



Stat Report 2022/24

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Summit confirms IR system broken

The national Jobs and Skills Summit concluded that Australia's industrial relations system is broken.

Don't take my word for it. It was something that unions and employers alike agreed on.

As a Union we're painfully aware of the hurdles in the system for workers.

Most employers and unions can just get on with bargaining and should be able to do this without rules restricting how and what they talk about. One of the big issues many unions have is that there are many issues that cannot be raised during negotiations and claims on those issues are not allowed under current laws.

The system around enterprise agreement bargaining can and should be made simpler and fairer given that current laws deliberately disempower workers and Unions. The power imbalance caused by the current law has been universally identified, including by the reserve bank, as the root cause of historically low wage increases.

The Commission should be given powers to assist and resolve bargaining disputes like employers using stalling strategies to effectively cancel negotiations to block wage increases. For example, Dorevitch Pathology created a decade long wage freeze using this strategy.

By strengthening the role of the Commission, it would be possible to create a system which is fair, efficient and easier for most unions and employers to bargain, while also ensuring there is fairness in bargaining for the minority of unions and employers who need assistance.

The forum heard that one of the pressing issues for the union movement is that collective bargaining has become extremely lopsided. It's a major reason why wage outcomes are low.

Our bargaining system should encourage and support bargaining with the Fair Work Commission playing a role in ensuring bargaining is done between equal parties. A revised system needs to ensure that wage increases are achieved in every negotiation.

Loopholes which have created this lopsided environment in bargaining must be closed. Employers must no longer be able to threaten to cancel enterprise agreements as a bargaining tactic and should not be able to actively slow negotiations in order to weaken bargaining.

While unions are not allowed to take extreme forms of industrial action, the same is not true for employers.

The current 'rights' given to employers to lock out workers in response to industrial action needs to be removed from our IR laws. There is no justification for continuing this shameful 'right' which has resulted in appalling suffering for workers who are doing no more than trying to negotiate wage increases to keep on top of escalating living costs.

For too long we've heard the mantra about increasing productivity means increasing wages, but we all know that this is code for cost cutting and driving down wages. It has been used to cut terms and conditions from enterprise agreements, stifle and limit career opportunities or encourage workers to gain new skills.

New IR laws need to encourage innovation rather than make it easier for employers, or sadly in some cases the Fair Work Commission, to cut worker entitlements to reduce employer costs.

For 30 years the system has stayed the same while our economy and labour market has changed dramatically. We need a new modern bargaining system to get wages moving and we can no longer afford inaction on wage growth.

The union movement is committed to working with the government and employer groups to deliver a modern bargaining system; and one that will ensure greater fairness that delivers real growth in wages.

As always, 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

Day of Mourning Public Holiday

Members will undoubtedly be very aware of the public holiday announced for the Day of Mourning with the passing of Queen Elizabeth II. It has had some unintended consequences and resulted in a lot of questions.

Here we try to address the most common queries we've received about the public holiday. It's worth pointing out that this public holiday is a one-off and it is not being made a permanent public holiday.

The most common query we have received is whether you can be required to work that day.

This is a complex question without a clear-cut yes or no answer. Nominally an employee is entitled to not work on a public holiday, unless the employer has a reasonable reason to roster the employee to work. In our sector, particularly in public health, employers are saying that hospital operational activities are scheduled and that therefore it is necessary to have employees work the day. The fact that a full range of clinical activities had been scheduled for next Thursday prior to the decision to declare the day a public holiday makes any argument about whether or not it their rostering staff 'unreasonable' in this circumstance difficult.

Why is this public holiday different from other public holidays? It's different because it was decided, with very little notice, that the day would be deemed a public holiday and health services have had no opportunity to plan for it, as they ordinarily do.

That's why it can seem rather chaotic as health services scramble to ensure that they are able to continue delivering healthcare on the day.

If you have circumstances like being a carer or need to care for children, which are reasonable grounds for not working the public holiday, contact your supervisor/manager as soon as possible so they can make necessary arrangements.

If your request to not work this public holiday is refused contact us immediately for advice and/or support.

Another common query is about public holiday pay. Since the day has been deemed a public holiday, you will be paid public holiday rates.

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.

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



Positions not backfilled?

Let us know

Union Round Up

Genesis – Medical Physicists

Members met as a union back on 16 August 2022 to discuss the offer made by Genesis.

At that time, Genesis was offering wage increases of 6%, and now 7% over 4 years, and a package which included removing management classifications.

Members have agreed to work together to protect the management classification in the Agreement, and bargain for higher wage increases.

The Union responded to Genesis this week, with our list of priorities which included a higher wage increase, paid professional development and to protect management classifications.

Monash IVF Counsellors

Monash IVF psychologists and social workers continue to work incredibly hard to bargain for better terms and conditions at work in their first enterprise agreement!

Members met on 17 August to discuss the latest offer made by Monash IVF. Members agreed that this would be our final position, and that it was essential Monash adopted the classification structure we prepared as a union and that higher qualifications allowance is paid.

Monash IVF shared an updated offer this week which members are now considering.

Ballarat IVF Scientists

Scientists at Ballarat IVF are starting to plan their log of claims in preparation for negotiations starting later this year.

We look forward to meeting with members later in the month to start developing the log of claims.

Proposed change at VIDRL

VIDRL is proposing a restructure.

The Union has no views on the appropriateness or otherwise of the restructure. The Union has given our "approval" simply to discuss the proposal. Nothing more.

It's important, for starters, that we discuss the proposal with members to ascertain your views before we enter into discussions with VIDRL management.

The Union will also seek to have interested members participate in discussions.

Information provided so far appears to be lacking in detail so, no doubt, there will be additional information that we need to engage with constructively.

To begin discussions with members, the Union has organised a Zoom meeting for Tuesday 6 September at 12.30pm

VIDRL members should have received these details earlier in the week.

If you have not received the email or have any initial comments or questions, please contact Matt at matth@msav.org.au

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

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 in order for the Union to provide the employer with a list of claims.

Please send your feedback to the Union at enquiry@msav.org.au as soon as possible.

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.

Please send your feedback to or raise any queries you have with by contacting the Union at enquiry@msav.org.au

Bargaining at Melbourne Pathology

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.

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

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>

VPA AGM and Professional Development Seminar

VPA AGM & PROFESSIONAL DEVELOPMENT

TOWARD A GREATER UNDERSTANDING OF AUTISM AND MENTAL HEALTH: HIGHLIGHTING DIFFERENCES AND SIGNPOSTING RISK.

7 OCT 2022

ONLINE - ZOOM
AGM: 12PM - 1PM
PD: 1PM - 3PM

ALL UNION MEMBERS ARE ENCOURAGED TO JOIN

INFORMATION ABOUT PRESENTERS, PRE-READING AND THE AGM AGENDA CAN BE FOUND ONLINE
MSAV.ORG.AU/NEWS/VPAPD2022



Pitfalls of Social Media & Work

Social media is a lot of fun. It's a great way of keeping up with what your friends and family are doing, wherever they are in the world. But there are some big downsides to social media, especially when they include the workplace.

Mobile devices combined with social media means there is an ever-increasing blur in the distinction between work and private life. And let's not forget that employers are regularly monitoring and watching social media for what employees are saying.

There have been a range of matters brought before the Fair Work Commission (FWC) relating to the use of social media by employees. FWC will consider if the conduct in question:

- Is likely to cause serious damage to the relationship between the employer and employee
- Damages the employer's interest
- Is incompatible with the employee's duty as an employee

Unfortunately, workers have to be extremely careful in using social media when talking about their work and workplace.

There is little doubt that a lot of social interaction exists in the workplace but it is vital to avoid some of the following pitfalls:

1. Social media is not private interaction; unless you set the strictest privacy levels for your content to protect yourself from being monitored by your boss.
2. Make sure you don't follow or friend the boss and work colleagues. It seems harsh but the number of work colleagues that are linked to your social media profile can be an important determinant in any FWC proceedings.
3. Don't mention your boss and the health service you work for. FWC will consider whether there has been a direct reference to the health service or any one individual. This doesn't mean you can't discuss wages and conditions or genuine grievances but make sure you don't mention the boss or the health service.
4. Don't discuss patients and definitely don't name them. This is particularly relevant for healthcare workers as it can result in immediate termination of employment because of breaches of the privacy of a patient or patients.
5. The degree of offence of the comments posted to social media will be an issue considered by FWC
6. Only post material that you would be happy to post on a public noticeboard or shout out loud in the middle of the MCG
7. There is definitely one golden rule for social media use and that is don't drink or use drugs and use social media.

If you have any questions, make sure you contact the Union.

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

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>

State Election 2022

The state election is coming up fast

Join the fight for equality and fairness for all Victorians. Let's keep Matthew "lobster with a mobster" Guy and the Liberals out of parliament.

This year union activists are fighting for all Victorians to have access to:

- sick and carers leave, without losing income.
- free ambulance cover.

- a secure, comfortable place to call home.
- be free to speak out against bullying and harassment.
- have guaranteed access to meaningful training and work.
- have privacy at work and the right to disconnect at home.
- receive a high-quality early childhood education for their kids.
- have access to affordable, renewable, publicly-owned power.
- have a safe and mentally healthy workplace.

You can join local groups and get more involved with things like phone banks.

Find out more at: https://www.weareunion.org.au/state_election_2022

Healthy Conversation: 'Always caring for Country' co-hosted with the Lowitja Institute

The next Healthy Conversation is on Monday 19 September!

Join in to hear from Dr Summer May Finlay, proud Yorta Yorta woman, and Dr Janine Mohamed, proud Narrunga Kurna woman, about how Aboriginal and Torres Strait Islander communities are implementing climate solutions that are tied to traditional ways of living on and caring for Country.

[RSVP now](#)

Join CAHA at Victoria's Parliament

Next Wednesday 21 September, CAHA will be in VIC Parliament for the delivery of a petition by a coalition of community groups against the proposed LNG terminal in Geelong. You're invited to join us inside the Parliament chamber where the petition will be tabled.

We will hear from Andy Meddick MP, Samantha Ratnam MP and any other supporting MPs.

If you'd like to join our photo on the steps of parliament, or would like to attend in the chamber, [please email Arthur Wyns](#).

[Read CAHA's submission 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: Sneezing with hay fever? Native plants aren't usually the culprit

"Hay fever is a downside of springtime around the world. As temperatures increase, plant growth resumes and flowers start appearing.

But while native flowering plants such as wattle often get the blame when the seasonal sneezes strike, hay fever in Australia is typically caused by introduced plant species often pollinated by the wind.

Pollen grains are the tiny reproductive structures that move genetic material between flower parts, individual flowers on the same plant or a nearby member of the same species. They are typically lightweight structures easily carried on wind currents or are sticky and picked up in clumps on the feathers of a honeyeater or the fur of a fruit bat or possum.

Hay fever is when the human immune system overreacts to allergens in the air. It is not only caused by pollen grains but fungal spores, non-flowering plant spores, mites and even pet hair."

Read the entire article by John Dearnaley in The Conversation at: <https://theconversation.com/sneezing-with-hay-fever-native-plants-arent-usually-the-culprit-190336>

Worth Reading: Doomscrolling is literally bad for your health. Here are 4 tips to help you stop

"Doomscrolling can be a normal reaction to living through uncertain times. It's natural to want to understand dramatic events unfolding around you and to seek out information when you're afraid. But becoming absorbed in bad news for too long can be detrimental.

A newly published study has found that people with high levels of problematic news consumption are also more likely to have worse mental and physical health. So what can you do about it?

We spoke to Australians in the state of Victoria about their lengthy lockdown experiences and found how they managed to stop doomscrolling. Here are some tips to help you do the same."

Read the entire article by Kate Mannell and James Meese in The Conversation at: <https://theconversation.com/doomscrolling-is-literally-bad-for-your-health-here-are-4-tips-to-help-you-stop-190059>

Worth Reading: Imagining COVID is 'like the flu' is cutting thousands of lives short. It's time to wake up

"It is difficult to understand the ease with which we have accepted a major proportion of the Australian population getting infected with COVID in just a matter of months. Many have been infected multiple times, potentially exposing them to long COVID and other problems we are only beginning to understand. In the past 75 years, only the second world war has had a greater demographic impact on Australia than COVID in 2022.

As of September 12, Australia had reported more than 10 million cases of COVID. Of those, 96% were reported in 2022, coinciding with a succession of various Omicron sub-variants and the removal of most protective measures. What's more, the number of reported cases is probably an underestimate.

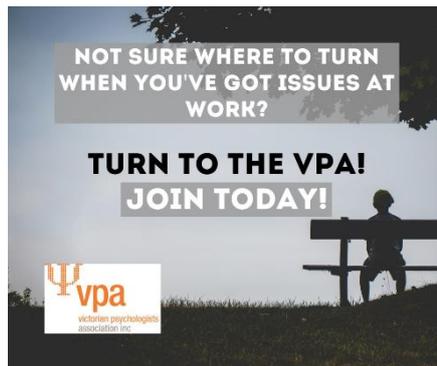
While the midsummer wave of Omicron led to the highest number of reported cases since the pandemic began, the subsequent winter waves have killed thousands more people."

Read the entire article by Michael Toole and Brendan Crabb in The Conversation at:
<https://theconversation.com/imagining-covid-is-like-the-flu-is-cutting-thousands-of-lives-short-its-time-to-wake-up-190545>

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.