



Stat Report 2021/21

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Public Sector employers dragging their feet on negotiations

The Union is very happy to let members know that we continue to make progress on key claims for our Public Sector agreement. In fact, we have been making some excellent progress on a range of claims and clauses that required fixing. However, while we're making some excellent progress, the progress is at a snail's pace.

We have made progress on some important claims, including

<ul style="list-style-type: none">● Increased shift allowances● Increased change of shift allowance● Increased on call (Mon-Friday) allowance● LSL – entitlement after 7 years● Increased min rest period to 10.0 hours● Top of Grade allowance – for anyone at the top of a grade or in a grade with only one pay point● Physicist supervision allowance● P2-P3 psychologist progression● Workload and backfill – improved clauses	<ul style="list-style-type: none">● Parental leave – mat leave increased to 14 weeks paid leave● Super – paid on all periods of mat leave● Professional development – accrual of unused leave to accrue and reimbursement of expenses● Additional Pharmacist staffing● Independent Disputes Resolution● Improved fixed term contract arrangements
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We remain very concerned about how long it is taking to reach agreement on wage increases and an operative date for those wage increases. This remains a key frustration for us as we continue negotiations.

Reaching an agreement on wage increases is vital to establishing when backpay will be paid from. This is a vital aspect to negotiations for our new Public Sector agreement. We are very concerned about how long it is taking to reach agreement on wage increases and an operative date for wage increases. This remains a key frustration for us as we continue negotiations.

While it seems like these negotiations are dragging on, I believe the progress being made on important key claims means we have finally reached an advanced stage in the negotiations.

Member meetings will be arranged over the coming weeks. Once again because of COVID restrictions these meetings will be via Zoom.

While we continue negotiating the Public Sector agreement, the Union is pursuing the underpayment of Higher Qualifications Allowances.

It's important for members to know that the Union is insisting that the Department of Health take a central coordinating role to investigate and resolve this matter. By having the department take on the central coordinating role, we think it will ensure that underpayment errors are rectified across the state for all current and former employees in a systematic way and that this entitlement is applied correctly for future pays.

As you can expect this has generated a significant number of queries, which we are unable to respond to individually. However, the Union does expect that any process to audit the payrolls of the state's Public Health Services will take some time, so please be patient as we work through these issues.

It has also come to our attention that members at Dorevitch who would be defined as shift workers may not be receiving an additional week of annual leave, which they should be as per our agreement and under the National Employment Standards. There are more details about this matter in the *Union Round Up* and we strongly encourage members who may be impacted to contact Lisa.

Last but not least, our staff will be working from home again after the announcement last week that Victoria will go into lockdown. We will review the announcements made over the next week and assess when it will be safe for our staff to return to the office.

Please raise work-related issues you have by emailing us at enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary

Contacting the Union during Lockdown

Here's how you can contact the Union during this latest lockdown.

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
Alex Schlotzer | alexs@msav.org.au

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

For all other enquiries please send your email to enquiry@msav.org.au

Positions not backfilled?

Let us know

Union Round Up

Dorevitch members – Additional week of annual leave for shift workers

Under the National Employment Standards (which are found in the Fair Work Act), every Enterprise Agreement needs to provide a definition of "shift worker" and an additional week of annual leave for workers who meet that definition.

Clause 28.3 of the Dorevitch Agreements provides this minimum entitlement.

For part-time workers, the essential elements are that:

1. The hours worked on the weekend need to be "ordinary hours" not "overtime";
2. You need to work on 10 or more "Sundays" during a yearly period; and
3. You need to work more than 4 hours on the shift.

For full-time workers, the essential elements are that:

1. You work ordinary hours on weekdays and weekends;
2. The hours worked on the weekend need to be "ordinary hours" not "overtime";
3. A weekend can include "one or two shifts", either will count as one weekend; and
4. You need to work more than 4 hours on the shift.

If you meet the above definitions, then as a shift worker you should receive an additional 38 hours of annual leave. If you are not receiving your additional annual leave, please contact Lisa for support at lisa@msav.org.au

Underpayment of Higher Qualifications Allowance

It appears that the miscalculations of the allowances may be quite widespread and certainly appear to go much further than the Melbourne Health payroll network.

The Union has requested that the Department of Health take the lead in coordinating an audit across all Public Health Services which are party to our Agreement.

By having a centralised approach, it will ensure that the Department rectifies mistakes across the entire state in how this entitlement is applied and correct underpayments for all current and former employees in a systematic way. The Union does expect that any process to audit the payrolls of the state's Public Health Services will take some time.

The Union is determined to ensure that this matter is resolved.

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>

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.

Peter MacCullum Cancer Centre's treatment potential for coronavirus

A cancer treatment that has been developed by Peter MacCallum Cancer Centre has shown to stop coronavirus replicating in cells. This is a significant breakthrough with a great deal of optimism around its potential. You can read about it in this [article on the ABC News website](#).

The Union is proud of the work of our members and their contribution to this potential 'game changing' treatment. We know that without them these sorts of breakthroughs aren't possible.

However, with the vital role medical scientists play in developing such breakthroughs, it begs the question why Peter Mac is pursuing cuts to medical scientists in its molecular laboratory or wish to undermine and jeopardise their research, work and reputation.

We will report on developments at Peter Mac and keep members informed about the efforts to cut medical scientists.

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>

Leadership scholarships for women in the health sector

Women & Leadership Australia is offering professional development scholarships are open to women across the health sector.

[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.

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: Is Australia a sitting duck for ransomware attacks? Yes, and the danger has been growing for 30 years

"Australian organisations are a soft target for ransomware attacks, say experts who yesterday issued a fresh warning that the government needs to do more to stop agencies and businesses falling prey to cyber-crime. But in truth, the danger has been growing worldwide for more than three decades.

Despite being a relatively new concept to the public, ransomware has roots in the late 1980s and has evolved significantly over the past decade, reaping billions of dollars in ill-gotten gains.

With names like Bad Rabbit, Chimera and GoldenEye, ransomware has established a mythical quality with an allure of mystery and fascination. Unless, of course, you are the target.

Victims have few options available to them; refusing to pay the ransom depends on having good enough backup practices to recover the corrupted or stolen data."

Read the entire article by Paul Haskell-Dowland and Andrew Woodward in The Conversation at: <https://theconversation.com/is-australia-a-sitting-duck-for-ransomware-attacks-yes-and-the-danger-has-been-growing-for-30-years-161818>

Worth Reading: It takes more than words and ambition: here's why your city isn't a lush, green oasis yet

"The idea of transforming cities from concrete jungles to urban forests is a popular one, and there have been some truly inspiring, exemplar projects in recent years. The transformation of a Seoul freeway to Cheonggyecheon parkland, exposing the historical river that once flowed there, is one celebrated example (pictured above).

Projects like this are commendable, as urban nature has considerable benefits including, for instance, improving mental health and boosting urban biodiversity.

But has your city actually turned into a lush oasis yet? No, neither has ours.

Our new research looked at what's holding back greening in our cities. And we found the issue is often internal — cities just aren't really set up to deliver their plans. Fortunately, this is a very fixable problem."

Read the entire article by Thami Croeser, Georgia Garrard and Sarah Bekessy in The Conversation at: <https://theconversation.com/it-takes-more-than-words-and-ambition-heres-why-your-city-isnt-a-lush-green-oasis-yet-163727>

Worth Reading: 'It's time to stop racially profiling Blackfullas in shops'

"An issue that has stuck with me and affected me for a long time is being "randomly checked" in shops.

I became more aware of being watched and followed around shops in my late teens, with one experience in particular really affecting me — even today.

I was 18-years-old. I was wearing a hoodie and had my gym bag with me after finishing a workout. I stopped at a grocery store with my roommate, and as we were leaving the self-serve check out security and an employee approached me and asked to check my bag and see my receipt.

I was embarrassed, to say the least, because people were watching. I was also very confused because they watched me at the self-serve.

After they finished the search my roommate who isn't Indigenous asked if they wanted to check hers and they said: "No, just hers."

Read the entire article by Teisha Cloos in The National Indigenous Times at: <https://nit.com.au/its-time-to-stop-racially-profiling-blackfullas-in-shops/>

Worth Reading: Will your grandchildren get to talk with our sacred trees? Only if Indigenous culture is honoured

"Trees have always been a point of conflict between colonisers and Indigenous people.

At the very beginning of European-Indigenous interactions, skirmishes broke out because colonisers were ignorant of protocols and the desecration of important Indigenous sites and habitats. In the 19th century, as frontiers pushed west into the Country of Wiradjuri, colonists were indifferent to the sanctity of marked trees.

As a news article from the Daily Advertiser in 1941 reported:

The only carved tree [...] unfortunately fell victim to the advancing tide of civilisation and was cut up and converted into railway sleepers that now possibly lie somewhere along the line between Yanco and Hay, or Leeton and Griffith."

Read the entire article by Rob N. Williams in The New Daily at: <https://thenewdaily.com.au/news/indigenous-news/2021/07/10/naidoc-week-sacred-trees/>

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.](#)



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If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.