



Stat Report 2022/13

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Federal election result provides opportunities for reset

It has been said numerous times already this past week, but the federal election result really is a massive shift in our nation's politics.

While some will attempt to downplay and minimise the result, we can be sure that voters want change. This was not just a city or urban phenomenon. Right across the country, there were significant swings against the Liberal National coalition.

Clearly, Victorians, and Australians more broadly, want action on climate change, they want action on gender equality, an integrity commission and they want our politics to be less divisive and more cooperative.

We also know that the election result provides opportunities to reset the nation's priorities.

Having a new Labor government provides an opportunity to have a more coordinated and collaborative approach to dealing with the COVID-19 pandemic; while making sure our healthcare system is able to cope with future pandemics.

It will also mean a change in our approach to dealing with climate change and the health impacts of an already changing climate. It's not just about making sure that Australia ends its reliance on fossil fuels, which will make a significant contribution to improving the health of Australians, but also about how the healthcare sector can better respond to the growing health impacts of climate change.

Importantly, the new Labor government provides an opportunity to reset the industrial relations landscape.

It provides us an opportunity to address national workplace manslaughter laws, the very real problem of wage theft and gendered violence in our workplace. We should expect to see the Labor government move to fully

implement the recommendations from the Human Rights Commission's Respect @ Work report on sexual harassment.

Just as importantly, we will hopefully see a fundamental reset of the enterprise bargaining provisions of the Act to restore balance and allow Unions to negotiate real wage increases and improve conditions.

It also means we can start tackling the growing levels of insecure, precarious work which was actively pursued and supported by the Morrison government.

The new Labor government has a lot of issues to deal with and only time will tell how they go about resetting the nation's priorities. However, all Unions will be actively working to ensure that the new Labor government addresses these pressing issues.

With the election over, I want to highlight Injured Workers Day.

Injured Workers Day seeks to create a platform for visibility and solidarity for all injured workers and on 1st June we will be joining with other unions to mark the day and encourage members to get involved. There are more details about Injured Workers Day in this edition of STAT Report.

I also want to remind members that the end of the financial year is approaching.

Our team are busily preparing for it. Members who are paying their membership fees by annual subscription should expect to receive a subscription invoice in early June. There is more information about membership fees and the end of financial year in this edition of STAT Report.

Make sure you contact us if you're experiencing issues at work by calling on 9623 9623 or emailing us at enquiry@msav.org.au

In solidarity
Paul Elliott
Secretary

EOFY and Memberships

Members paying union fees by manual annual subscription will be receiving the upcoming subscription invoice for the 2022/2023 FY in early June 2022 via email.

Members who have not yet paid their current 2021/2022 FY subscription, or haven't received an invoice, please contact Anastasia at anastasiap@msav.org.au or call 9632 9623 to receive another one or to pay by credit card over the phone.

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 from maternity leave, 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/statements for the current financial year early July 2022. Direct Debit payments for the 2022/2023 financial year 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 on our membership portal.

The membership portal allows you to update your membership details, download your PI Insurance certificate and tax receipts when it comes time to prepare your tax return.

Members can also submit a support request to our industrial team or our membership team when required.

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>



Union Round Up

Forensicare bargaining

Good news - we have continued to meet with Forensicare to draft the new Agreement which will cover psychologists.

Forensicare has this week agreed to accept the clauses which have been negotiated for psychologists in the Public Health negotiations.

With this matter resolved, we are now on track to finish the drafting in the next couple of weeks.

We will soon be able to provide members with information about the timetable for the access period and voting.

Public Sector Bargaining and Maternity Leave

Numerous members have contacted the Union over the last few weeks about their maternity leave entitlement as bargaining for a new Public Sector agreement continues.

The Union's advice is that members should apply for their current existing leave entitlement of 10 weeks and once the new agreement is in place, to apply for the additional 4 weeks. Health services will not be able to refuse as the maternity leave entitlement is part of the Union's heads of agreement, which back-dates pay and leave entitlements to December 2021.

If you have any questions, contact the Union at enquiry@msav.org.au

VPA PI Insurance now covers Private Practice

One of the benefits of joining the Victorian Psychologists Association is that membership includes Professional Indemnity Insurance.

The VPA always works to ensure members have the best possible Professional Indemnity Insurance. To keep up with changes in the insurance landscape, we've changed our coverage provider and policy.

One of the biggest changes, and one that we're really excited about, is that our **new policy covers members working in private practice!**

The new policy includes some important changes, including:

- The new policy now includes cover for private practice, where the private practice income does not exceed \$100,000 per annum
- Complaints to AHPRA, coronial inquiries, investigations etc are covered with maximum legal costs of \$100,000
- The policy includes cover for claims of 'Abuse' including sexual harassment, provided that the insurer will not pay where the accused is found to have committed the abuse. It covers legal costs of up to \$500,000

- All other complaints of professional malpractice leading to 'bodily injury' – the definition of which includes mental anguish, mental injury – is covered for up to \$2,000,000, including legal costs and compensation.
- There is run-off cover for 7 years, as required by AHPRA

Don't worry, the new Professional Indemnity Insurance policy meets the Psychology Board of Australia registration requirements and AHPRA's requirements for insurance coverage.

As a member you get access to **professional advice** and assistance with workplace issues, **representation** in the negotiation of workplace agreements, **advocacy** for the profession, and, among other things, Professional Indemnity Insurance.

By maintaining your VPA membership you will always be covered whether you work in community, public or private practice.

The VPA delivers members fantastic value. Share this great news with your colleagues so more of Victoria's psychologists can be covered at work.

Covering private practice is a major change we're proud and excited about! It's another way we're keeping members covered at work.

The new Professional Indemnity Insurance policy is provided by Tego, a specialist healthcare indemnity underwriter.

Injured Workers Day 2022

Injured Workers Day is a new movement that seeks concrete change for injured workers. Join us for our third, annual Injured Workers Day event on 1st June.

Our fight for better conditions for injured workers is very important and the bigger the day is, the better! Together we can win the fight for a WorkCover system that works for injured workers.

This year we're hosting events in 3 cities across Victoria: Melbourne, Bendigo and Ballarat.

Join us on 1 June from 12:30pm at Melbourne for a BBQ, and 12:30pm in Bendigo and Ballarat for a morning tea – [sign up here so they know how many people to cater for](#).

Attendees in Melbourne will join in Solidarity Hall for presentations from injured workers, WorkCover experts and other guest speakers. Attendees from Bendigo and Ballarat will be able to watch the presentations on the livestream.

If you can't make it on the day, don't worry! [We'll be livestreaming the event on Facebook](#).

Developed in early 2020 by Australian injured workers with the support of trade unions and other organisations, Injured Workers Day seeks to create a platform for visibility and solidarity for all injured workers.

We are seeking changes to workplace legislation and want to secure political commitments for change.

We are aiming to create recognition for families, spouses and children of injured workers, who in many instances become primary caregivers and share in the associated psychological trauma, which can be further exacerbated by financial hardship that results from long term incapacity.

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. [You can join quickly and easily here.](#)

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: Cases are high and winter is coming. We need to stop ignoring COVID

"In a poll conducted by the Guardian in August of 2021 about the number of deaths Australians would be willing to accept as restrictions eased, only 3% of respondents felt that 5,000 or more COVID-related deaths per year would be acceptable.

Sadly we have surpassed that milestone in the first four months of this year alone.

Each day, an average of 45,000 Australians are reporting cases of COVID, a number that is rising and likely a substantial underestimate.

Yet where are the sensible public health measures to stem the tide of illness and death?"

Read the entire article by Nancy Baxter in The Conversation at: <https://theconversation.com/cases-are-high-and-winter-is-coming-we-need-to-stop-ignoring-covid-183218>

Worth Reading: Lifting the minimum wage is anything but reckless – it's what low earners need

"Stand by for something "reckless and dangerous".

That's what former prime minister Scott Morrison said Prime Minister Anthony Albanese would be if he asked the Fair Work Commission to grant a wage rise big enough to cover inflation. It would make Albanese a "loose unit" on the economy.

Yet Albanese and his industrial relations spokesman Tony Burke are preparing to do just that ahead of the commission's deadline of June 7, in time for the increase to take effect on July 1.

The increase would amount to a dollar an hour, lifting Australia's minimum wage from A\$20.33 an hour to A\$21.36. New Zealand has just lifted its minimum from NZ\$20.00 to NZ\$21.20."

Read the entire article by Peter Martin in The Conversation at: <https://theconversation.com/lifting-the-minimum-wage-is-anything-but-reckless-its-what-low-earners-need-183643>

Worth Reading: A fossil tooth places enigmatic ancient humans in Southeast Asia

"What do a finger bone and some teeth found in the frigid Denisova Cave in Siberia's Altai mountains have in common with fossils from the balmy hills of tropical northern Laos?

Not much, until now: in a Laotian cave, an international team of researchers including ourselves has discovered a tooth belonging to an ancient human previously only known from icy northern latitudes – a Denisovan.

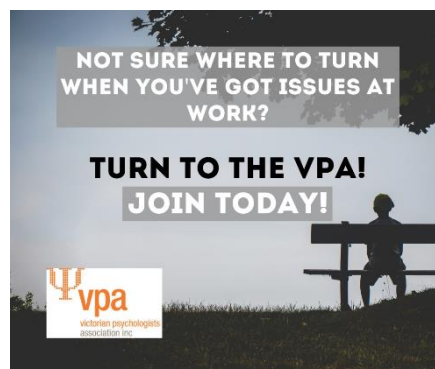
The find shows these long-lost relatives of Homo sapiens inhabited a wider area and range of environments than we previously knew, confirming hints found in the DNA of modern human populations from Southeast Asia and Australasia."

Read the entire article by Kira Westaway, Mike W Morley and Renaud Joannes-Boyau in The Conversation at: <https://theconversation.com/a-fossil-tooth-places-enigmatic-ancient-humans-in-southeast-asia-179290>

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 to join in [register for Member Benefits now.](#)

Please note that Member Benefits is run by the ACTU



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