



## Stat Report 2022/30

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### New Leadership for the Union

This week we held the Annual General Meetings for the Medical Scientists Association of Victoria and the Health Services Union Victoria #4 Branch. During the Annual General Meeting for the Medical Scientists Association of Victoria, elections for office-bearers were held.

I want to thank members for their support in electing me the new Secretary for the Union. It's an honour to have your support.

I also want to take this opportunity to thank Paul Elliott for his support, encouragement and guidance over the years and especially in putting myself forward to be Secretary.

I know I have big shoes to fill following on from Dr Rosemary Kelly and Paul Elliott, however I will work with members to continue to deliver for members. As a lifelong unionist, I know the importance of our work and how it can have a profound impact on the lives of members.

Our work is especially vital with cost-of-living pressures rising and members under very real pressure at work with mounting, significant workloads as the COVID-19 pandemic continues.

The new leadership team will continue to be accessible to members. We will continue to be fierce advocates for members and ensure that members' issues are raised at every opportunity, regardless of who is in government.

We will work on how we can increase our reach among members and how we communicate with non-members about the importance of joining the Union.

We are steadfast on ensuring the Union delivers the best outcomes for members in bargaining and that we remain fierce advocates for members, protecting and extending your rights at work.

Late Thursday afternoon we were informed that there was overwhelming support for the new Public Sector Agreement. It gives us great pleasure knowing it received such support given how much effort and time it's taken to get to this point.

With the new agreement receiving overwhelming support, the final step before it comes into effect is to get the approval of the Fair Work Commission.

We're hopeful that the new Public Sector Agreement will be approved quickly given the median time for approval of agreements by the Fair Work Commission is approximately 15 days. Given what we have been through over the past couple of years negotiating the new agreement we won't hold our breath.

However, we will keep member informed about the Fair Work Commission approval process.

This is a great opportunity to highlight that bargaining for a new Community Health Agreement has commenced. The first meeting to discuss the Log of Claims is taking place next Wednesday 2<sup>nd</sup> November.

We will provide members with regular updates in *Union Round Up*.

Bargaining continues in a range of workplaces, and we will keep members updated on the progress of those negotiations.

Be sure to keep an eye out on future editions of STAT Report for those updates.

Congratulations Sara Sujansky on being awarded Member of the Year.

Sara has been instrumental in raising workload and staffing concerns on behalf of scientists at Monash over the last 12 months.

Separate to this, whenever members have a workplace issue, they know they can turn to Sara, and they will be supported from start to finish to raise concerns.

Very well deserved!

Finally, Tuesday is a public holiday for Melbourne Cup Day and members can find how their pay should be calculated for the public holiday in this edition of STAT Report.

Since it is a public holiday, the Union will be closed on Monday and Tuesday, however if you are experiencing issues at work you need assistance with, please contact us so we can follow up with you on Wednesday.

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  
Matt Hammond  
Secretary

## New role for Paul Elliott

Paul Elliott has made a significant and sustained contribution to the Union over several years.

Not only has he made a significant contribution to our Union, but he has a long, proud history of working to protect and extend the rights of working people across a range of industries.

Paul has been a tenacious advocate for members.

He's always sought ways of making sure employers and the State Government were made aware of pressing issues facing members.

His leadership has meant the Union has been able to make inroads on issues around workloads and the size of the workforce, especially in our disciplines. He's been a driving force to make the Government consider workloads as a significant matter, leading to reviews of the state's health workforce strategy.

However, while Paul won't be secretary of the MSAV he will continue to be a Senior Industrial Officer for the Union in the short term before retiring.

There remain outstanding matters and issues Paul wants to address, and we will very much benefit from his substantial experience and knowledge of our disciplines and our sector.



**Positions not backfilled?** Let us know

## Union Round Up

### **Community Health Bargaining**

The Union has lodged the Log of Claims developed through Community Health members input and feedback.

The first meeting to discuss our Log of Claims will occur next week on Wednesday – 2<sup>nd</sup> November.

We will keep members informed of our progress with negotiations and we will organise meetings to take members through the various steps in the bargaining process.

Community Health members can find the Log of Claims on our website [here](#).

If you have any questions, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Bargaining at Melbourne IVF**

Negotiations have officially kicked off with Melbourne IVF for the new Scientists Agreement!

The Union and Melbourne IVF delegates met with management on Tuesday this week.

This was an introductory meeting, and discussion focussed mostly on administrative matters.

We discussed 3 main things:

1. Management talked through their log of claims
2. We talked through our Log of Claims. Members at Melbourne IVF can find the Log of Claims on our website [here](#).
3. We discussed the matter of Melbourne IVF wanting to combine the Scientists and Support Services Agreement

Management shared that they want to combine the two, because they expire at the same time, and because there are four Agreements at the moment, it is too complex and presents an opportunity for an administrative saving.

We provided strong feedback that our Union did not support this proposed change.

Meeting will be held fortnightly, every second Tuesday, and after meetings we will provide a brief update about what was discussed.

If you have any questions, or would like more information please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Monash IVF – Counsellors Agreement**

Congratulations to members at Monash IVF for negotiating their first enterprise agreement!

The Agreement is now open for the ballot. We are encouraging members to VOTE YES.

The proposed Agreement provides:

- A comprehensive classification structure for psychologists and social workers, with real career progression
- Improved wages including higher qualifications allowance
- Clinical supervision
- Reimbursement of professional expenses
- Guaranteed access to 6 months long service leave after 15 years' (4 months after 10 years)

Congratulations again!

### **ICON Medical Physicists Agreement**

We have an active bargaining dispute with ICON at the moment, about coverage of medical physicists under the pre-modern award and entitlements to long service leave.

Until this is resolved this is impacting broader negotiations.

We attended the Fair Work Commission on 4 October to progress the dispute. It was agreed that we would have a report back this week.

However, this has been delayed until 10 November to enable discussions.

As soon as this is resolved, it is our hope that we can accelerate negotiations and get members a new Agreement!

### **Genesis Medical Physicists Agreement**

Members at Genesis met last week. Members shared that it was disappointing that management rejected our offer, after the Union really narrowed our claims still in dispute.

The final offer is now proposing to remove the management classification structure, which we do not support!

Medical Physicists agreed to reject the final offer and to support our colleagues.

We will be VOTING NO if the Agreement is balloted without our support.

### **Forensicare – New Enterprise Agreement**

The new Forensicare Agreement was made on 10 October 2022. Congratulations again to all members at Forensicare!

A copy of your new Agreement can be found [here](#).

Meetings at Forensicare are being held over the next 3 weeks to share information about your new terms and conditions at work.

If you can't make one of the scheduled meetings, you can always email through a question to [lisaa@msav.org.au](mailto:lisaa@msav.org.au)

### **Additional sixth week of leave for shift workers – Public Sector**

Public Sector members will already know that our Enterprise Agreement provides all workers a minimum of 5 weeks annual leave.

If you work ordinary hours on weekends, you are also entitled to accrue an additional 6th week of annual leave.

#### What is the entitlement?

If you work ordinary hours on weekends, you are entitled to additional annual leave

1. The sixth week of annual leave should start accruing progressively with each weekend shift that you work
2. Additional annual leave only accrues on ordinary hours worked, not overtime hours
3. You do not need to work 10 days, before you accrue the additional annual leave

4. The hours accrue as follows:
  - A. For full-time workers: When you work more than 4 ordinary hours on a Saturday and/or Sunday: additional leave will accrue at the rate of 0.5 times the number of ordinary hours that you worked on any weekend day, up to a maximum of 38 hours, in any 12-month period.
  - B. For part-time workers: Same as above, except that if you work both a Saturday and a Sunday on the same weekend, only one shift per weekend will attract the accrual of the additional annual leave (not both). The longer shift will be used to calculate the accrual of additional leave.

### Underpayments and Union Support

Over the last 6 months, we have had some members who have not been receiving their additional sixth week of leave.

We have worked with each member to resolve these underpayments and those members now have the additional leave recredited.

If you feel that you haven't been paid the additional sixth week of leave in the past, please contact us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Workplace change – What are your rights?**

Over the last 6 months, a few Public and Community Health Services have started to implemented workplace change.

We know that change processes can sometimes be stressful. The Union is always here to provide support to individuals and teams.

Here are our top 6 tips:

1. Know what your rights are under the Agreement before change happens
2. You have the right to be consulted about workplace change:
  - a. This means a genuine opportunity to influence the decision maker.
  - b. Merely announcing that a change will be implemented is not consultation.
3. Workplace change should be presented in writing in a Change Impact Statement (CIS) – The CIS must be presented to all impacted workers and the Union to start the consultation process.
4. The consultation process is your opportunity to raise concerns and share feedback!
5. Contact the Union to get support – [enquiry@msav.org.au](mailto:enquiry@msav.org.au) or 9623 9623.
6. Don't go it alone; we are stronger when we work together.

### **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>

## Public Holiday Pay – Melbourne Cup Day

Tuesday is Melbourne Cup Day, a public holiday. Since it's a public holiday it's important to know how you should be paid for it.

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.

This general advice mostly applies to members working in the Public Sector.

If you work in the Community and Private sectors, please contact the Union to ensure that you have received the correct public holiday pay – contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## 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>

### 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 other ways you can get involved in the campaign at:

[https://www.weareunion.org.au/state\\_election\\_2022](https://www.weareunion.org.au/state_election_2022)

## Check your Enrolment

The Victorian State election is being held on Saturday 26 November. You must be correctly enrolled by 8 pm on Tuesday 8 November.

Make sure you check your enrolment in order to be able to cast your vote in the state election.

If you have changed address or name since the federal election in May, you should update your details.

If your details haven't changed since the last federal election, get ready to vote. Voting locations will be listed on our website from Wednesday 2 November. Candidates will also be listed progressively as they nominate from 2 November.

It's also worth pointing out that electoral boundaries are changing.

Electoral boundaries are changing on Tuesday 1 November, affecting nearly 1 million voters. This means that you may be enrolled in a new electorate, even if you haven't changed address.

[Check your enrolment details.](#)

The Victorian Electoral Commission has election information [available in 20 languages](#).

## 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: Is the metaverse really the future of work?

"According to Mark Zuckerberg, the "metaverse" – which the Meta founder describes as "an embodied internet, where instead of just viewing content – you are in it" – will radically change our lives.

So far, Meta's main metaverse product is a virtual reality playground called Horizon Worlds. When Zuckerberg announced his company's metaverse push in October 2021, the prevailing sentiment was that it was something nobody had asked for, nor particularly wanted.

Many of us wondered what people would actually do in this new online realm. Last week, amid announcements of new hardware, software, and business deals, Zuckerberg presented an answer: the thing people will do in the metaverse is work."

Read the entire article by Ben Egliston, Kate Euphemia Clark and Luke Heemsbergen in The Conversation at: <https://theconversation.com/is-the-metaverse-really-the-future-of-work-192633>

## Worth Reading: Can gaming 'addiction' lead to depression or aggression in young people? Here's what the evidence says

"A Victorian coroner has cited problematic gaming behaviour as the driver of a mood disorder which contributed to the 2019 death of regional school boy Oliver Cronin.

The findings from Coroner Paresa Spanos's investigation were released on Wednesday. Spanos wrote in the report:

*In the 12 months preceding his death, Oliver appears to have become obsessed or addicted to video gaming. He became irrational and aggressive at times. His parents tried to restrict his access to the gaming devices in an attempt to temper this behaviour, but this led to an escalation in Oliver's behaviour escalating to verbal and physical abuse against his parents and extreme temper tantrums. In the weeks preceding his death, Oliver was also involved in physical altercations with other students, which resulted in two short suspensions from school.*

So what can parents make of this? And is there any evidence problematic gaming in and of itself can lead to depression or aggression?"

Read the entire article by Joanne Orlando in The Conversation at: <https://theconversation.com/can-gaming-addiction-lead-to-depression-or-aggression-in-young-people-heres-what-the-evidence-says-168847>

## Worth Reading: A budget that offers some reprieve for workers but doesn't finish the puzzle

"The Albanese Government announced funding decisions in the Federal Budget last night that will impact the lives of millions. We're here to help you pull out the bits you need to know.

First, there are two things you need to know before delving into the facts and figures.

1. We are on track to reach almost 8 per cent inflation in December.
2. Wages have failed to keep up with cost-of-living for a decade.

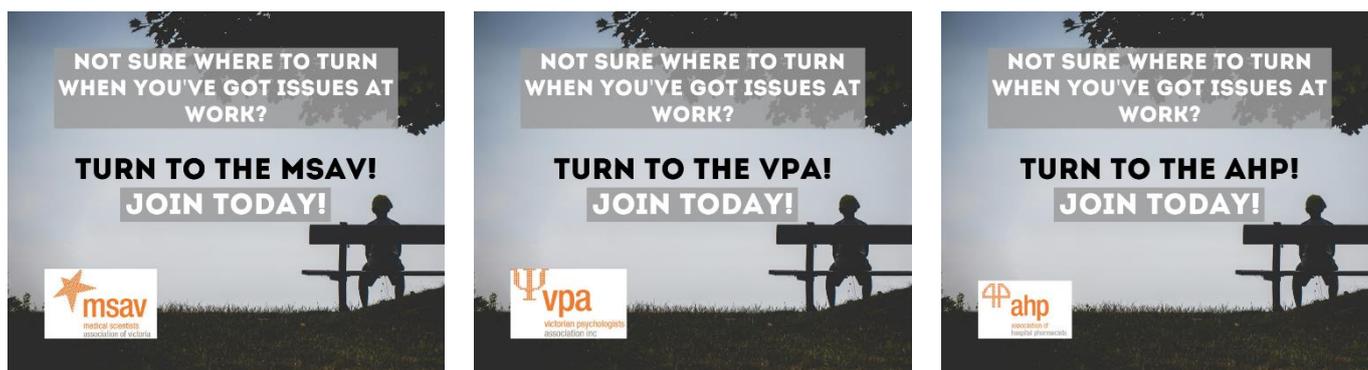
So while this federal budget from the Albanese Government is a positive change in tune from the woeful Morrison Government budget earlier this year, it still is just the start of repairing the damage and neglect of a decade of anti-worker budgets by the previous Liberal-National government."

Read the entire article on Australian Unions at: <https://www.australianunions.org.au/2022/10/26/a-budget-that-offers-some-relieve-for-workers-but-doesnt-finish-the-puzzle>

## 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.