msav medical scientists association of victoria

ahp association of hospital pharmacists

vpa victorian psychologists association inc

Stat Report 2021/33

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Working for a new Public Sector agreement

We have been patient, extremely patient, and waited to see if an offer would be made.

Unfortunately, we have not received any offer and now the deadline set at last week's members meetings has passed. The results from our survey make it very clear to us that public sector members are extremely frustrated and disappointed with the Andrews Government.

It's not surprising that 73% of respondents to our survey feel they aren't being valued by the Andrews Government with a whopping 94% of respondents indicating they support taking protected industrial action. This was emphasised by the number of comments from members about their frustration over how long negotiations are taking and the sense of betrayal at not being treated like other healthcare workers.

Given an acceptable offer has not been we are left with no choice but to commence work-to-rule. We encourage Public Sector members to begin this from Monday 15 November and suggest the following:

- start work on time, not early,
- finish on time, not stay back and
- take your breaks.

It is unacceptable that the Victorian Government doesn't value your work and sacrifices during the pandemic and refuses to make a fair and reasonable wages offer to finalise 15 months of very difficult negotiations.

We have also been unable to get any resolution on the hospital surge allowance at this point. It is extremely disappointing that the Department of Health is working very slowly to reconsider its current position on the eligibility criteria for the allowance.

In other news, members at NextSense have a new agreement to consider. Members there will have access to the final proposed agreement on Monday with voting on the new agreement opening on 23 November.

There is an opportunity for VPA members to contribute to a Victorian Government survey, which closes on Monday, of all mental health workers in public, community and private settings as part of the roll out of the Royal Commission recommendations. Details of the survey are in *Union Round Up*.

As always, members can contact us with your workplace concerns by calling on 9623 9623 or emailing us at enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary

Union Round Up

NextSense negotiations: Access period opens on Monday

On Monday, members will have access to the final proposed enterprise agreement to formally review ahead of voting. The ***voting period will then open on Tuesday 23 November 2021 for you to cast your ballot*** and decide whether you want to endorse or reject the proposed Agreement.

The MSAV along with our unions have been negotiating the NextSense Agreement since late 2020.

Among other terms negotiated, the new Agreement will include 6 weeks of annual leave (2 weeks to be taken over Christmas closedown), unlimited personal leave and 4 days professional development annually etc.

If you have questions about entitlements or transition in the new classification structure, please contact Lisa at lisaa@msav.org.au

Bargaining at Cabrini

After receiving overwhelmingly positive feedback from members, MSAV has advised Cabrini that we support their offer of a 2% pay rise and putting bargaining off until next year.

Cabrini advise that they are hopeful that you will see the increase in your pay packet in the next cycle.

Please an email to Matt Hammond - matth@msav.org.au - should you have any queries.

Opportunity to share your feedback - Govt Survey open until Next Monday

The Victorian Government is surveying all mental health workers in public, community and private settings as part of the roll out of the Royal Commission recommendations. ***The survey is open until next Monday 15 November 2021.***

Information from the survey will feed into the work currently being done, to help attract, train, support and retain our mental health workforce.

We encourage all members to contribute to the survey and elevate the concerns across our sector.

Take the survey at: https://insightssurvey.kpmg.com.au/wix/3/p227391767413.aspx

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.

Public Holiday Pay

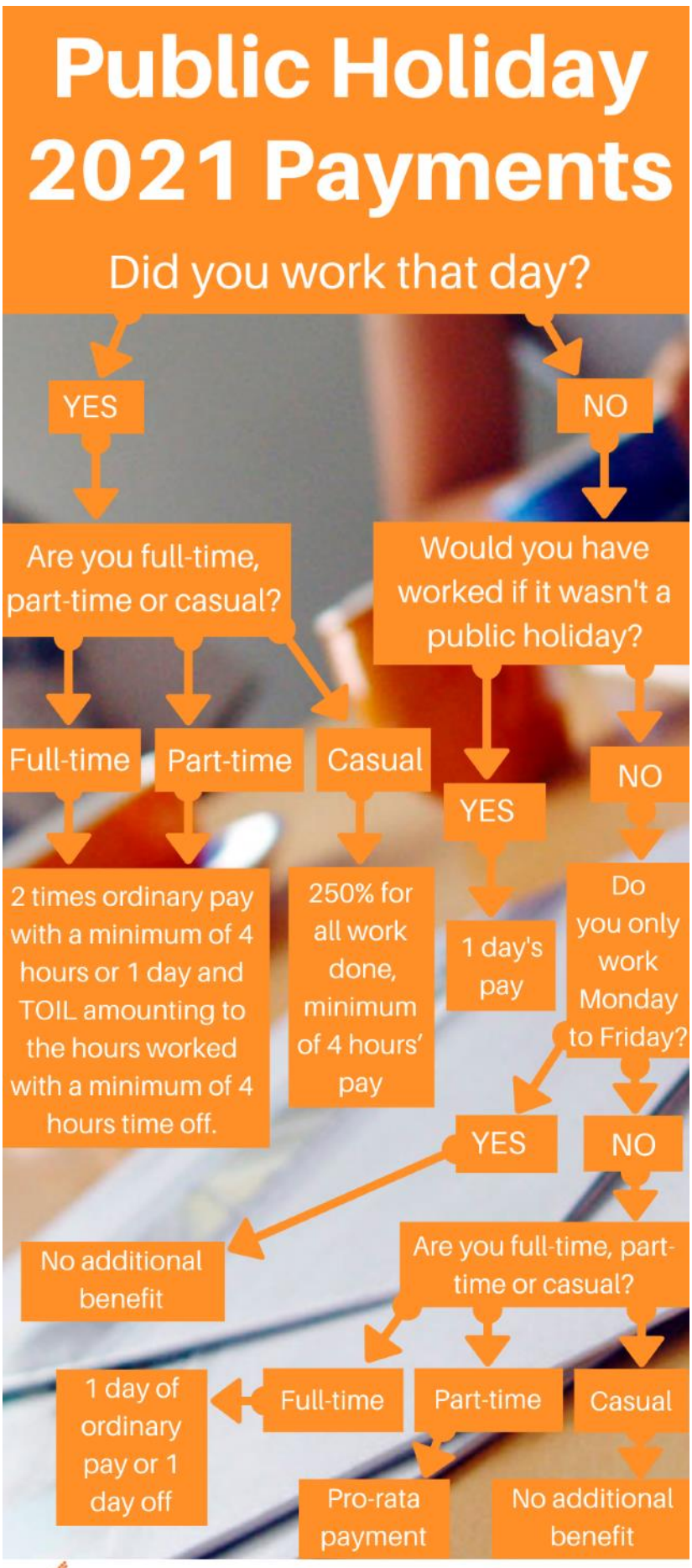
Tuesday last week was Melbourne Cup Day, a public holiday for metropolitan Melbourne.

A public holiday means public holiday pay so it's important to know if you've been properly paid for the public holiday.

Use the flowchart below to help you know what your entitlements are and whether you've been properly paid.

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

Public Holiday 2021 Payments



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COVID-19 Vaccinations

The Union strongly supports members getting a COVID-19 vaccine as soon as you can; after all we support science and the science that's behind the vaccines.

There are special leave provisions available to help you get a 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 support science and the science that stands behind vaccines; as such we believe that to protect yourself, your colleagues, your patients and your family and friends, it's vital to get vaccinated as soon 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

Contacting the Union

Members can ring the Union 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

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: Feel alone in your eco-anxiety? Don't – it's remarkably common to feel dread about environmental decline

"Feeling anxious about the ecological crises we face is entirely understandable, given the enormity of the threats.

Eco-anxiety is sometimes described as a mental health problem. It's not. Eco-anxiety is a rational psychological and emotional response to the overlapping ecological crises we now face.

If you feel this way, you are not alone. We have found eco-anxiety is remarkably common. Almost two-thirds of Australian participants in our recent surveys reported feeling eco-anxiety at least "some of the time".

The response can be triggered by media stories on environmental and climate crises as well as human efforts to combat them. This includes the barrage of media from the United Nations climate conference, or COP26, now underway in Glasgow."

Read the entire article by Teaghan Hogg and Lean O'Brien in The Conversation at:
https://theconversation.com/feel-alone-in-your-eco-anxiety-dont-its-remarkably-common-to-feel-dread-about-environmental-decline-170789

Worth Reading: With our trust stretched, we're in a vortex of 'who knew what, when?'

"Trust is a precious and increasingly rare thing.

Information manipulation, abuse of power and a widening divide between the haves and the have-nots the world over have all eroded trust, in media, in business, in government, in leadership.

In the process, paradoxically, boundaries have become increasingly elastic, as those with power seek to test them even further.

Gaffes that would not have been tolerated before are now absorbed into the 24-hour news cycle, and accepted norms of political behaviour have changed.

Donald Trump pioneered this behaviour at home and abroad, and lately, we've seen it spill out of the domestic realm and into international relations and diplomacy again, amid deal making over submarines with two of Australia's biggest allies."

Read the entire article by Zoe Daniel in The New Daily at: https://thenewdaily.com.au/opinion/2021/11/06/zoe-daniel-morrison-macron-trust/

Worth Reading: No, that's not the law: the danger of using pseudolegal arguments against COVID-19 rules

"Don't want to take a COVID test, wear a mask or get vaccinated? It's pretty easy to find advice telling you you're legally entitled to say no. Unfortunately, this advice is very bad.

The COVID-conspiracy ginger group Reignite Democracy Australia, for example, claims to have "been working with lawyers" to provide template letters "you can use in situations where your personal rights are being encroached on".

These letters state it is illegal for an employer or business to ask you to get tested, wear a mask or show proof of vaccination under the Australian Constitution and the Commonwealth Biosecurity Act 2015."

Read the entire article by Sarah Moulds in The Conversation at: https://theconversation.com/no-thats-not-the-law-the-danger-of-using-pseudolegal-arguments-against-covid-19-rules-170630

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.