in your workplace, sharing STAT Report with colleagues and mentioning they have a Union that advocates for them, lobbies for them and provides professional industrial advice and assistance are great ways of helping the Union grow its membership.

We can help you with posters, social media content and more or if you want to suggest an idea for material that would work for your workplace, contact Alex on (03) 9623 9623 or at alexs@msav.org.au

Research participation request - attitudes to alcohol consumption

The La Trobe University Centre for Alcohol and Policy Research has approached the Union regarding a current study they are undertaking into attitudes toward non-drinkers in Australia.

The expected benefit of this research project is new knowledge to inform social policies relating to alcohol consumption and treatment.

The research team are specifically looking for male and male identifying drinkers aged 18-50 years to complete the 10-minute survey using the link below.

The link contains a full research ethics statement including participant privacy. Anyone who completes the survey could win one of four \$50 Coles vouchers.

<https://nondrinkers2022.questionpro.com>

Union's Reconciliation Action Plan

The Union affirms our commitment and support for Aboriginal and Torres Strait Islander people and culture. However, the Union wants to do more by developing a reconciliation action plan.

The management committees of both the MSAV and HSU 4 Branch in their June 2021 meetings very proudly adopted resolutions of support for the Uluru Statement from the Heart and support for an Indigenous voice to our national Parliament to be adopted as a constitutional reform.

If members who identify as Aboriginal and/or Torres Strait Islander are interested, please contact us so that we can develop our reconciliation action plan together.

Please contact Alex if you're interested at alexs@msav.org.au

Tax statements now available

Now that the end of financial year has passed, the tax statements for subscription payments made for the 2021/2022 financial year have been emailed to all members.

Members can also access their tax statement through their member portal – visit <https://msav.360membership.com.au/login.aspx>

If you have any questions regarding your tax statement or payment of your membership fees, please contact Anastasia on 9623 9623 or at anastasiap@msav.org.au

Public Sector Healthcare Worker Wellbeing program

From 1 July to 31 December, the Healthcare Worker Wellbeing program will expand to provide free meals and refreshments to staff working night shift. To tailor to individual needs, and ensure maximum benefit to workers, health services will be given flexibility to deliver this program.

The Union strongly encourages members working night shift to enquire with their health service about the provision of free meals and refreshments and the delivery of the Healthcare Worker Wellbeing program.

We're interested to hear about responses members receive and their views on the delivery of the Healthcare Worker Wellbeing program.

Information about this program was sourced from the Department of Health at: <https://www.health.vic.gov.au/news/healthcare-worker-winter-retention-surge-payment>

Women's Rights at Work Conference 2022

Join working women & folk from across industries and unions, as they take over Trades Hall for 2 full days on 5 and 6 August.

The conference will be celebrating wins, talking about what's next, and building solidarity to keep fighting.

This year's conference has a Friday packed with panels and discussion, followed by a post-conference mingle. On Saturday, it's time to get your hands dirty with practical workshops for activists and organisers.

Dates: 5th & 6th August

Venue: Victorian Trades Hall – 54 Victoria St, Carlton

Sign up at: https://www.weareunion.org.au/wraw_con_2022

Membership fees from 1 July 2022

MSAV SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

| <u>Full Time Subscription</u> (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 |

| <u>Part Time Subscription</u> (8 to 24 hours per week) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|-----------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$383.00 \$42.55 | \$425.55 |
| Direct Debit (per month) | \$ 31.91 \$ 3.55 | \$ 35.46 |

| <u>Sessional Subscription</u> (Less than 8 hours per week) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|---------------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$196.79 \$21.86 | \$218.65 |
| Direct Debit (per month) | \$16.40 \$1.82 | \$ 18.22 |

| <u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|------------------------------------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$ 84.42 \$ 9.38 | \$ 93.80 |
| Direct Debit | | \$ 7.82 |

VPA SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

| <u>Full Time Subscription</u> (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 |

| <u>Part Time Subscription</u> (8 to 24 hours per week) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|-----------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$383.00 \$42.55 | \$425.55 |
| Direct Debit (per month) | \$ 31.91 \$ 3.55 | \$ 35.46 |

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|------------------------------------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$ 84.42 \$ 9.38 | \$ 93.80 |
| Direct Debit | | \$ 7.82 |

| <u>Student Subscription</u> | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|-----------------------------|------------------------|-----------------------------|
| Annual Subscription | \$ 32.22 \$ 3.58 | \$ 35.80 |

| <u>Private Practice Subscription</u> | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|--------------------------------------|------------------------|-----------------------------|
| 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

| <u>Full Time Subscription</u> (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 |

| <u>Part Time Subscription</u> (8 to 24 hours per week) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|-----------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$383.00 \$42.55 | \$425.55 |
| Direct Debit (per month) | \$ 31.91 \$ 3.55 | \$ 35.46 |

| <u>Sessional Subscription</u> (Less than 8 hours per week) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|---------------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$196.79 \$21.86 | \$218.65 |
| Direct Debit | \$16.40 \$1.82 | \$ 18.22 |

| <u>Pre-Registration Subscription</u> | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|--------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$ 113.90 \$ 12.66 | \$ 126.56 |

| <u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired) | Subs/Rate GST (10%) | Total Payable (Inc. GST) |
|------------------------------------------------------------------------------------|------------------------|-----------------------------|
| Annual Subscription | \$ 84.42 \$ 9.38 | \$ 93.80 |
| Direct Debit | | \$ 7.82 |

VPA PI Insurance includes cover for 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.

Subscribe to The New Daily



The Union is pleased to provide all members with a free subscription to The New Daily an online news service.

This news service is Australian owned, which aims to provide fair and balanced coverage of major events across Australia and around the world.

Delivered to your email box every morning you will be provided with the top stories of the day.

<https://thenewdaily.com.au/subscribe/>

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>

Code Green Hackathon 2022

Code Green Hackathon 2022 is here!

The Australian Medical Students Association, is running their annual Hackathon, looking for innovative, sustainable ideas to reduce waste in the healthcare system. This is a multifaceted event with masterclasses, pitches and mentors.

Plus, the winning teams are sponsored to put their idea into action!

All students including medical, nursing, science, engineering, arts, media students and more are welcome to register a team.

If you've got an aspiring young inventor or genius in your family, make sure you pass this on to them.

If you'd like to be a mentor or you're interested in sponsoring a project, please do get in touch with AMSA.

When is this happening? It's online across Australia on 22-24 July

More details at: <https://www.facebook.com/events/506585217924386/>

Climate and Health Alliance – Healthy Conversation: Re-imagining the future

You're invited to the Climate and Health Alliance's second *Healthy Conversation*, which will re-imagine the future!

It will feature a screening of Damon Gameau's latest short film, *Regenerating Australia*, with a panel discussion to follow.

Panellists include:

- Damon Gameau - Author and Filmmaker: *That Sugar Film*, 2040, *Regenerating Australia*
- Fiona Armstrong - Founder and Strategic Projects Director, Climate and Health Alliance
- Dr Millie Rooney - National Coordinator, Australia reMADE
- Takuzo Kimura - Physiotherapist and Climate and Health Alliance volunteer

This talent-packed panel will discuss their positive visions for Australia in 2030, including the climate solutions available now to get us to a healthy, regenerative and just future for all.

Date: 22 July 2022

Time: 12pm to 1pm

[RSVP here](#) and feel free to invite others along too!

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](#)

Clip & Post It!

Want to do something right now to help promote the Union to your colleagues?

All you need is a bit of time, a pair of scissors and a couple of thumbnails.

Print this page then carefully using your scissors, cut around the outside of rectangle. Then take the cut out and using thumbnails put it up on the noticeboard in your tearoom.

Issues at work?

Don't go it alone!

Join your Union today



Worth Reading: Your pay, postcode and parents affect your heart disease risk

"Most of us know our risk of heart disease increases as we age, and it's more common in men. But are you aware the risk of heart disease, and of death from heart disease, is greater if you're Indigenous or of low socioeconomic status? And do you know it's also a leading cause of illness and death among women?"

Most people are not aware your risk of heart disease is greatly affected by who you are. But this does not have to be the case. And there are things we can do about it."

Read the entire article by John Glover and Sarah McDonald in The Conversation at:

<https://theconversation.com/your-pay-postcode-and-parents-affect-your-heart-disease-risk-183125>

Worth Reading: Raising the age of criminal responsibility is only a first step. First Nations kids need cultural solutions

"In some Australian states, children can legally be detained from the age of ten years old. This has led to over-policing and over-incarceration of Aboriginal and Torres Strait Islander children. First Nations children represent 50% of youth incarcerated during 2021.

Incarcerating children can cause irreparable harm, particularly for those who have complex health and social needs. Children who are removed from their families and communities during crucial stages of development and placed in youth detention are exposed to a form of social control, stigmatisation and criminalisation that in many cases inflicts lifelong harm.

Indigenous voices are seeking not just to raise the age of criminal responsibility to 14 years, but to implement an Indigenous-led model of care that provides culturally appropriate early childhood holistic care. In addition, addressing social issues of poverty, employment and access to health and housing would help provide stable lives for otherwise at-risk children."

Read the entire article by Lorelle Holland and Maree Toombs in The Conversation at:

<https://theconversation.com/raising-the-age-of-criminal-responsibility-is-only-a-first-step-first-nations-kids-need-cultural-solutions-186201>

Worth Reading: No wonder no one wants to be a teacher: world-first study looks at 65,000 news articles about Australian teachers

"Remember when former Morrison government minister Stuart Robert lashed out at "dud" teachers? In March, the then acting education minister said the "bottom 10%" of teachers "can't read and write" and blamed them for declining academic results.

This is more than just a sensational headline or politician trying to get attention. My research argues the way teachers are talked about in the media has a flow-on effect to how people feel about becoming a teacher, and how current teachers see their place in the community.

So, when we talk about the shortage of teachers in Australia, we also need to look at media coverage of teachers in Australia."

Read the entire article by Nicole Mockler in The Conversation at: <https://theconversation.com/no-wonder-no-one-wants-to-be-a-teacher-world-first-study-looks-at-65-000-news-articles-about-australian-teachers-186210>

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](#)

Union Member Benefits

As a Union member you get access to some great benefits.

Motor vehicles, rental cars, cameras, computers, travel, accommodation, entertainment, wine, gift cards, jewellery, insurance and health products are just some of the categories covered with great deals for union members.

Getting access to UnionShopper discounts is free to all members of the MSAV, VPA or AHP – that means you!

[Visit UnionShopper and sign up.](#)

*Member Benefits has wound up with UnionShopper being the preferred provider of discounts for union members. Members who used Member Benefits will have to sign up at UnionShopper

Please note that UnionShopper is not run by the MSAV, VPA or AHP



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.