



## Stat Report 2022/21

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### Public Sector Agreement still with Cabinet and UnEqual Pay Day

The Enterprise Agreement is still going through the government approval process.

As members will recall, the Union has reached agreement on the final draft of the new Enterprise Agreement.

However, right now we are waiting for the State Cabinet to approve the Enterprise Agreement.

Rest assured we are strongly urging Cabinet to ensure the approval process is not held up unnecessarily, especially given how long it took to reach agreement.

Following the Cabinet approval, it will be put to members to vote on.

It's important that Public Sector members know that there has been *no change to the agreed operative dates for increases*. That means the backpay wages and allowance entitlements apply from 1 July 2021 and other benefits from 21 December 2021.

While we continue to wait for the State Cabinet to approve the new Public Sector Agreement, it's worth pointing out that there remains a significant gender pay gap in all industry sectors, including health.

Last week, data were released that showed the gender pay gap is stuck at 14.1%, but what does that really mean?

It means a lifetime cost to women's health and economic security.

Women are more likely to be in insecure or part time work. Women are more likely to do most of the unpaid household labour and unpaid care of elderly family members and relatives. This doesn't even cover the amount of work women do caring for their child(ren).

Work in female dominated industries like aged care, healthcare and early childhood education is chronically underpaid and undervalued. Unfortunately, such industries continue to be underpaid and undervalued despite everything we have learned from the pandemic and how vital these professions are to the proper functioning of our society.

The data released last week clearly shows that women will retire with almost half the superannuation savings as men.

This is because women are more likely to be in insecure casual or part time work and penalised for taking breaks in their working life to care for children, partners or elderly family members and relatives.

Women are less likely to be promoted and they are more likely to experience gendered violence, like sexual harassment, at work from either co-workers, management or clients.

The cost is enormous. Many women will retire into poverty and experience homelessness or remain in abusive relationships, because they can't afford to leave.

That's why the Union fully supports the [Organise for Equality campaign](#); and why we're encouraging members to take action on Monday 29 August with the UnEqual Pay Day action.

More information about the UnEqual Pay Day action is included in this edition of STAT Report.

I also want to take this opportunity to highlight a proposed change at Melbourne Pathology to introduce digital time keeping.

This matter is covered in *Union Round Up* and I encourage members at Melbourne Pathology to contact the Union if they have any concerns.

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

In solidarity  
Paul Elliott  
Secretary



**Positions not backfilled?**



**Let us know**

## Union Round Up

### **Proposed change at Melbourne Pathology**

The Union has been advised by Melbourne Pathology that it intends to introduce a digital time keeping record (punch / sign on and off duty) in the near future.

There has been no implementation date given as yet, but we have been advised that the Kronos system sign on will be accessed via computer or that a pay schedule will be set up for those without regular access to compute

The Union has also been advised that at present this new time keeping method does not involve any biometric sign on component (i.e., use of fingerprint algorithm or other).

Melbourne Pathology will be sharing more information with you prior to implementation.

If you have concerns about how this will operate and think you may need support, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **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](mailto: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](mailto:alexs@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>

## **UnEqual Pay Day Action**

### **TAKE ACTION THIS MONDAY FOR EQUAL PAY!**

Data released last week showed the gender pay gap is stuck at 14.1%. At this rate it means a lifetime cost to women's health and economic security.

Pay inequality is real and it's getting worse.

Union activists will be handing out pay gap calculators on UnEqual Pay Day and asking the public to calculate the cost of gender pay inequality in a direct street action.

**WHEN:** Monday 29 August, join us at 8.00am, 9.00am or 4.30pm

**WHERE:** Meet at State Library, cnr Swanston & LaTrobe Sts before hitting the streets

**OR** join us at Trades Hall at 11.30am for a stunt to highlight the pay gap across generations.

Register to take action here: [https://www.weareunion.org.au/unequal\\_pay\\_week\\_action](https://www.weareunion.org.au/unequal_pay_week_action)

## Work Shouldn't Hurt Survey 2022

The 'Work Shouldn't Hurt' survey is back, and your input is critical!

Each year, Australian Unions runs this survey to better understand worker experiences of health and safety in the workplace. It covers topics about how work is managed as well as common risks and hazards.

This is your chance to have your say and share your experiences.

Just because you might not think there are occupational hazards in your workplace, think again. The design of workspaces, having to do repetitive actions and activities, and high levels of stress are all hazards to your physical and mental health and well-being.

Even if you completed the survey last year, you can complete it again this year. Perhaps in the time since the last survey your workplace has improved its occupational health and safety standards; or maybe things have gotten worse.

This is a great chance to share those experiences.

The 30,000 responses collected last year were critical to winning stronger health and safety laws and rights for workers, but there is much more to be done.

Everyone is welcome to take the survey at <https://ausunions.io/WSH2022>

## 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](mailto: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.

## Campaign Corner

### 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>

### Organise for Equality

To make real change - the kind of change that can't be swept under the rug when the news cycle moves on - we need distributed, organised women campaigning together.

Distributed organising activates a network of self-starting supporters/campaigners in multiple locations, which can spread across geographical boundaries, interests and cultural groups. It draws on the initiative and energy of volunteer organisers to start groups and lead teams.

Help organise for equality by signing up at <https://www.weareunion.org.au/o4e>

### Climate and Health Alliance: Healthy Conversation

The next Healthy Conversation will equip you to champion sustainable healthcare at work. You'll hear from:

- Catherine O'Shea to facilitate, Sustainability Analyst at Ambulance Victoria
- Dr Emma-Leigh Synnott, Medical Lead for Climate Health and Environmental Sustainability, Fiona Stanley Fremantle Hospital Group
- Susan Crosbie, Procurement at Nepean Blue Mountains LHD
- Bridget Egan, Sustainability Officer at South Metropolitan Health Service

You'll hear their diverse experiences in driving sustainable healthcare and overcoming challenges. Together, we'll identify some key first steps we can take towards sustainability at work!

**Details: Tuesday 30 August, 12–1pm AEST, online. [RSVP here.](#)**

## 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: We studied how COVID affects mental health and brain disorders up to two years after infection – here's what we found

"The occurrence of mental health conditions and neurological disorders among people recovering from COVID has been a concern since early in the pandemic. Several studies have shown that a significant proportion of adults face problems of this kind, and that the risks are greater than following other infections.

However, several questions remain. Do the risks of psychiatric and neurological problems dissipate, and if so, when? Are the risks similar in children as in adults? Are there differences between COVID variants?

Our new study, published in *The Lancet Psychiatry*, explored these issues. In analyses led by my colleague Maxime Taquet, we used the electronic health records of about 1.25 million people diagnosed with COVID, mostly from the US. We tracked the occurrence of 14 major neurological and psychiatric diagnoses in these patients for up to two years.

We compared these risks with a closely matched control group of people who had been diagnosed with a respiratory infection other than COVID."

Read the entire article by Paul Harrison in *The Conversation* at: <https://theconversation.com/we-studied-how-covid-affects-mental-health-and-brain-disorders-up-to-two-years-after-infection-heres-what-we-found-188918>

## Worth Reading: No, not again! A third straight La Niña is likely – here's how you and your family can prepare

"Hearts sank along the Australian east coast this week when the Bureau of Meteorology announced a third consecutive La Niña was likely this year. La Niña weather events typically deliver above-average rainfall in spring and summer.

But the last two La Niñas mean our catchments are already full. Dams are at capacity, soils are saturated and rivers are high. In some cases, there's nowhere for the rains to go except over land.

Over the past 18 months, many communities have been hit by floods – some more than once. For these residents, the prospect of a third La Niña will be extremely concerning. And some people who've never experienced floods may now be at risk.

Our current research project is examining the experiences of flood-hit communities in New South Wales and Queensland – and our interviews have already yielded useful insights. So let's take a look at what we should be thinking about now as another wet summer looms."

Read the entire article by Mel Taylor and Katharine Haynes in The Conversation at:  
<https://theconversation.com/no-not-again-a-third-straight-la-nina-is-likely-heres-how-you-and-your-family-can-prepare-188970>

## Worth Reading: Inflationary psychology could make things worse, but for now it's in check

"With the world experiencing inflation levels not seen since the 1980s, central banks are caught between warning of the dangers of an 1970s-style inflationary spiral, and contributing to that spiral by talking about it.

It's a problem in any part of the economy where expectations shape outcomes.

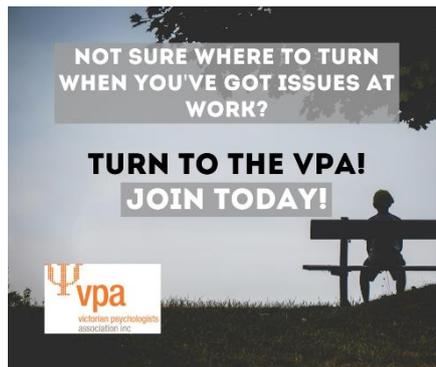
On one hand, central banks including Australia's Reserve Bank say they fear the return of "inflation psychology" – in which expectations of high inflation drive high inflation."

Read the entire article by Meg Elkins and Robert Hoffmann in The Conversation at:  
<https://theconversation.com/inflationary-psychology-could-make-things-worse-but-for-now-its-in-check-188723>

## 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!



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[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*

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.