



## Stat Report 2021/18

In this issue of STAT Report we cover:

- Unpaid work and your health and safety at work
- Membership Fees and Invoices
- Union Round Up
- National Work Health and Safety Survey
- Public Holiday Pay
- Leadership scholarships for women
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

### Unpaid work and your health and safety at work

One of the biggest health and safety issues we see across all of our disciplines and sectors is the ever-increasing amount of work 'required' to be completed which automatically corresponds to increased pressure to do more work, inevitably resulting in unpaid work performed. We know this cycle of workload mis-management causes serious harm.

The Union regularly pursues health services about under-staffing to resolve ever-growing workload issues. We also do it to protect your health and safety at work. It remains a major concern that health services, despite all the evidence of fatigue and injury, continue to ignore the unsustainable workloads of our members and the ever-increasing hours of unpaid work being done. There is no doubt that unsustainable workloads leads directly to increased levels of unpaid work which puts your health and well-being at risk.

It is clear from our research and the research done across the health sector that unpaid work means members are increasingly experiencing greater levels of exhaustion, which impacts on your performance at work and can lead to errors and mistakes. It also puts your mental and general well-being and health at significant risk. Without rest and recuperation between shifts, it puts you at risk.

Health executives continue to turn a blind eye to their critically important responsibility to safely manage workforces. We continue to receive reports that staff are not replaced when they go on leave, work isn't prioritised when staff on sick leave are not backfilled and vacant positions are not being filled. These are all legal requirements under the enterprise agreement.

Instead, there continues to be a reliance on a model of demanding you do more work. Rather than treat you like professionals, management would rather work members until they experience burn-out and injury; or make mistakes which they then take up to pursue disciplinary actions, including dismissals.

It is your right to refuse to do overtime, which is unpaid.

Alternatively, because all additional hours worked are overtime, it is very important that you claim overtime pay for this work. Payment of overtime for additional hours is a legal requirement for your employer; non-payment of overtime for additional hours is a serious breach of your employer's legal responsibility to comply with the overtime provisions of the enterprise agreement.

With working long hours now known to be responsible for about one-third of the total estimated work-related burden of disease, it is established as the risk factor with the largest occupational disease burden. It is clearly a health and safety issue. However, we also know that these aren't the only health and safety issues you face at work.

The union movement won significant changes this month when work health and safety ministers from across Australia voted in favour of strengthening laws to protect workers' mental health.

That's why the Union is supporting the Australian Council of Trade Unions' survey about workers' experience of health and safety in the workplace. The survey will help the ACTU better understand your experiences at work, what is important to you, and what health and safety issues you think could be improved. The outcomes from the survey will be used by the ACTU to develop campaigns to bring about the changes necessary to make work healthier and safer across Australia.

The outcomes from the survey will also provide us additional evidence about the impacts of increasing workloads, longer working hours so we can continue to pursue changes in health care settings to reduce the reliance on unpaid work to get critical work completed. [You can take the survey here](#) and when prompted, please select 'Health Services Union' as your union.

We will not back down from challenging health services over failures to backfill positions or where they've left positions vacant for too long. Please make sure you report positions not being backfilled or vacancies that remain open to [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

Finally, with the further easing of restrictions and the government's advice, we are assessing when our staff will return to working from our offices, we will keep you posted on this issue.

In solidarity  
Paul Elliott  
Secretary

## Membership Fees and Invoices

Members paying subscriptions annually should have now received their invoices by email sent on 15/6/21. We want members to know that our BPAY account details have changed and that you should use the one's on their current invoice. Members who have not yet paid the current 2020/2021 FY subscription, or haven't received an invoice, please contact Anastasia at [anastasiap@msav.org.au](mailto:anastasiap@msav.org.au) to receive another one or to pay by credit card over the phone by calling on 9623 9623. Members can also log in to the membership portal to make sure all contact details are correct. Please email Anastasia if you require another activation link emailed to you.

Members who have had changes in their work hours or have returned to work from maternity leave, or from a period of being stood down please contact Anastasia to update your subscription rate, in order to maintain the correct coverage for Professional Indemnity Insurance purposes.

Members paying by Direct Debit will receive tax receipts for the current FY early July 2021. Payments for the 2021/2022 will continue as usual. Members can update their payment details, when necessary, via the membership portal. Any changes to work hours, please contact Anastasia at [anastasiap@msav.org.au](mailto:anastasiap@msav.org.au)

You can access your membership details, PI Insurance information and details on what you've paid in membership fees from your own page through our membership portal. The membership portal allows you to update your membership details, download your PI Insurance information and your tax receipts when it comes

time to prepare your tax return. It's easy to use, secure and gives you the information you need whenever you need it! To access your membership portal, visit <https://msav.360membership.com.au/login.aspx>

**Positions not backfilled? Let us know**

## Union Round Up

### **Monash IVF Bargaining**

The Union met with Monash IVF this week for our second bargaining meeting where Monash IVF presented a proposed classification and salary structure. The Union has shared this information, along with other proposed claims to members this week for feedback. It's vital that members at Monash IVF provide us your feedback about the proposed classification, salary structure and other proposed claims from Monash IVF.

Member can send their feedback to [lisaa@msav.org.au](mailto:lisaa@msav.org.au)

### **St Vincent's Private Hospital Enterprise Agreement**

Bargaining at St Vincent's Private Hospital has progressed to the point where they believe it's time for members to vote on the proposed Agreement.

Management is proposing the following timetable for the access period and vote:

- access period commences on Monday 5 July 2021;
- ballot opens at 9am on Tuesday 13 July 2021; and
- ballot closes at 4pm on Monday 19 July 2021.

If you have any queries, please contact Heidi at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Special Leave in the Public Sector - quarantine because of a close contact but not unwell**

The Union has received queries about what happens if you need to quarantine because you're a close or secondary contact but not unwell. The information provided below comes from the Department of Health's guidelines.

#### **Where the employee is required to self-quarantine (self-isolate)**

Employees who are required to isolate or quarantine in accordance with Victoria's Chief Health Officer's requirements must not attend work and will be able to access paid Special Leave from their employer during the isolation or mandatory quarantine period. However, paid Special Leave will not be granted upon return to Australia from any overseas travel.

The employer and employee may also consider 'working from home' arrangements for some or all of the self-quarantine (self-isolation) or mandatory quarantine period where practical and appropriate.

#### **If an employee is required to self-quarantine and they are unable to work from home during the self-quarantine period, what leave entitlements are available?**

An employee who is not unwell but is required to self-isolate will be granted paid Special Leave to cover the required self-quarantine period.

The employer may require a statutory declaration or other reasonable evidence to substantiate the requirement to self-quarantine. Where evidence is required, an employee must provide it to be eligible for the paid Special Leave.

When an employee on paid Special Leave becomes unwell, with COVID-19 or another illness or is required to care for a family or household member who becomes unwell, the paid Special Leave will cease, and the employee may access accrued paid Personal/Carer's Leave. Where the employee has exhausted their

Personal/Carer's Leave and other paid leave entitlements, access to paid Special Leave may be considered on a case-by-case basis.

### **And the rate of pay for special leave? What you would get working the roster - see p. 5**

If the leave of absence is paid Special Leave granted at the discretion of the employer under this Guidance Note (or otherwise), generally payment for the period of absence will be calculated by reference to the rate of pay the employee ordinarily receives in the course of their duties, excluding payment for overtime, stand by, travel allowance, incidental expenses or any other payment of a temporary character, unless a better entitlement is available under a relevant enterprise agreement.

Notwithstanding the above, where paid Special Leave is provided, employers should seek to avoid either advantaging or disadvantaging employees in the level of payment an employee will receive during that period of paid Special Leave. For example, if the employee is unable to work due to self-quarantining (self-isolation) requirements, and would have been in receipt of shift penalties had they been able to work, the employer should pay the employee those shift penalties as if the shifts had been worked. The level of payment the employee would have received if the period of absence had been taken as Personal/Carer's Leave, rather than as paid Special Leave, may provide a useful guide under some industrial instruments.

### **Change at Monash Health – Replacement of Cath Lab 8**

Monash Health has notified the Union about proposed changes to roster arrangements with respect to the replacement of Cath Lab 8.

According to the Change Impact Statement:

“Monash Health has 3 cath labs (Cath Lab 8, 9, 10) in which cath lab 8 and 9 is used for the provision of Cardiac Interventional Services and Cath Lab 10 provides electrophysiology and cardiac rhythm services.

Current cath lab 8 system was commissioned 1 October 2010 and has reached end of life. Monash Health has received DHHS funding to replace this critical infrastructure, and is currently undergoing a competitive tender process with replacement works schedule estimated to commence in July 2021 (pending tender outcome).

Cath Lab 8 is one of 2 Interventional Cardiac Cath Labs which Monash Health operates providing critical services to the whole Monash Health catchment area including rural patients. Cath Lab 8 provides interventional services to over 1650 patients per annum. It is expected that the complete works schedule to replace Cath Lab 8 equipment will last approximately 6 calendar weeks. During this period of time Cath Lab 8 will not be able to be used to provide interventional services.

In order to reduce the impact on patients waiting for this critical service and not delay patient care it is proposed staffing rosters will be altered for this period of time to enable longer operating hours in order to facilitate the provision of interventional services through the remaining operational labs during the construction period.

Staffing rosters will be altered for this period of time to enable longer operating hours in order to facilitate the provision of electrophysiology and cardiac rhythm services through the remaining operational labs during the construction period.”

If you believe this impacts you, please contact Heidi as soon as possible at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Change at Monash Health - Realignment of the leadership positions within HIS and Specialty Consulting**

The Union has received a Change Impact Statement from Monash Health regarding a realignment of leadership positions within the Health Information, Specialist Consulting and Language Services.

According to the Change Impact Statement:

“Following the establishment of the Operations Director level for Inpatients it is timely to create a similar structure within this reporting group. Consistent with the Operations Management restructure of 2018 this change seeks to address the following issues:

- Improve the operational structure so it is more in line with the clinical program structure
- Clearly define the role, function and accountabilities of senior positions
- Improve decision making, address inefficiencies in the delivery of clinical and operational services and improve communication issues.

This Operational Management structure seeks to enhance the structure and function of the Health Information, Specialist Consulting and Language Services directorates, whilst aligning with the current Program and Site-based management structure for programs reporting to the COO.

The proposal includes:

- Moving Specialist Consulting to a matrix program- / site-based structure (rather than site-based alone) to support the clinical program structure
- Creating a flatter operational management structure to simplify reporting lines and reduce the span of control (number of direct reports) for Nurse and Administrative Managers
- Equitable portfolio distribution across the management structure
- Change in reporting line for 16 roles within Specialist Consulting, Health Information and Language Services directorates
- Provision of clear lines of responsibility and accountability for communication and escalation
- Increased development and succession planning opportunities for senior management roles.”

If you believe this impacts you, please contact Heidi as soon as possible at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Change at Eastern Health - Community Health Yarra Junction**

The Union has been notified about a change of location for workers at Eastern Health – Community Health Yarra Junction.

We have been informed through the Change Impact Statement that a recent review found multiple occupational health and safety (OHS) and infection control risks which they are unable to appropriately control. Impacted staff members include those who were rostered to work at Yarra Junction in conjunction with other sites or were located primarily at Yarra Junction.

If you have questions or concerns about the proposed change, please contact Heidi at [heidib@msav.org.au](mailto:heidib@msav.org.au)

### **Special Leave for COVID-19 vaccines**

Below is what is being advised by the Victorian Department of Health with respect to employees in the public sector who have an adverse reaction after receiving a COVID-19 vaccine (emphasis is ours):

#### **Where an employee experiences an adverse event after receiving a COVID-19 vaccine**

Employees may experience minor side effects after receiving the COVID-19 vaccination. There is some overlap between an expected adverse event following immunisation (AEFI) following the COVID-19 vaccination and the presenting symptoms of COVID-19. This can lead to uncertainty around requirements for testing and isolation in a person with symptoms following vaccination.

The Department of Health has issued Recommendations for testing and isolation following COVID-19 vaccination which provide guidance on distinguishing AEFIs from other symptoms of illness that an employee may experience.

Where an employee is required to isolate in the circumstances described in the Recommendations for testing and isolation following COVID-19 vaccination, the employee has access to paid Special Leave for the requisite period of isolation.

Paid Special Leave should also be made available to an employee who was prioritised in Group 1A or Group 1B to receive a COVID-19 vaccination and who suffers an AEFI that does not require them to isolate, but does result in them being unable to attend work because of the symptoms experienced. To access paid Special Leave in this circumstance, the employee is required to provide a medical certificate confirming that the reason for not attending work is due to an AEFI that does not require them to isolate.

In this instance, **paid Special Leave will be capped at a maximum of two days per COVID-19 vaccination received, or four days of leave in total per employee across all COVID-19 vaccinations received by the employee in 2021.**

**Employers should retrospectively authorise paid Special Leave to an employee who has already received a COVID-19 vaccination as part of the Group 1A or Group 1B vaccinations** and took Personal Leave for any absence that resulted from an AEFI that did not require them to isolate. The evidentiary requirement may be waived in such cases and the employee may have their Personal Leave recredited.

Employers should assess such situations on a case-by-case basis.

## National Work Health and Safety Survey

The Australian Council of Trade Unions is conducting a survey about workers' experience of health and safety in the workplace, and we really want your input.

[You can take the survey by using this link](#) and when prompted, please select 'Health Services Union' as your union.

The survey will help the ACTU better understand your experiences at work, what is important to you, and what health and safety issues you think could be improved. The responses we collect help to frame the ACTU's conversations with governments and employers, and develop campaigns to bring about the changes necessary to make work healthier and safer for workers across Australia.

**The survey is open until 9th July 2021.** Don't forget to share the survey with your family, friends and co-workers – every voice counts.

[Take or share the survey using this link.](#)

## Public Holiday Pay

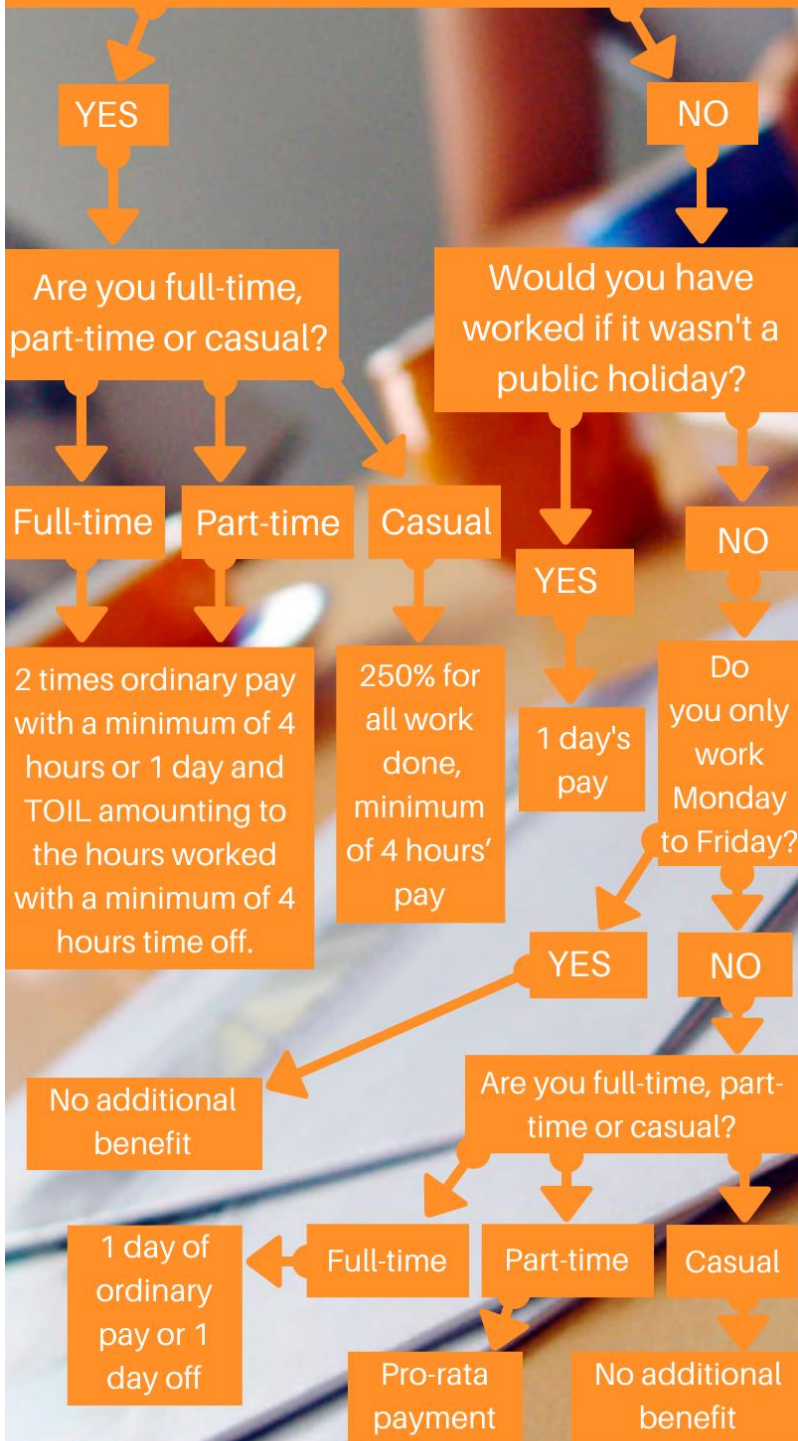
Monday was a public holiday which means public holiday pay. Use the infographic below to know what you're entitled to and whether you have been paid public holiday pay correctly.

While the infographic is for those working in the public sector, members working in the community and private sectors have very similar arrangements included in your collective agreements. However, if you're unsure about whether you have been paid correctly for the public holiday, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)



# Public Holiday 2021 Payments

Did you work that day?



# Leadership scholarships for women in the health sector

Women & Leadership Australia is offering professional development scholarships for Victorian Psychologists Association. The scholarships are open to women across the health sector and we encourage you to share this opportunity with your staff and members.

[Women & Leadership Australia \(WLA\)](#) supports emerging, middle, and senior women leaders across all sectors and industries. Our career-defining leadership programs bring together a focus on applied learning with the latest in leadership theory and practice. We believe that advancing gender equity, especially in leadership, is central to creating a more fair and inclusive society.

Through our [Industry Partnership Framework](#), we work with hundreds of Australian associations and professional bodies to increase awareness and action around gender equity. With your support, we can continue to create meaningful opportunities for women leaders across the country.

## **Scholarships of \$1000-\$5000 per person are available for women in the health sector**

To encourage more women to step into leadership roles across the health sector, WLA is offering scholarships for three leadership development courses.

**Apply by 10 September or find out more by clicking here:** <https://www.wla.edu.au/health.html>

## 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.

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>

## 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: The Wet Tropics' wildlife is celebrated worldwide. Its cultural heritage? Not so much

"The Wet Tropics of Australia — rainforest stretching 450 kilometres along Queensland's coastline — is renowned for its vast array of wildlife and ancient plant species. It's little wonder the rainforest is recognised as a UNESCO World Heritage Site, one of 20 in Australia.

However, the cultural heritage of the Wet Tropics isn't recognised or celebrated with quite the same gusto, with the world heritage listing failing to acknowledge the rich, ongoing significance of Aboriginal culture.

Our recent paper assessed existing archaeological, paleoenvironmental, and historical evidence. And we showed the diverse ways these forests are globally significant — not just for their ecological heritage, but also for preserving traces of millennia of human activities.

But there's much scope for cultural recognition to go further on a national level, too. While the Wet Tropics' National Heritage Listing recognises Indigenous heritage, Traditional Owners should have more freedom to manage the region in our holistic way. This would lead to better outcomes for the environment."

Read the article by Barry Hunter, Alice Buhrich, Asa Ferrier, Gerry Turpin and Patrick Roberts in The Conversation at: <https://theconversation.com/the-wet-tropics-wildlife-is-celebrated-worldwide-its-cultural-heritage-not-so-much-157147>

## Worth Reading: The Biloela family has the might of Australia behind it

"The hard-line decision by Home Affairs Minister Karen Andrews to rule out resettling the Tamil family from Biloela is as baffling as it is brainless.

Those Australians who hoped for a bit of empathy after former minister Peter Dutton moved from the role should be desperately disappointed.

Those inside and outside the party, who believed Ms Andrews might make a virtue of thinking for herself, have proved to be wrong.

And those who simply thought the new home affairs minister – one of the government's most senior females – might bring heart to a supercilious and stubborn decision, will be left shaking her heads."

Read the entire article by Madonna King in The New Daily at: <https://thenewdaily.com.au/opinion/2021/06/11/biloela-family-resettling-andrews/>

## Worth Reading: Spiders are cloaking Gippsland with stunning webs after the floods. An expert explains why

"Stunning photographs of vast, ghostly spider webs blanketing the flood-affected region of Gippsland in Victoria have gone viral online, prompting many to muse on the wonder of nature.

But what's going on here? Why do spiders do this after floods and does it happen everywhere?

The answer is: these webs have nothing to do with spiders trying to catch food. Spiders often use silk to move around and in this case are using long strands of web to escape from waterlogged soil.

This may seem unusual, but these are just native animals doing their thing. It's crucial you don't get out the insecticide and spray them. These spiders do important work managing pests, so by killing them off you would be increasing the risk that pests such as cockroaches and mosquitoes will get out of control."

Read the entire article by Lizzy Lowe in The Conversation at: <https://theconversation.com/spiders-are-cloaking-gippsland-with-stunning-webs-after-the-floods-an-expert-explains-why-162852>

## 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](#)

## 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.