



## Stat Report 2021/27

In this issue of STAT Report we cover:

- Still waiting to be valued and respected
- Thank you Dr Rosemary Kelly
- Union Round Up
- Public Holiday Pay
- COVID-19 Vaccinations
- Save the Date: MSAV/HSU #4 Annual General Meetings
- Contacting the Union
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

### Still waiting to be valued and respected

These negotiations have often been frustrating. For well over a year and 90+ meetings with your employer representatives and Department of Health officials we have been working hard to reach agreement on the terms of a new enterprise agreement.

Whilst I have been reporting in recent member meetings that that we are close to a settlement, and I still believe that is the case, we are waiting for an offer on wages that will wrap up all of the agreed terms and conditions.

The delay is infuriating and disrespectful. We will none-the-less maintain our effort to finalise this negotiation as soon as possible and will report to members shortly on progress.

We are saying goodbye to Rosemary Kelly. Having been a major force in our Union and the Victorian union movement we are sad to see her retire but we thank Rosemary for her tireless and fierce advocacy and work on behalf of members over several decades.

In lighter news, I want to remind members that Friday is a public holiday.

We want to thank every single member working on the public holiday for making sure we have access to world-class healthcare, especially amid furloughs and increasing COVID-19 cases and hospitalisations.

On a final note, our new telephone system is fully operational so members can ring us to seek support, advice and assistance with workplace issues. Members can call on:

MSAV: (03) 9623 9623

VPA: (03) 9623 9625

AHP: (03) 9623 9624

As always, you can raise workplace issues by emailing us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

In solidarity  
Paul Elliott  
Secretary

## Thank you Dr Rosemary Kelly

It is with sadness that we say goodbye to Dr Rosemary Kelly who is retiring from the Union.

Rosemary has without doubt made a massive and extraordinary contribution to the Union and the union movement. She has been a tireless and fearless advocate for members since coming to the Union in the 1990s.

Rosemary has been described as an iron fist in a velvet glove, a description we definitely agree with. She has made sure that members' rights aren't trashed while being polite and very patient, even in the face of clear contempt and ridiculous arguments.

Rosemary has always challenged the orthodoxy of management of health services whether they're public, community or private employers; and never backed down when bad management was trying to get away with undermining members' rights. Without her contribution, many of the benefits members enjoy today might not have come about.

As one member described seeing Rosemary in action: *Perhaps what I admire most is her passion. Despite not being a psychologist, she knows psychologists. Watching her elegantly snooker a group of senior psychologists, who were dogmatically resisting providing supervision for all in the last EBA, into admitting that this was actually what happened in practice and what was required was pure poetry.*

She has not only made a significant contribution to our Union, but she was also an important figure when it came to blazing a trail in male-dominated unions as a strong, committed and indomitable force.

Rosemary was also a force not to be trifled with when it came to rooting out and standing up to corruption in the union movement. We will never forget her determination to ensure that members were not taken advantage of by corrupt union officials, regardless of the potential cost or consequences.

Not only that but Rosemary has also made a significant contribution to our superannuation. She has been a diligent and methodical director of Aware Super, pushing for a more sophisticated approach to the investment of members' funds and encouraging investment in more environmentally sustainable investments.

Rosemary will be taking long service leave, which we all agree is very well deserved and long overdue, and following this leave Rosemary will retire from the Union.





**Positions not backfilled?**

**Let us know**

## Union Round Up

### **Monash Health – Change Impact Statement on UKG Dimensions**

The Union has been forwarded a Change Impact Statement from Monash Health regarding UKG Dimensions.

While this seems to be about the simple introduction of software, we have reason to believe this will amount to the reintroduction of Biometric clock on or finger scanning and throw up a number of data security concerns.

We understood that the Department had agreed to a pause in consultation processes owing to the effects of lockdown and Covid more generally upon the Victorian Health workforce – it seems this was only lip service and both the department and Monash intend to require its already exhausted workforce to enter into consultation over Kronos and finger scanning once again.

Please begin discussing this with your managers and colleagues and let us know if there are concerns about the UKG Kronos system and of course finger scanning.

To provide feedback or raise questions 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 reccredited.

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

# 2021 SOLIDARITY RAFFLE

Union Aid Abroad APHEDA  
The global justice organisation of the Australian union movement



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**WWW.APHEDA.ORG.AU/RAFFLE**

Raffle closes 1 October 2021 - Winner drawn 4 October 2021

Support the 2021 Union Aid Abroad-APHEDA Solidarity Raffle to stand with workers around the world striving for justice and decent work!

## Public Holiday Pay

Friday is a public holiday – it's the AFL Grand Final Friday public holiday. A public holiday means public holiday pay so it's important to know if you've been properly paid for the public holiday.

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

# Public Holiday 2021 Payments

Did you work that day?

YES

NO

Are you full-time, part-time or casual?

Would you have worked if it wasn't a public holiday?

Full-time

Part-time

Casual

YES

NO

2 times ordinary pay with a minimum of 4 hours or 1 day and TOIL amounting to the hours worked with a minimum of 4 hours time off.

250% for all work done, minimum of 4 hours' pay

1 day's pay

Do you only work Monday to Friday?

YES

NO

No additional benefit

Are you full-time, part-time or casual?

1 day of ordinary pay or 1 day off

Full-time

Part-time

Casual

Pro-rata payment

No additional benefit

# 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 to help you get the COVID-19 vaccine.

There are lots of questions about the COVID-19 vaccines and no doubt you're getting some friends and family asking you about them because you work in the health system. Sometimes you might not have all the answers.

Check out this great video from the Australian Academy of Science on what you need to know about COVID-19



vaccine - [COVID-19 vaccine: What you need to know](#)

The Australian Academy of Science has some great resources about COVID-19 and the vaccines, which you can access and share with your family and friends. [You can find those resources here.](#)

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 and friends, 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)

## Save the Date: MSAV/HSU #4 Annual General Meetings

The MSAV/HSU Victoria #4 Branch Annual General Meeting will be held on Wednesday 20th October 2021.

The HSU Victoria #4 Branch Annual General Meeting will be held at 12:30pm with the MSAV Annual General Meeting to be held at 1:00pm.

Members can access the [HSU #4 Annual Financial Report 2021 on our website here.](#)



## Contacting the Union

It has been our goal to ensure that the impact on our operations have been minimised throughout the lockdowns and requirements to work from home.

That's why we're happy to let members know that the Union has finalised implementing a new phone system which means that members can ring the Union again to seek support, advice and assistance with workplace issues.

MSAV: (03) 9623 9623

VPA: (03) 9623 9625

AHP: (03) 9623 9624

As always members can raise workplace issues by emailing the Union at [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: Facebook or Twitter posts can now be quietly modified by the government under new surveillance laws

"A new law gives Australian police unprecedented powers for online surveillance, data interception and altering data. These powers, outlined in the Surveillance Legislation Amendment (Identify and Disrupt) Bill, raise concerns over potential misuse, privacy and security.

The bill updates the Surveillance Devices Act 2004 and Telecommunications (Interception and Access) Act 1979. In essence, it allows law-enforcement agencies or authorities (such as the Australian Federal Police and the Australian Criminal Intelligence Commission) to modify, add, copy or delete data when investigating serious online crimes.

The Human Rights Law Centre says the bill has insufficient safeguards for free speech and press freedom. Digital Rights Watch calls it a “warrantless surveillance regime” and notes the government ignored the recommendations of a bipartisan parliamentary committee to limit the powers granted by the new law.

What’s more, legal hacking by law enforcement may make it easier for criminal hackers to illegally access computer systems via the same vulnerabilities used by the government.”

Read the article by James Jin Kang and Jumana Abu-Khalaf in The Conversation at: <https://theconversation.com/facebook-or-twitter-posts-can-now-be-quietly-modified-by-the-government-under-new-surveillance-laws-167263>

## Worth Reading: Wondering what to do with kids in lockdown school holidays? Ideas from a happiness expert

“School holidays are upon us again. In pre-pandemic days, many parents and carers would be busily planning holidays interstate or overseas, booking in play dates, organising day trips or tee-ing up visits to family and friends.

Instead, a significant amount of us are in lockdown (still), living with restrictions and likely working from home.

School holidays may feel like more of the same, and many parents are burned out from trying to work while managing remote learning.

I am an education researcher with a lasting interest in how to blend creativity with educational experiences for children.

If you and the kids are stumped for things to do these holidays, and looking for ways to reconnect after a really trying school term, here are some ideas to try.”

Read the entire article by Narelle Lemon in The Conversation at: <https://theconversation.com/wondering-what-to-do-with-kids-in-lockdown-school-holidays-ideas-from-a-happiness-expert-167798>

## Worth Reading: Rio Tinto accused of providing false information to parliamentary inquiry

“The Wintawari Guruma Aboriginal Corporation (WGAC) has alleged that mining giant Rio Tinto provided incorrect information to an inquiry into the destruction of Aboriginal artefacts.

In a letter to the Commonwealth’s Joint Standing Committee on Northern Australia sent September 8, WGAC Director and acting CEO Tony Bevan wrote that the organisation considers the evidence provided by Rio Tinto “in relation to the disposal of the salvaged Marandoo cultural material to be incorrect”.

“The verbal evidence provided by Rio Tinto is not supported by the confidential documents provided, by us to the Committee, in our Marandoo – State of Shame submission,” he wrote.

The public hearing in question was held on August 27.

The destruction of the Marandoo cultural material has highlighted the inadequacy of the Aboriginal Heritage Act 1972 and the need for major reforms to the regime.

Bevan wrote that the comments from Rio Tinto “clearly sought to downplay the importance of the cultural material disposed and lessen Rio’s involvement and responsibility for what occurred”.

Read the entire article by Giovanni Torre in the National Indigenous Times at: <https://nit.com.au/rio-tinto-accused-of-providing-false-information-to-parliamentary-inquiry/>

## 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.