



Stat Report 2022/19

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Public Sector Agreement moves to next stage

We're very happy to let members know that drafting of our new Enterprise Agreement is finished! It's with the department of Health now for shepherding through the government approval process.

Last week the Union finally reached agreement on the final draft of the new Enterprise Agreement.

Drafting extensive changes into a 260-page document with three parties involved (the Union, Victorian Hospitals Industrial Association and Department of Health) has been a complex and difficult process.

We don't apologise for applying high standards of accuracy to ensure the new Agreement fully reflects the significant terms of settlement.

It has been a long time coming but we're very happy that the process is now moving to the next step.

There has been no change to the agreed operative dates for increases so backpay wages and allowance entitlements apply from 1 July 2021 and other benefits from 21 December 2021 remain in place.

We expect it will take approximately 2 to 3 weeks for the State Cabinet to approve the Enterprise Agreement, and following Cabinet approval, it will be put to Public Sector members to vote on.

Now that the drafting process is done, we're confident the final steps before the new Enterprise Agreement comes into effect will not take as long as the drafting process.

Any delays to the process at this point is entirely in the hands of the State Government.

I also want to take this opportunity to highlight the Union will be commencing bargaining at Delmont Private Hospital where we have been specifically invited to participate in bargaining.

Bargaining for new agreements will also commence at Healthscope Hospitals and at Melbourne Pathology.

There is more information about these in *Union Round Up*.

Preparations continue for bargaining with Dorevitch Pathology, known as Healius Pathology. More details about bargaining at Dorevitch Pathology will be included in future editions of STAT Report.

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



Positions not backfilled? Let us know

Union Round Up

Bargaining at Delmont Private Hospital – Psychologists

The Union has been invited to participate in bargaining for a new agreement for psychologists working at Delmont Private Hospital.

The Union needs your feedback on what staff want to bargain for by **close of business on 5 August**.

The timeline is tight, but we need to provide the employer with a list of claims.

Please send your feedback to Heidi at heidib@msav.org.au

Healthscope Hospitals Bargaining

The Union will be bargaining for a new agreement with Healthscope hospitals.

The Union needs your feedback on what issues members want to bargain on and key claims members have for the new agreement.

Feedback from members is needed by **close of business on 5 August**.

Please send your feedback to or raise any queries you have with Heidi at heidib@msav.org.au

Melbourne Pathology Bargaining

Melbourne Pathology have agreed to commence bargaining for a new Scientists EBA to update terms and conditions and lock in future increases.

Melbourne Pathology have had a series of administrative increases and we have asked to include these in the body of the agreement to codify them. This week an increase of 5% was announced on top of past increases and will start flowing through from the next pay period.

It has been a while since we did an EBA at Melbourne Pathology and we will need to consult with members about what they want in a new agreement.

We will need to hold meetings and collect feedback, however face-to-face meetings are difficult at the moment because of COVID restrictions during this current surge.

We will also ask for members to volunteer as delegates to participate in bargaining discussions, ideally one from each discipline.

Please contact Heidi at heidib@msav.org.au if you have feedback on what should be included / clarified in a new agreement or wish to participate in bargaining as a Union delegate.

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](#)

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

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>

What's important to you for the state election?

Last state election, union members fought for and won big changes for Victorian workers like wage theft laws and industrial manslaughter laws.

The next state election will be held this year on Saturday 26 November.

That's why the Union is working with the Victorian Trades Hall Council on the upcoming state election.

Whether you're thinking about health, education, the cost of living or climate change when you go to vote, it's your chance to make a real difference.

The first step in making Victoria better for working people is knowing what's important to you. [Fill out this short survey to let us know what's important to you in the state election.](#)

We want to know what matters to you so we can make decisions about what the Victorian union movement will campaign on because we know we're stronger together.

That's why we're surveying union members across Victoria to find out which issues are important to you, and how you're planning on voting.

[Take the survey now](#) and get a chance to win a \$250 Coles/Myer gift card.

It's also a great time to remind members to [check their voter enrolment details](#), especially if you have recently moved.

You can also [register to vote](#) if this election is your first-time voting.

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

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>

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: 'Everyone' was wrong about wages – and they may be again

"With the wonderful news of the unemployment rate officially down to 3.5 per cent still fresh, does anyone remember NAIRU – the non-accelerating inflation rate of unemployment?"

In theory, it's the lowest unemployment rate an economy can sustain without demands for higher wages triggering an outbreak of inflation.

Just a few years ago, "everyone" said it was something above 5 per cent – and they were wrong.

The fact of the matter as the Reserve Bank ramps up interest rates with the aim of slowing employment growth, increasing the unemployment rate and sending some businesses broke (that's what "cooling" the economy means), nobody has a clue of what the NAIRU actually is until we're past it."

Read the entire article by Michael Pascoe in The New Daily at: <https://thenewdaily.com.au/finance/finance-news/2022/07/16/wages-growth-nairu-rba-michael-pascoe/>

Worth Reading: Natural systems in Australia are unravelling. If they collapse, human society could too

"In the long-delayed State of the Environment report released this week, there is one terrifying sentence: "Environmental degradation is now considered a threat to humanity, which could bring about societal collapses."

Hyperbole? Sadly not.

Climate change has already warmed Australia 1.4°C and changed rainfall in some regions. Natural ecosystems are already struggling from land clearing, intensive agriculture, soil degradation and poor water management. Climate changes and related sea level rise are making this worse. It's a mistake to think this won't affect us.

It can be easy to live in cities and believe you're somehow walled off from environmental disaster. This is a fiction. Healthy environments provide clean air, clean food, clean water and a safe place to live – all essential to a healthy life."

Read the entire article by Liz Hanna and Mark Howden in The Conversation at: <https://theconversation.com/natural-systems-in-australia-are-unravelling-if-they-collapse-human-society-could-too-187263>

Worth Reading: Masks are 'strongly suggested' by health authorities as the winter COVID wave hits. Here's how effective they are

"Health departments are predicting another COVID surge related, in part, to more easily transmitted new variants and waning immunity.

Given COVID cases are rising and likely underestimated, Chief Medical Officer Paul Kelly has strongly suggested people wear masks in indoor spaces.

So it's important to get across how effective they are and which type to choose. Is it worth dusting off last year's cloth masks, using a surgical mask, or going out to buy some N95 respirators to wear over the coming weeks?"

Read the entire article by Thea van de Mortel in The Conversation at: <https://theconversation.com/masks-are-strongly-suggested-by-health-authorities-as-the-winter-covid-wave-hits-heres-how-effective-they-are-187006>

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.

