



Stat Report 2021/01

In this issue of STAT Report we cover:

- 2021: A new year but same old attacks
- Union Round Up
- Public Holiday Pay
- Test Isolation Payment
- Contacting the Union
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

2021: A new year but same old attacks

Happy New Year!

We start 2021 not with widespread devastating bushfires, thankfully, but instead we have the Morrison Government still on the attack over workers' rights by continuing to pursue its latest industrial relations bill. The Bill fails the Government's own test that workers won't be worse off because these changes will leave workers worse off, deliberately. Ensuring workers weren't going to be worse off because of any changes to our IR system was agreed up front in the IR discussions between unions, the government and employers.

Australians have suffered significantly from the pandemic not just in lives disrupted and our social and cultural norms being turned upside-down. The pandemic has seen almost a million Australians unemployed and 1.4 million are underemployed; many have exhausted all their sick leave, annual leave and long service leave; and 3.3 million people have raided their super account.

The Government's changes will make jobs less secure by making it easier for employers to casualise permanent jobs and allow employers to pay workers less than the award safety net. This is the opposite of what the country needs.

We can't save Australian small businesses if people don't have secure jobs and money in their pocket. Any cuts to pay or loss of rights for workers will make recovery harder and longer. Couple this with international uncertainty over COVID the proposed changes will significantly hurt workers and our local businesses.

We can't rebuild our economy by threatening to cut workers take home pay or by giving more power to employers. If we take money away from workers, people won't spend. It's a simple equation that when finances are tight people don't go on spending sprees. If people aren't spending, it will ultimately hurt local businesses, further damaging our already frail economy. If we actually want to come out of the pandemic stronger, we need a strong local economy where people have the confidence to spend, buying local goods and services.

The Morrison Government fails to deliver a way out of this crisis while it continues to give employers more and more rights and especially the ability to leave workers worse off by cutting pay. Australian workers have already shown enormous flexibility. For decades we've been told about how flexibility benefits workers, but the truth is that it has only ever favoured employers. These changes won't deal with the fact that wages are not keeping up with the cost of living. It won't protect insecure workers that need to work multiple casual or part-time jobs to just pay the rent or mortgage and keep food on the table. How much more do workers have to sacrifice before given a fair go?

The truth about the coalition Government's idea of flexibility is that it has only ever favoured employers. These proposed changes won't deal with the fact that wages are not keeping up with the cost of living. The changes also won't help create secure work, something that is sorely needed. They will not deal with the changing nature and challenges of the modern-day workplace, including rampant wage theft. The changes are little more than a political drive to make sure we maintain 19th Century attitudes towards work in the 21st Century.

2021 also sees the Union continue negotiations for a new Public Sector agreement. However, after months of negotiations with Public Sector employers, it's very clear to us that your employers are not engaging in negotiations in good faith and decided to end 2020 without making any meaningful offers to our key claims. Instead, they make demands that will reduce your conditions at work and your pay, turning pharmacists into shift workers and further limit career progression for psychologists and our members in allied health.

Health service responses to our claims make a mockery of you and your contribution to Victoria's healthcare system and the government's public expressions of healthcare workers being heroes. To make sure you're valued and respected, we are going to have to prepare for industrial action. The Union will begin the technical work necessary for this to happen and will keep you informed.

While we are looking to return to the office in February, which at this stage looks promising, we are at the mercy of COVID-19 and we are monitoring the situation and any changes that may delay our return.

If you need *any* workplace advice, assistance or representation please contact us by email at enquiry@msav.org.au. Our team continues providing advice, assistance and representation for members while they work from home. Should you need to contact a staff directly, you can find the relevant contact details for our staff [on our website](#).

2021 is going to be big year for the Union, and we look forward to working with you to make it another successful year.

In solidarity
Paul Elliott
Secretary



Positions not backfilled? **Let us know**

Union Round Up

COVID-19 Advice

Being told to get a medical certificate:

Members have been reporting that they are being asked to provide medical certificates to prove they don't have COVID-19. There is no industrial, legal, medical or logical basis for your employer to make this demand; and they cannot direct you to have a consultation with your, or the employers', health practitioner.

If you are asked to get a medical certificate to prove you are free of COVID-19 refuse and please contact the Union as soon as possible on 9623 9623 or at enquiry@msav.org.au

Workplace Health and Safety:

It is first and foremost the responsibility of your health service to provide you with a safe and healthy workplace, which includes:

- properly and responsibly staffing to appropriate levels
- managing workloads when service demands surge
- providing personal protective equipment
- enforcing social distancing requirements

It is also your employer's responsibility to provide you with information about how your health service is responding and how they are going to keep your workplace safe and healthy.

Your legal right to refuse to work in unsafe or dangerous circumstances remains unchanged. We advise members to exercise this right if you are in any danger, or being asked to work in circumstances that you feel are unsafe, and contact us immediately.

Annual leave rights:

According to clause 60.3 of the public sector agreement, annual leave can only be taken by "mutual agreement". The public sector agreement does not contain a provision concerning excess annual leave and your employer cannot direct you to take annual leave.

Carer's Leave and Flexible Working Arrangements

The last 3 months have presented a number of challenges, particularly for parents and carer's. With temporary rosters returning in some hospitals and children returning to schools, this advice is designed to clarify members entitlements to carer's leave, and provide guidance when trying to balancing caring responsibilities and work.

When can I access carer's leave?

You are entitled to paid carer's leave to provide care or support to a member of your immediate family, or a member of your household, in certain circumstances. These circumstances include:

- When a member of your family requires care or has an illness or personal injury; or,
- Because of an unexpected emergency affecting your family member.

If you need to provide care for someone, the amount of leave you can take is only limited by the amount of paid personal/carer's leave you have accrued, noting that paid carer's leave comes out of the same balance as your sick leave.

This entitlement is found in each of our enterprise agreements, and now the National Employment Standards.

For example: If your children's school closes because of a COVID-19 outbreak, and you are unexpectedly required to provide them care, we consider you are entitled to access paid carer's leave for this time.

What about flexible working arrangements? What are they, and how can I request one?

A flexible working arrangement is a temporary change to your hours, pattern of work, or location of work, which provides you increased workplace flexibility to help accommodate other challenges; such as, balancing caring responsibilities. A flexible working arrangement is temporary, and does not change your substantive contract of employment.

If you have worked for your employer for at least 12 months, you have the right to request a flexible working arrangement if you fall into one of the below categories, including:

- A parent, or, has responsibility for the care of a child who is of school age or younger (including grandparents);
- A carer;
- An employee with a disability;
- An employee who is 55 or older;
- You are experiencing family and domestic violence, or supporting someone experiencing family and domestic violence.

If you make a request (which needs to be in writing), your employer must genuinely consider the request and can only refuse it on reasonable business grounds. This means they must genuinely explore your proposal, and evidence how the business has tried to accommodate what you've asked for.

If your request is refused, the employer must respond to you within 21 days providing reasons for the refusal.

If you require support accessing carer's leave or a flexible working arrangement, please contact the Union at enquiry@msav.org.au

Statutory Declarations and Leave

It has come to the Union's attention that it has become increasingly more difficult to get a statutory declaration signed as the pandemic unfolds. If you are experiencing problems with getting your statutory declaration signed with regard to sick leave, the Union advises you to submit your unsigned declaration and sort out the issue of a signature at a later point.

Caring for children, working from home and workplace discrimination

We know many of our members are facing challenges balancing work and caring for children. Over the last several months, we have received numerous calls for support negotiating working from home requests and carer's leave applicants. As a union, we have already put a number of organisations including community health, public hospitals and private pathology on notice for discriminating against members, including taking applications to the Fair Work Commission and VCAT for breaches of employee rights.

With the next round of COVID restrictions particularly impacting working parents, this is an important time to understand your workplace rights and entitlements as working parents and carers.

Q: Can I be discriminated against because I am a parent or carer?

No. Your employer has a duty not to discriminate against employees in the workplace. Implementing a requirement, condition or practice which discriminates against parents or carer's is in contravention of s 18 of the *Equal Opportunity Act 2010* (Vic). It is also discrimination not to accommodate responsibilities of a parent or carer, which employers must not unreasonably refuse in accordance with s 19 of the EO Act.

For example, one employer advised workers that all staff who are providing care to children at home were not eligible to negotiate a working from home arrangement during the next round of COVID restrictions. This is an example of direct discrimination against parents/carers in contravention of the EO Act.

Q: My position is one which can be performed at home. Is my employer required to support me working from home?

Yes. The current Workplace Directions effective 5 August 2020 from the Victorian Government, requires that: *'An employer must not permit a worker to perform work at the Work Premises where it is reasonably practicable for the worker to work at the worker's place of residence or another suitable premises which is not the Work Premises.'*

We recognise many of our members will not be able to perform their positions from home. However, if you can work from home, your employer must support you to do so. For our working parents, the Department's employment guidance note helpfully encourages workplaces to explore opportunities to work from home where available.

Separately, s 65 of the *Fair Work Act 2009* (Cth) provides parents and carers the right to request a flexible working arrangement, such as working from home, in order to balance care responsibilities and work commitments. Request can only be refused on *reasonable* business grounds. And there are similar entitlements in many of our enterprise agreements negotiated by the union.

Q: My position cannot be performed at home. Can I access carer's leave to support my children?

Carer's leave is available to all part-time and full-time workers required to provide care to a member of their immediate family, or a member of their household, who is unwell or in an unexpected emergency.

We understand the majority of our members will be able to access school or kinder as permitted workers. However, if your child has special or particular needs and as a result it is not appropriate from them to attend school at this time, we consider that the pandemic is an unexpected emergency and you are entitled to access carer's leave to provide care to your children if required.

Higher Qualification Allowance Back-pay at Peninsula Health

The Union has been notified that Peninsula Health will honour the Higher Qualification Allowance requirements of our agreement and will back-pay staff. Staff that will receive back-pay will get notified in writing by payroll over the next few days.

If you have any queries please contact Heidi at heidib@msav.org.au

Monash Health night shift allowance dispute

Members at Monash Health are disputing failure to pay the higher night shift allowance under cl 55.1(b) of the Agreement. We believe, that if members permanently work night shifts (which may include other shifts) you should be entitled to the higher night shift rate. And, that you don't have to work exclusively night shift.

On Monday, we attended a conciliation at the Fair Work Commission to discuss the dispute. If you believe this also impacts you, please get in touch with Lisa (lisaa@msav.org.au) or Heidi (heidib@msav.org.au) to support the dispute and your colleagues.

Alfred Pharmacy refusing to return pre-COVID rosters

Last Tuesday, Alfred Health wrote to the AHP, and advised us that they had consulted with Pharmacists, and that Pharmacists had requested changes be made to rosters. Members at the Alfred do not feel that they were consulted that these proposed changes, and they do not feel that they asked for these changes to be made.

Earlier this year, the Alfred made undertakings to Pharmacists that the COVID roster would be temporary, and the pre-COVID roster would be returned when ICU bed capacity was returned.

All members have worked incredibly hard this year, and the Union has negotiated in good faith with all health services to meet the challenges this year has thrown our way. Members at the Alfred are now calling on the Alfred to make good on their promise to return the pre-COVID roster immediately.

For more information please contact Lisa at lisaa@msav.org.au

Albury Wodonga Health proposing to dismantle Psychology Department

The VPA is bargaining to ensure that each health service has a dedicated psychology department. At the same time, AWH is proposing to dismantle an established Psychology Department and make one of our members redundant.

The VPA strongly denounces this proposed change and has serious concerns about the impact this change will have on the services AWH will be able to provide clients in the region. We are currently challenging this proposed change and call upon all members to support our colleagues in AWH.

Change to Eastern Health Patient Care Management System (PCMS) (HOMER Replacement)

It is proposed that Eastern Health introduce a new Patient Administration System (PAS) across the organisation to replace the current end of life PAS (HOMER) which has been in use for 30 years. A PAS provides critical patient admission, discharge and transfer functions and is a vital "source of truth" for all downstream integrated systems for all patient episodes of care.

It will likely impact Clerical, Health Information Services and after-hours clinical staff (in-charge Nurses and Midwives, Clerical Administration, Ward Clerks and Health information Staff). Due to Covid-19, i.PM training will be delivered online (eLearn) and via virtual limited in-class training.

If you have any concerns please Heidi at heidib@msav.org.au

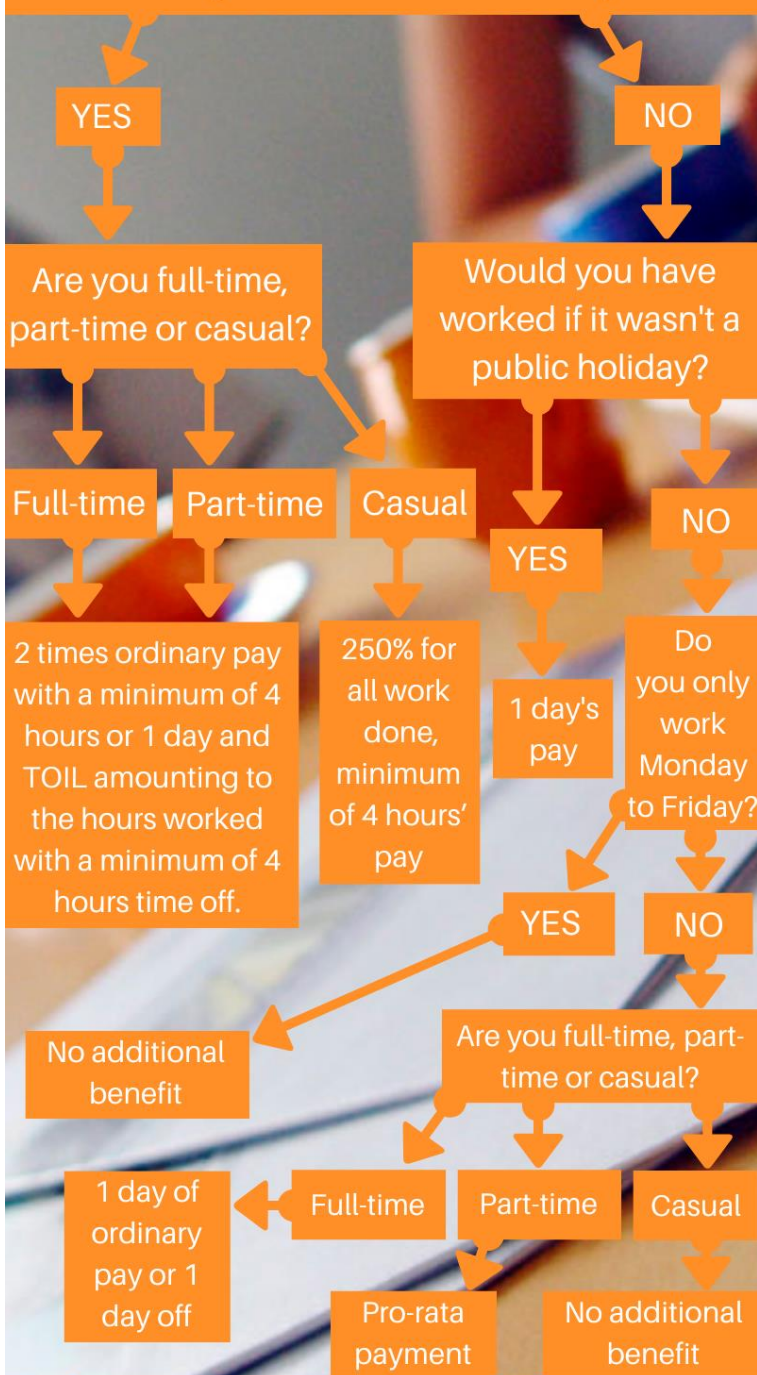
Public Holiday Pay

It's the new year which means there's been some public holidays and there's a public holiday coming up later in January, which means you need to know what your public holiday pay entitlements. It's important to know if you've been properly paid for the public holidays.

To make sure you know what your entitlements are and whether you've been properly paid, use the flowchart below. The flow chart applies mostly to public sector members so if you have any questions about your public holiday pay and you work in the community or private sectors, please contact the Union on 9623 9623 or at enquiry@msav.org.au

Public Holiday 2021 Payments

Did you work that day?



Test Isolation Payment

The Premier announced that the Test Isolation Payment will be increased from \$300 to \$450 to make sure that no one is forced to choose between providing for their family and doing the right thing in getting tested and staying home.

<https://www.dhhs.vic.gov.au/employee-isolation-payment-covid-19>

This information is accessible along with other important information in a number of languages.

- <https://www.dhhs.vic.gov.au/coronavirus/arabic>
- <https://www.dhhs.vic.gov.au/coronavirus/chinese>
- <https://www.dhhs.vic.gov.au/coronavirus/dari>
- <https://www.dhhs.vic.gov.au/coronavirus/farsi>
- <https://www.dhhs.vic.gov.au/coronavirus/hindi>
- <https://www.dhhs.vic.gov.au/coronavirus/khmer>
- <https://www.dhhs.vic.gov.au/coronavirus/punjabi>
- <https://www.dhhs.vic.gov.au/coronavirus/vietnamese>

Contacting the Union

The Union's staff are working from home and will continue to do so for the foreseeable future.

Our enquiry email is the best place to start with queries you may have. It is constantly monitored with your queries being directed to the best person to provide you advice and assistance.

We continue to offer representation, support and advice to members by ensuring our staff are able to continue working doing most of the things we do normally through telephone and video conferencing, and of course phone and email contact.

For industrial advice and assistance:

Paul Elliott | paule@msav.org.au | 0418 543 682
Rosemary Kelly | rosemaryk@msav.org.au
Matt Hammond | matth@msav.org.au | 0418 149 261
Heidi Brown | heidib@msav.org.au
Lisa Alcock | lisaa@msav.org.au

For membership related enquiries please contact Anastasia at anastasiap@msav.org.au

If you find yourself in an urgent situation, for example where your employment is being threatened or you have been stood down, please ring on 0418 543 682

Please rest assured the Union is continuing to work closely with the Government and Health Services to represent you and to make sure your rights at work are protected while you and your colleagues work to address this major health issue.

AustralianUnions

Workers carried Australia through the pandemic



How does Scott Morrison want to thank them?

By making it easier for bosses to slash workers' pay and conditions...



Share to say NO THANKS

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. [Download an application form and join today.](#)

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.

oil and gas.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal,

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Sign up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

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: Like finding life on Mars': why the underground orchid is Australia's strangest, most mysterious flower

"If you ask someone to imagine an orchid, chances are pots of moth orchids lined up for sale in a hardware store will spring to mind, with their thick shiny leaves and vibrant petals.

What about a small, pale tuber that spends its whole life underground, blooms underground and smells like vanilla? This is the underground orchid, *Rhizanthella*, and it's perhaps the strangest Australian orchid of them all. But Australia's orchids are greater in number and stranger in form than many people realise. Rock orchids, fairy orchids, butterfly orchids, leek orchids and even onion orchids all look more or less the same. But would you recognise a clump of grass-like roots clinging to a tree trunk as an orchid?

Even to me, having spent a lifetime researching orchids, the idea of a subterranean orchid is like finding life on Mars. I never expected to even see one, let alone have the privilege of working on them."

Read the entire article by Mark Clements and Andrea Wild in the CSIRO Blog at: <https://blog.csiro.au/like-finding-life-on-mars-why-the-underground-orchid-is-australias-strangest-most-mysterious-flower/>

Worth Reading: Enjoy them while you can? The ecotourism challenge facing Australia's favourite islands

"I fell for Kangaroo Island from my first visit. I recall standing on a headland on the island's southern coast, near Remarkable Rocks (a popular tourist site), and being awestruck by the Southern Ocean.

The island (Australia's third-largest after Tasmania and Melville Island) is one of 16 designated National Landscapes and arguably South Australia's greatest tourism treasure. Its protected areas (notably Flinders Chase National Park) are home to rare and endangered marsupials and birds.

A year ago, in Australia's "Black Summer", bushfires ravaged more than half the island (about 211,000 hectares). Those fires underscored the threat to this and other iconic island destinations.

Both directly and indirectly, humans are endangering these fragile ecosystems through unsustainable development and human-caused climate change."

Read the entire article by Freya Higgins-Desbiolles in The Conversation at: <https://theconversation.com/enjoy-them-while-you-can-the-ecotourism-challenge-facing-australias-favourite-islands-152679>

Worth Reading: Nearly four in five Australians working from home suffered from burnout last year

"A global study analysing how white-collar workers managed working from home has revealed nearly four in five Australians suffered from burnout.

With employees also found to have worked nearly twice as many late hours as the year before, the findings have renewed calls for fresh rules and protections to combat work-related stress.

The report, commissioned by work management app Asana, found that of the 2103 Australian and New Zealand workers surveyed, 77 per cent suffered burnout, which was 6 per cent above the global average.

The average worker's overtime increased from 236 hours to 436 hours in 2020, but they nonetheless missed one in four deadlines."

Read the entire article by Matt Johnson in The New Daily at: <https://thenewdaily.com.au/finance/work/2021/01/15/working-from-home-burnout/>

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 one of the images below on Facebook.



[Share on Facebook](#)



[Share on Facebook](#)



[Share on Facebook](#)

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](#)

Australian Unions Member

Benefits app

As a Union member you get access to exclusive Member Benefits. The program has expanded to include:

- Discounted movie tickets for Village, Hoyts, Palace and Event cinemas.
- Discounted electronic gift cards including major theme parks, zoos and aquariums.
- A discounted accommodation booking site.
- A new secure member only website and smart phone app.

All this is free to all members of affiliated unions – that means you! If you have not got a login and would like join in [register for Member Benefits now.](#)



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.