



## Stat Report 2021/25

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### Gender pay gap widens

The Workplace Gender Equality Agency (WGEA) has found an increase in the gender pay gap and highlighted the need for employers to conduct regular pay audits to expose the disparity and provide a basis for rectifying it. This year Equal Pay Day fell on Tuesday 31 August and marks the 62 extra days (from June 30) women must work to earn the same as men.

The gender pay gap is something we are conscience of working in a female-dominated industry and it's something we pursue in various claims when bargaining for new enterprise agreements, whether in the public, community or private sectors.

Unfortunately, the gender pay gap widened during the coronavirus pandemic, rising from 13.4% to 14.2%. It is very disappointing that women are not being paid more despite the pandemic. We hope WGEA findings act as an additional incentive for the State Government to deliver greater pay across the public sector.

The WGEA calculated the gender pay gap based on ABS Average Weekly Earnings data, which showed that full-time male workers earned \$261.50 a week more than women (men earned an average of \$1,837 and women \$1575.50).

Of course, employers must do more to diminish the gender pay gap including by conducting regular gender pay audits. As the WGEA has pointed out, regular audits "close pay gaps faster". To help you identify what the pay gap is for you, the Victorian Trades Hall Council has produced a pay gap calculator.

You can punch in your details at <https://weareunion.outgrow.us/pay-gap-calculator>

The Federal Government can do more by recognising the persistent gender pay gap and make changes in our workplace system to address it. Sadly, the Morrison Government is doing very little to address the gender pay gap.

Not only that but it appears the Morrison Government doesn't want to address sexual harassment within workplaces.

The Government relied on Pauline Hanson's One Nation to defeat Labor and Greens amendments to the Respect@Work legislation that would have imposed a positive duty on employers to take reasonable steps to prevent workplace sexual harassment.

It is particularly disappointing that the Morrison Government worked hard to scuttle legislation intended to help reduce the level of harassment women and others are experiencing in the nation's parliament, rather than embrace change that would have helped protect women working in a notoriously dangerous workplace.

Speaking of matters on remuneration, and being valued and respected, the Union's negotiations for a new public sector agreement continue. As highlighted in the last STAT Report, we are moving closer to finalising agreement on pay increases.

The Union also continues agreement negotiations for members with a range of private providers and there are updates on those negotiations in *Union Round Up*.

On a final note, it has come to our attention that elements within our community are attempting to organise an ill-advised rally to protest vaccinations. The organisers of this rally are claiming they have support from many Victorian Unions. To be clear, The HSU Vic4 Branch/MSAV/VPA/AHP do not endorse or support the rally, and in fact we think it is dangerous and puts healthcare workers and the broader community at risk. We also advise members against signing a petition associated with this rally.

The Union and the union movement strongly supports members getting their COVID-19 vaccination as soon as possible.

As a Union we believe in science and the science of vaccinations; as such we believe that to protect yourself, your colleagues, your patients and your families, it's vital to get vaccinated as quickly as possible.

As always, I encourage you to raise issues you have by emailing us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

In solidarity  
Paul Elliott  
Secretary

**Positions not backfilled?**

**Let us know**

## Union Round Up

### **Genesis – Medical Physicists Agreement**

Negotiations have officially kicked off. Thanks to all members who contributed feedback in preparing the log of claims.

The MSAV and delegates met with management on Wednesday 18 August to present your log of claims.

Our next meeting is scheduled for Wednesday 8 September 2021.

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

Negotiations have also officially started to create the first, Monash IVF Counsellors Agreement. We're excited to get this process moving and to represent members in these first negotiations.

The VPA and delegates have already met with management twice on 13 and 20 August 2021, and have presented member's log of claims.

Our next meeting is scheduled for Tuesday 14 September 2021.

### **Monash IVF - Scientists Agreement**

Bargaining is progressing to renew the Scientists Agreement at Monash IVF.

The MSAV has met with management and the other bargaining representatives roughly 6 times now. Our next meeting is scheduled for Thursday 16 September 2021.

We are currently negotiating working arrangements, times and hours of works. At our last meeting on 19 August 2021, the MSAV shared member concerns about the proposed changes to hours of work and overtime, particularly how this will impact part-time workers.

A detailed update was sent to all members on 23 August. If you didn't receive this update, or if you have any feedback, please get in touch.

### **NextSense – Audiologists and Psychologists**

We have now been negotiating with NextSense (formerly the Royal Institute of Deaf and Blind Children) since September 2020.

Ahead of our last bargaining meeting on 19 August 2021, we provided detailed feedback in response to the revised classification structure.

We recognised that this new structure is an improvement on the last, particularly the inclusion of paypoints! However, we communicated the concerns of members, particularly the delayed paypoint progression for part-time workers after 1824 hours.

Negotiations are continuing in relation to the proposed reduction of annual leave, concerns relating to unlimited personal leave and limitations accessing professional development leave.

Our next meeting is scheduled for 16 September 2021.

### **Health Service Furloughs**

Members may have seen recent news about staff being furloughed due to outbreaks of COVID-19 in a couple of hospitals across Melbourne.

Furlough is used to help health services remain safe places to give and receive care. Being furloughed means being put on temporary leave. While any decision to furlough health service staff is up to the Chief Health Officer and their delegates, Health Services are best placed to assess the operational risk a decision to furlough staff may present.

[You can download the guidance issued by the Department of Health via our website](#)

Any outbreaks remain a major concern to the Union and highlights the significant occupational health and safety issues involved with dealing with this pandemic. It is important that members raise their concerns about their health and safety. The Union strongly encourages members to insist they have access to PPE.

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

## COVID-19 Vaccinations

The Union strongly supports members receiving the COVID-19 vaccine when you can; after all we support science and the science that's behind the vaccine.

There are special leave provisions available when getting the COVID-19 vaccine.

If you need some information to help people around you take the vaccine, or if you want more information to help inform your family and friends about the vaccine, check out this great video from the Australian Academy of Science - [COVID-19: Five important questions](#)



As a Union we believe in science and the science of vaccinations; as such we believe that to protect yourself, your colleagues, your patients and your family, it's vital to get the vaccination done as quickly as possible.

If you have any queries regarding the vaccine rollout and how it may impact you, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## VPA: Save the Date

The Annual General Meeting (AGM) for the Victorian Psychologists Association Inc. will be held on Wednesday 22 September 2021 at 1.00 pm at the ANMF Conference Centre, 535 Elizabeth Street, Melbourne.

Following the AGM, a Professional Development Seminar will be held from 2.00 pm. The seminar will cover the Implications for Psychologists of the findings and recommendations of the Royal Commission into Victoria's Mental Health Services

Presenter: Dr Suzie Dean

In case of COVID-19 lockdown, both the AGM and PD Seminar will be delivered online.

More information will be sent to members closer to the date. If you have any queries, please contact us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## 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>

## Student Strike 4 Climate

The Intergovernmental Panel on Climate Change has released their latest report. Sadly, we don't need the IPCC report to know we're in a bad situation, we're already seeing the impacts of climate change.

It's actions like our Prime Minister is taking by subsidising the expansion of fossil fuels and refusing to commit to deep emissions reductions that is denying millions of young people a safe future every day.

Since the first strikes in late 2018, thousands of young Australians have become eligible to vote. This October, young Australians are going to show the government that #TheYouthAreRising and that they'll use their voices and votes against any politician:

- who denies that we are facing the biggest crisis of all time
- who is manipulated by the corrupt fossil fuel industry
- who is actively destroying our future!

On October 15, thousands of young voters will again hit the streets to strike for the climate and put pressure on the Government and MPs to do the right thing.

Join the Student Strike 4 Climate on October 15 – details and RSVP here:  
<https://www.schoolstrike4climate.com/oct15>

## Online Action: Call on AGL to replace coal with renewables

On Wednesday 8th September from 7pm-8pm AEST, healthcare workers will gather online to send a strong message to Australia's biggest climate polluter, AGL, that they need to replace coal with renewables by 2030 to protect health from toxic air pollution and climate change.

More info and RSVP at <https://www.healthyfutures.net.au/aglaction> and/or on Facebook [here](#). Healthcare workers can also sign an open letter to AGL at [www.healthyfutures.net.au/agl](http://www.healthyfutures.net.au/agl)

## Contacting the Union

Here's how you can contact the Union while staff continue to work from home.

### For industrial advice and assistance:

Paul Elliott | [paule@msav.org.au](mailto:paule@msav.org.au) | 0418 543 682  
Rosemary Kelly | [rosemaryk@msav.org.au](mailto:rosemaryk@msav.org.au)  
Matt Hammond | [matth@msav.org.au](mailto:matth@msav.org.au) | 0418 149 261  
Heidi Brown | [heidib@msav.org.au](mailto:heidib@msav.org.au)  
Lisa Alcock | [lisaa@msav.org.au](mailto:lisaa@msav.org.au)  
Alex Schlotzer | [alexs@msav.org.au](mailto:alexs@msav.org.au)

**For membership related enquiries** please contact Anastasia at [anastasiap@msav.org.au](mailto:anastasiap@msav.org.au)

**For all other enquiries** please send your email to [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## Membership Issues – Experiencing hardship?

### Non-Members

For non-Union members who work in workplaces across our coverage; **we will give advice immediately over the phone if they join.**

In the spirit of supporting health workers through this unprecedented time we hope you might have a quiet word to colleagues who are not members and suggest that there has never been a more important time to join a Union. Let them know that it is as simple as going to our website and [clicking on the 'JOIN' link](#).

### **Members**

If you are in the unfortunate position of being stood down or forced on to unpaid leave, [contact us to move your membership payments to a 'non-working' subscription rate of \\$8.26 per month](#).

## Psychologists: If you need help at work you need the VPA Inc.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [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>

## Student Strike 4 Climate

On October 15, thousands of young voters will hit the streets to strike for the climate and put pressure on the Government and MPs to do the right thing.

Join the Student Strike 4 Climate on October 15 – details and RSVP here:

<https://www.schoolstrike4climate.com/oct15>

## 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: Ordinary people, extraordinary change: addressing the climate emergency through 'quiet activism'

"Across the world, people worried about the impacts of climate change are seeking creative and meaningful ways to transform their urban environments. One such approach is known as "quiet activism".

"Quiet activism" refers to the extraordinary measures taken by ordinary people as part of their everyday lives, to address the climate emergency at the local level.

In the absence of national leadership, local communities are forging new responses to the climate crisis in places where they live, work and play.

As we outline in a book released this month, these responses work best when they are collaborative, ongoing and tailored to local circumstances."

Read the entire article by Wendy Steele, Diana MacCallum, Donna Houston, Jason Byrne, Jean Hillier in The Conversation at: <https://theconversation.com/ordinary-people-extraordinary-change-addressing-the-climate-emergency-through-quiet-activism-160548>

## Worth Reading: 'Art is our voice': why the government needs to support Indigenous arts, not just sport, in the pandemic

"The golden rule when organising an arts event with Aboriginal and Torres Strait Islander communities is to never hold it at the same time as a sports event. If there is a choice between attending one or the other, chances are our mob are going to that footy game.



Maintaining support for the arts is hard and the COVID pandemic has made it even more difficult. There have been many discussions about the preferential treatment given to sports during the pandemic, while heavy restrictions are applied to arts and cultural events.

While NAIDOC week celebrations were cancelled, the football is still operating. There is annoyance at the complaining commentary about the inconveniences football codes have suffered, not to mention the anger towards the players who don't follow restrictions."

Read the entire article by Angelina Hurley in The Conversation at: <https://theconversation.com/art-is-our-voice-why-the-government-needs-to-support-indigenous-arts-not-just-sport-in-the-pandemic-163810>

## Worth Reading: 'OK Boomer': how a TikTok meme traces the rise of Gen Z political consciousness

"The phrase "OK Boomer" has become popular over the past two years as an all-purpose retort with which young people dismiss their elders for being "old-fashioned".

"OK Boomer" began as a meme in TikTok videos, but our research shows the catchphrase has become much more. The simple two-word phrase is used to express personal politics and at the same time consolidate an awareness of intergenerational politics, in which Gen Z are coming to see themselves as a cohort with shared interests."

Read the entire article by Crystal Abidin and Meg Jing Zeng in The Conversation at: <https://theconversation.com/ok-boomer-how-a-tiktok-meme-traces-the-rise-of-gen-z-political-consciousness-165811>

## 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.