Stat Report 2021/19

In this issue of STAT Report we cover:

- Morrison coming for your rights after undermining superannuation
- Membership Fees and Invoices
- Union Round Up
- Coalition interferes in your retirement savings
- Family and Domestic Violence Leave Review
- Have your say on COVID-19 vaccination rollout
- National Work Health and Safety Survey
- Leadership scholarships for women
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

Morrison coming for your rights after undermining superannuation

The Morrison Government is working to revive its anti-worker agenda as employer groups take advantage of the pandemic.

The big business lobby are pushing hard for a revival of the IR Omnibus Bill, which would have made drastic changes to enterprise bargaining. This is despite the worst of the Bill being opposed by the Greens, Labor and crossbench in the Senate, along with strong pressure from the public and unions, forcing the government to drop the entire legislation.

It seems as we get closer to the next federal election, big business is very keen to push for this anti-worker legislation to be pushed through the Parliament because they fear the Coalition could lose the next election.

There's little doubt that we're going to need the same effort this time around to defeat this legislation again because the attacks keep coming. The Morrison Government's legislation is dangerous and extreme because it will:

- Allow employers to bring in agreements that do not meet the Better Off Overall Test (BOOT) – meaning they can include cuts to pay and conditions.
- Roll back penalties for wage theft in Victoria, Queensland and the ACT.
- Allow workers to be classed as casuals even when they have ongoing, regular hours.
- Give employers the ability to ask workers covered by awards including hospitality and retail to work at different locations or perform different duties, with no oversight from the Fair Work Commission.

- Strip overtime pay from part time workers in retail, hospitality and other awards.
- Double of the length of Greenfields agreements to eight years – leaving workers on large infrastructure projects with no ability to negotiate changes to workplace conditions like rosters or address OHS concerns.

Whether its workplace laws, superannuation or ensuring vulnerable workers get the support they need during a global pandemic, the Morrison Government always puts big business first. It always looks after the big end of town; just look at how they treat vulnerable people on welfare with robodebts versus how they let big business get away with not paying back JobKeeper payments they didn't need.

We'll let you know how you can best take action to help push back against this latest attempt to undermine your rights at work.

Not only does the Morrison Government want to undermine your rights at work, but they are also undermining your future retirement savings. The Morrison Government has successfully passed its changes to superannuation, which will have a significant impact on your future retirement savings.

These changes were never about making sure workers' superannuation was maximised but to allow for dodgy, fee-charging, for-profit fund providers, often run by banks and insurance companies, easier access. This is despite the shocking revelations of the poor and unethical behaviour of Australia's big banks and finance sector documented in the Royal Commission into Financial Services. It says a lot about how little the Morrison Government cares about your superannuation, your retirement or regulating the banking and finance sectors, or what is in the actual best interest of Australians.

In this edition of STAT Report, we outline some of the big changes that will undermine your superannuation.

We're extremely disappointed to receive news that Forensicare is refusing to incorporate the outcomes of the Union's public health sector bargaining into their agreement. Forensicare, which is a public sector service, is refusing to ensure its workforce enjoys the outcomes of our public sector enterprise agreement. It will put members working at Forensicare behind the rest of the public sector. It is clear to us that Forensicare is not interested in negotiating in good faith with the Union while it refuses to include outcomes from the public sector agreement in their new agreement which addresses the concerns of members.

I also want to draw members attention to the issue of Higher Qualifications Allowances. We have been informed by several health services that they have not been paying the Higher Qualifications Allowances correctly which has resulted in significant underpayments. You might be impacted by this, so I encourage you to read more about it in the *Union Round Up* section.

On another note, in the last edition of STAT Report, we discussed the link between unpaid work and workplace health and safety with a request to do an Australian Council of Trade Unions survey. Unfortunately, the link we included took people to the wrong place, so we urge you to take the survey here with the correct link here.

Finally, we are still assessing when our staff will return to working from our offices and we will keep you posted on this issue. In the meantime, you can raise any issues you may be experiencing at work by emailing us at enquiry@msav.org.au

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 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

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

Union Round Up

Underpayment of Higher Qualifications Allowance

Recently we were advised by Melbourne Health, the RCH, RWH, Peter Mac, Western Health and the Eye and Ear that there had been a mistake made over a long period of time with the calculation of Higher Qualifications Allowance that may result in underpayments being made to many staff.

The basic issue is this.

Several health services had been paying this allowance as a set dollar figure per week. This figure would be identifiable and unchanging on your pay slip - for example, $197 per fortnight currently for a full-time medical scientist with a Master's degree.

However, higher qualifications allowance is payable "for all purposes".

What does this mean?
It means that is should be incorporated into your base hourly rate when anything is calculated - overtime, leave loading, additional hours for part-timers, anything where an additional payment is based upon your hourly rate.

What are these health services doing about it?

A number of these health services have written to current staff indicating that they will rectify this moving forward from 1 July this year and will conduct an audit of payments for the last 6 years which they hope to complete by September.

What is the Union's view?
Firstly, the Union wants to be clear how many health services have been making this error. Whilst the named health services above have self-identified, there is a real and genuine concern that this may have occurred at many other health services.

The Union encourages all public health sector members who have a higher qualification to check and see if it's incorporated into your hourly rate.

Secondly, it's not clear what they are intending to do about former employees. We would encourage all former employees with higher qualifications to make contact with their previous employer and ask them to conduct an audit on their allowances as well.

We will be reaching out to both the Victorian Health Industry Association (VHIA) and the department to seek state-wide coordination of the issue.

If you have any queries, please contact the Union at enquiry@msav.org.au

Supervision for Psychologists

It has come to the Union's attention that a number of health services are breaching the supervision clause of our public health sector agreement for psychologists. We have received reports that this is happening in a range of health services, including Royal Children's Hospital and Eastern Health.

It is a requirement under our agreement that psychologists are given access to supervision.

If you believe your health service is in breach of our agreement, please contact the Union at enquiry@vicpsych.org.au

Changes to workers' comp in Victoria

There have been some important changes to the Victorian Workplace Injury Rehabilitation and Compensation Act which came into effect on 1st July.

Eligible workers in Victoria who have a work-related mental injury, and submit a claim for workers' compensation, the changes now mean:

- Early access to treatment and support: The worker will have early access to treatment and support while they wait for the outcome of their claim (payment for this support is called "provision payments")
- The "provisional payments" are designed to ensure workers with a work-related mental injury have access to reasonable treatment and services while their claim is being determined
- Up to 13 weeks even if claim rejected: If a worker's claim is rejected, WorkSafe will continue to cover reasonable costs for up to 13 weeks

To be eligible, you need to be:

- a Victorian worker;
- And not have another duplicate/existing claim
- A mental injury diagnosis is not required to receive provision payments
- Mental injury claims must now need to be processed faster. Employers need to notify their agent within 3 days and forward a worker's claim forms within 10 calendar days.

These changes are good for workers!

You can get more information here: https://www.worksafe.vic.gov.au/victorias-new-provisional-payments-work-related-mental-injuries

Monash IVF Bargaining

The Union has met with Monash IVF for a 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.

Members can send their feedback to lisaa@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 COVD-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.

Coalition interferes in your retirement savings

In late June, the Morrison Government partnered with One Nation and Centre Alliance to pass the *Your Future, Your Super* Bill.

The Bill will change the operation of default funds, introduce performance benchmarking for some funds, and significantly change the regulations that not-for-profit superannuation funds must comply with.

Currently as you change jobs or careers, if you don't elect otherwise, you will join the workplace default fund. For most workers, this means joining your industry-appropriate default-fund like Aware Super. It means you have a fund which understands your workplace, your preferences and can tailor products and services which suit you and because most workers join their industry fund, their super is invested in a high-performing fund.

The law as passed destroys that.

From 1 November, every worker who currently has a superannuation fund will be 'stapled' to that fund. Rather than your super going with you, you will be tied to your first fund unless you make the deliberate choice otherwise.

While the intention of this measure is to prevent the creation of multiple superannuation accounts, the effect could be devastating for millions of Australians. It means that for roughly 3 million people who are currently in under-performing funds, they could be much worse off by the time they retire.

Not only will workers be worse off because they will be 'stapled' to under-performing funds, many will never be told they are in an underperforming fund. That's because the Government has excluded some funds from performance benchmarking like for-profit funds run by banks and insurance companies.

Being stapled to your first fund may also strip many of much needed insurance. For workers in high-risk industries, insurance is often unaffordable or unavailable outside of super. This is because superannuation funds purchase group insurance without occupational exclusions that some other funds may have. Workers in high-risk industries will be left without insurance they would otherwise have access to if they joined their default fund.

The Government has also made changes to the regulations governing superannuation funds. These changes deliberately introduced a reverse-onus-of-proof on all expenses made by a fund, meaning the fund must generate a business case for any purchase, even a stapler, to comply with the law and don't affect for-profit funds.

As usual, the Government is using weasel words and call this the "best financial interests" duty, and funds are assumed in law to be breaking the law unless they can prove otherwise. And as usual the Morrison Government is looking after their big business mates by essentially exempting for-profit funds from this duty. The Government has written the law in a such way that profits paid by funds owned by Commonwealth Bank, ANZ, NAB and Westpac are deemed in members' "financial interests".

This will give for-profit funds a large advantage over industry superannuation funds, something the Government has been trying to achieve since the Howard Government.

However, due to the campaigning of thousands of union members, and pressure from the public, we were able to remove the provision that would have given the Treasurer the power to cancel any investment made by a superannuation fund, including those which are in members' "best financial interests". Clearly these laws aren't about your best financial interest and are about supporting for-profit funds, which were shown to operate without any regard for the best financial interest of fund members in the Royal Commission into Financial Services.

Overall, these laws will make superannuation worse for members. For those in industry funds, administration fees may be increased to compensate for all the new regulations and laws that have been lumped on them. Those in underperforming funds may never get out with the clear winners being the banks.

You can read more about this in an article by Alan Kohler in The New Daily at:
https://thenewdaily.com.au/finance/2021/06/21/super-fund-changes-government/

Family and Domestic Violence Leave Review

In 2014/15, as part of the Fair Work Commission's (FWC) four yearly review of modern awards, the Australian Council of Trade Unions made an application seeking to include a new entitlement of paid family and domestic violence leave in all modern awards.

In 2018, the Fair Work Commission decided to vary 123 modern awards to include an entitlement to 5 days unpaid leave to deal with family and domestic violence ([2018] FWCFB 1691). In December 2018, the Commonwealth Parliament amended the Fair Work Act 2009 (Cth) to include ss 106A to 106E, which provided for an entitlement to 5 days unpaid family and domestic violence leave as part of the National Employment Standards (NES). In the 2018 decision, the Commission proposed to conduct a review in June 2021 to consider the following issues:

- whether employees should be able to access paid personal/carer's leave for the purpose of taking family and domestic violence leave;
- whether any changes are needed to the unpaid leave model term;
- whether provisions should be made for paid family and domestic violence leave.

On 15 April 2021, the FWC commenced the 2021 Family and Domestic Violence Leave Review. **Hearings are currently scheduled to occur in the week of 29 November in Melbourne.** The precise date will be confirmed closer to 29 November 2016. **The ACTU's witness statements are due to be filed by 23 July 2021**.

Request for Witnesses

The ACTU is seeking witnesses who can provide evidence to the FWC about their experience of working with people experiencing family and domestic violence, including any need to take time off work, and whether that is possible, affordable, supported by the employer or not etc. There is no need for witnesses to be experts in all matters related to family and domestic violence; the only requirement on a witness is to give factual information about what the witness personally has directly observed when working with people experiencing family and domestic violence.

Witnesses are required to assist the Commission by providing factual information about their direct experiences. It is not the role of a witness to support the application of the ACTU or be an advocate for the ACTU or any other party. A witness's overriding duty is to assist the Commission to obtain the factual information it needs to make a decision about whether provisions should be made for paid family and domestic violence leave.

Time Commitment

Initially witnesses need to be available for one or two interviews with the ACTU's legal counsel to prepare and finalise a witness statement. These interviews can be conducted in person or via zoom, and either in or outside working hours. A written witness statement will then be drafted. Once the witness has confirmed the accuracy of the written statement, it is filed with the FWC. We can request the FWC for the statement (or parts of it) to be made confidential if it discusses sensitive information. Witnesses then need to be available (usually just for one day or part day during working hours) to attend a hearing in the FWC in Melbourne in November 2021 (exact date will be confirmed closer to the time) to answer any questions about their statement. There may also be facilities to give remote evidence if it is impossible for witnesses to attend in Melbourne.

If you are prepared to be a Witness, please contact the Union at enquiry@msav.org.au

Have your say on COVID-19 vaccination rollout

Health, aged care, disability and community sector workers were meant to be prioritised in the COVID-19 vaccine rollout. However, we know things have not gone to plan.

We want to find out about your COVID-19 vaccination experience so we can advocate on your behalf to the Federal Government.

Please complete our short survey, it will only take 5-minutes of your time:
https://www.surveymonkey.com/r/covid-vax-survey-msav

As always if you have any issues at work, please contact us at enquiry@msav.org.au

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.

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: Myths and stigma about ADHD contribute to poorer mental health for those affected

"Around one in 30 Australians (or 3.4% of the population) have attention-defecit hyperactivity disorder (ADHD). Yet it remains a poorly understood and highly stigmatised disorder.

Our new paper, which reviews the research on community attitudes about ADHD, found misconceptions are common and affect the way people with ADHD are treated and see themselves.

Stigma is an underestimated risk factor for other negative outcomes in ADHD, including the development of additional mental health disorders such as anxiety, depression, alcohol and substance abuse, and eating disorders.

Stigma is also likely to contribute to the increased the risk of suicide, with people with ADHD three times more likely than the rest of the population to take their own life."

Read the entire article by David Coghill, Alison Poulton, Louise Brown and Mark Bellgrove in The Conversation at: https://theconversation.com/myths-and-stigma-about-adhd-contribute-to-poorer-mental-health-for-those-affected-161591

Worth Reading: COVID-19 revealed flaws in Australia's food supply. It also gives us a chance to fix them

"Since COVID hit, many Australians have seen first-hand what shocks to the food system can do.

Uncertainty around panic-buing, food supply and pricing have thrown our national food system into the spotlight. And it was already under extreme pressure from climate change and prolonged drought.

The pandemic has revealed vulnerabilities in the Australian food system, but it also presents an opportunity to make it more resilient."

Read the entire article by Penny Farrell, Anne Marie Thow, Helen Trevena, Sinead Boylan, Tara Boelsen-Robinson in The Conversation at: https://theconversation.com/covid-19-revealed-flaws-in-australias-food-supply-it-also-gives-us-a-chance-to-fix-them-159642

Worth Reading: Taxpayers are shelling out for yet more political adverts

"You might have noticed the "BuildingOurFuture.gov.au" political advertising blitz by Michael McCormack's Department of Infrastructure, Transport, Regional Development and Communications.

(Well, it was his department on Monday morning.)

Perhaps unsurprisingly, the advertising is a political con job.

There is no boost in real terms in the federal government transport infrastructure investment.

The much-announced “$110 billion infrastructure plan” is spread over 10 years, the latest iteration of a Coalition spin trick that’s been running for eight years while the state governments are doing most of the infrastructure spending anyway.

Read the entire article by Michael Pascoe in The New Daily at: https://thenewdaily.com.au/finance/finance-news/2021/06/23/political-advertising-mccormack-pascoe/

Worth Reading: Your Future, Your Super is a solution in search of a problem

"The Morrison government tried long and hard to legislate for the clear ability to tell super fund trustees what to do, but in the end they seem to have been thwarted by climate change.

In an exquisite irony, the Nationals were prepared to vote against the Your Future, Your Super bill (YFYS), apparently in case a future Labor government might use it to prevent super funds from investing in fossil fuels.

So the clause in the bill that said acting in the best financial interests of members included complying with “any requirements prescribed by the regulations” was removed and the bill was then passed.

Even that was a change from the original wording, which gave the government explicit power to prohibit any expenditures by super funds that it didn’t like, but the National Party and the crossbench sensibly saw that giving politicians the power to tell super funds what to invest in can work both ways."

Read the entire article by Alan Kohler in The New Daily at: https://thenewdaily.com.au/finance/2021/06/21/super-fund-changes-government/

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.