



Stat Report 2021/34

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Going home on time is important

Whether you work in community, private or public healthcare, going home on time is important.

Doing unpaid work does very real harm. There are numerous research reports about the very negative impact of doing long hours without taking breaks and the stress of huge workloads. It can lead to mental health issues and real physical impacts including things like heart attacks and strokes.

Not only does unpaid work have a very real and negative impact on your health and well-being, it also means that you're missing out on potentially important family and social events. It means that your favourite hobbies, activities and pastimes are put aside.

These sorts of outlets are vital to maintaining a healthy work-life balance.

The Union has a long history of reminding members about not doing unpaid work. However, we know the level of dedication and commitment members have to their work and ensuring their patients get the best possible care.

We also know members are working with extremely high workloads that remain persistently high.

Often these high workloads are the result of under-staffing and poor management, and in many instances a failure to fill vacancies, to backfill leave or to hire more staff. Even during the pandemic, the Union has had to stare down some health employers who think making changes during a pandemic, which have nothing to do

with dealing with the pandemic, is appropriate; ignoring the extreme work conditions members are now dealing with.

The Union's own *No Pay? No Way!* survey clearly demonstrates there is a lot of work to be done so members can enjoy a better work-life balance.

For people working from home, the pandemic has smashed work-life balance with more people reporting they're working more unpaid hours than they would have before the pandemic struck.

Employees worked on average 6.13 hours of unpaid work each week in 2021, an eight-year high and a 30 per cent increase over the life of the pandemic, -research by the Australia Institute's Centre for Future Work has found.

Given the very real and negative impacts of doing unpaid work, the Union strongly encourages members to make sure they go home on time. It's a simple but powerful way of starting to have a healthier work-life balance. Just a reminder that if you work overtime, even as little as 15 minutes, make sure that you claim it.

I also want to take the opportunity to let members know that after getting all the necessary matters lined up, this morning we lodged the official application for a protected action ballot order for public sector members involved in current enterprise agreement negotiations.

There is little doubt that members are deeply disappointed, frustrated and hurt about where we find ourselves after negotiating in good faith for the last 15 months.

Once the order has been issued by the Fair Work Commission, members will be asked to vote on taking protected industrial action. This is an essential step we must take before we can take protected industrial action. Public Sector members will receive an email tomorrow (Tuesday) with additional information about application process.

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



Positions not backfilled?



Let us know

Union Round Up

Casual workers: Have you been offered casual conversion?

Earlier this year, the National Employment Standards were changed to insert casual conversion provisions.

Additionally, employers were required to assess whether existing casual employees were eligible to be offered permanent employment under the new entitlements by *27 September 2021*.

If you are a casual employee, you should have received correspondence from your employer around this date, offering or denying permanent work.

If you work permanent hours and didn't receive this invitation, or you received advice that your employment would not be converted, get in touch if you would like support. Email enquiry@msav.org.au

NextSense negotiations: Voting opens on Tuesday

Members have had access to the final proposed enterprise agreement to formally review ahead of voting since last Monday. 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

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.

Position Vacant: Organiser / Industrial Officer

The Medical Scientists Association of Victoria is an autonomous component association of Health Services Union - Victoria No 4 Branch. The MSAV represents a range of science qualified health professionals in the public and private health sectors in Victoria.

The MSAV is seeking to recruit an enthusiastic all-rounder to work as part of a small, progressive team. Our team perform a wide range of duties incorporating all facets of both industrial and organising work.

The role includes recruiting and organising members in the public and private sectors, advocacy, negotiations with employers and government, directly representing members in workplace matters, representing the Union in various forums, provision of strategic advice and mentoring staff.

Flexible working hours are available for the right applicant.

NECESSARY EXPERIENCE & QUALIFICATIONS:

- Previous experience as an Organiser or Industrial Officer will be regarded highly
- Experience in the Fair Work Commission and knowledge of industrial instruments and collective bargaining
- Knowledge of the health industry would be an advantage
- Demonstrated commitment to trade union values
- Ability to work as a part of a small industrial team
- Good communication skills
- Experience at recruiting new union members
- Current drivers license
- Demonstrated commitment to the trade union movement is essential
- Tertiary qualifications are desirable.

An attractive salary, including vehicle allowance, will be negotiated with the successful applicant, depending on qualifications and experience.

Applicants should obtain a copy of the Position Description which can be [downloaded from our website](#).

Enquiries may be addressed to Matt Hammond, Assistant Secretary

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: Useful idiots – the accessories to Morrison’s big climate lie

"In a courtroom and in politics, you don't ask a question if you know you won't like the answer.

Maybe that's why the Coalition government hasn't asked Treasury to model climate change costs.

Consultants are different. They generally can be relied on to provide the answer the person paying them wants to hear. And if one consultant won't play the desired tune, there are plenty of others who will.

Consultants are doing extremely well out of Canberra.

The Australia Institute counts more than \$1 billion a year being spent by the Morrison government on consultancies as the public service is increasingly bypassed."

Read the entire article by Michael Pascoe in The New Daily at:

<https://thenewdaily.com.au/finance/2021/11/17/michael-pascoe-useful-idiots-climate-lie-carbon-price/>

Worth Reading: First Nations kids make up about 20% of missing children, but get a fraction of the media coverage

"In Australia, on average, 48 young people under the age of 18 go missing every day.

While First Nations young people make up less than 6% of the Australian population under the age of 18, they comprise around 20% of missing children.

In reality, this rate is likely higher, with information on cultural identity often missing in national missing persons data.

Despite this over-representation in missing person cases, these cases rarely make national, let alone international, headlines.

News coverage of police and community coming together to solve the disappearances and deaths of white children, however, frequently make the front pages and capture the nation. We have been reminded of this again in recent weeks."

Read the entire article by Silke Meyer, Eugene Hyman, Samantha Wild, Wynetta Dewis in The Conversation at:

<https://theconversation.com/first-nations-kids-make-up-about-20-of-missing-children-but-get-a-fraction-of-the-media-coverage-171666>

Worth Reading: No, vaccinated people are not 'just as infectious' as unvaccinated people if they get COVID

"Some recent studies have shown similar peak viral loads in vaccinated people compared to unvaccinated people who contract COVID. This has raised concerns for the efficacy of vaccines for preventing transmission.

How concerned should we be? Are vaccinated people just as contagious as unvaccinated? What does this mean for future plans for reopening?

These studies only show a similar peak viral load, which is the highest amount of virus in the system over the course of the study.

But vaccinated people clear the virus faster, with lower levels of virus overall, and have less time with very high levels of virus present.

Therefore, vaccinated people are, on average, likely to be less contagious."

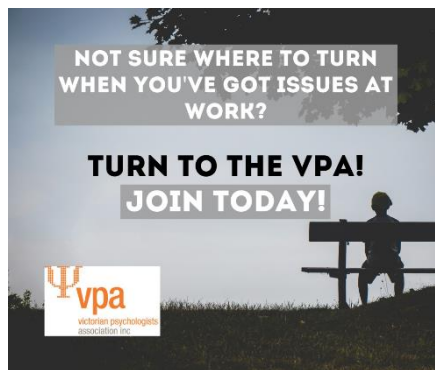
Read the entire article by Jack Feehan and Vasso Apostolopoulos in The Conversation at:

<https://theconversation.com/no-vaccinated-people-are-not-just-as-infectious-as-unvaccinated-people-if-they-get-covid-171302>

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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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.