



Stat Report 2022/15

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Public Sector members' meeting – EBA update

This week the Union met with Public Sector members from across the State to discuss the new public sector agreement and where we are up to with it and the process for the agreement to be approved and more importantly come into effect.

The meeting was very well attended with members zooming in from regional Victoria and metro Melbourne. I'd like to thank members for turning up in large numbers.

The Union reported the status of bargaining, including drafting, the approval processes post drafting, member vote and Fair Work Commission approval.

The takeaway from the meeting is that there is a little way to go to get the agreement approved and it coming into effect. We are on the verge of finalising the draft Agreement, which has been longer and more difficult than we expected.

We reminded members that there has been no change to the agreed operative dates for increases so backpay entitlements from 1 July 2021 remain in place.

In other big news, Australia's union movement has secured a major increase in the minimum wage with the support of the new Albanese Labor government.

The increase demonstrates that the Fair Work Commission has accepted the dire situation low paid workers are facing. It represents a rejection of the former federal LNP government's arguments about minimising increases to the minimum wage as potentially increasing inflation. It also is a repudiation of business leaders who expect

minimum wage workers to have a lower standard of living rather than addressing the disparity between real wages and the cost of living.

It will make a significant difference to the lives of millions of people who rely on award rates and the minimum wage and helps to restore a belief that the Federal Government should act in ways to protect our lowest paid members of the community.

It is also pleasing to see the new Albanese Labor government committing to take action to legislate 10 days' paid family and domestic violence leave into the National Employment Standards.

Members already have access to paid family and domestic violence leave through our agreements, but it now means there will be a basic minimum entitlement for all workers in Australia.

It is pleasing that the new federal government has made clear moves to improve the lives of working Australians.

I also want to remind members that Monday was a public holiday, which means public holiday pay. More information about how your public holiday pay should be calculated is included in this edition of STAT Report.

Annual Subscription Invoices Reminder

Finally, invoices for Annual Subscription paying members for the 2022/2023 Financial Year have now been emailed.

Please contact Anastasia at anastasiap@msav.org.au or call 9623 9623 if you have not received one or if your work hours have changed.

Please note, there are just 2 weeks left to pay by the 30th of June if you wish to claim on this Financial Year's tax.

If you're experiencing issues at work, please get in contact with us by calling on 9623 9623 or emailing 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

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

Membership fees from 1 July 2022

MSAV SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

<u>Full Time Subscription</u> (over 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$638.60	\$70.95	\$709.55
<u>Direct Debit (per month)</u>	<u>\$ 53.22</u>	<u>\$ 5.91</u>	<u>\$ 59.13</u>

<u>Part Time Subscription</u> (8 to 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$383.00	\$42.55	\$425.55
<u>Direct Debit (per month)</u>	<u>\$ 31.91</u>	<u>\$ 3.55</u>	<u>\$ 35.46</u>

<u>Sessional Subscription</u> (Less than 8 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$196.79	\$21.86	\$218.65
<u>Direct Debit (per month)</u>	<u>\$16.40</u>	<u>\$1.82</u>	<u>\$ 18.22</u>

<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$ 84.42	\$ 9.38	\$ 93.80
<u>Direct Debit</u>			<u>\$ 7.82</u>

VPA SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

<u>Full Time Subscription</u> (over 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$638.60	\$70.95	\$709.55
<u>Direct Debit (per month)</u>	<u>\$ 53.22</u>	<u>\$ 5.91</u>	<u>\$ 59.13</u>

<u>Part Time Subscription</u> (8 to 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$383.00	\$42.55	\$425.55
<u>Direct Debit (per month)</u>	<u>\$ 31.91</u>	<u>\$ 3.55</u>	<u>\$ 35.46</u>

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<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$ 84.42	\$ 9.38	\$ 93.80
<u>Direct Debit</u>			<u>\$ 7.82</u>

<u>Student Subscription</u>	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$ 32.22	\$ 3.58	\$ 35.80

<u>Private Practice Subscription</u>	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$290.90	\$32.32	\$323.22
<u>Direct Debit (per month)</u>	<u>\$ 24.25</u>	<u>\$ 2.69</u>	<u>\$ 26.94</u>

AHP SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

<u>Full Time Subscription</u> (over 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$638.60	\$70.95	\$709.55
<u>Direct Debit (per month)</u>	<u>\$ 53.22</u>	<u>\$ 5.91</u>	<u>\$ 59.13</u>

<u>Part Time Subscription</u> (8 to 24 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$383.00	\$42.55	\$425.55
<u>Direct Debit (per month)</u>	<u>\$ 31.91</u>	<u>\$ 3.55</u>	<u>\$ 35.46</u>

<u>Sessional Subscription</u> (Less than 8 hours per week)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$196.79	\$21.86	\$218.65
<u>Direct Debit</u>	<u>\$16.40</u>	<u>\$1.82</u>	<u>\$ 18.22</u>

<u>Pre-Registration Subscription</u>	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$ 113.90	\$ 12.66	\$ 126.56

<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)	Subs/Rate	GST (10%)	<u>Total Payable</u> (Inc. GST)
Annual Subscription	\$ 84.42	\$ 9.38	\$ 93.80
<u>Direct Debit</u>			<u>\$ 7.82</u>

Public Holiday Pay

Monday was designated as the Queen's Birthday and with a public holiday comes, public holiday pay.

Here's how your public holiday pay should be calculated:

For time worked on a public holiday occurring on a weekday, the pay rate is 200% of the normal rate. For time worked on public holidays on a weekend day, the rate is 250% of normal pay. For casuals, the loading is paid on top of these rates.

For days not worked, it gets a bit more complex.

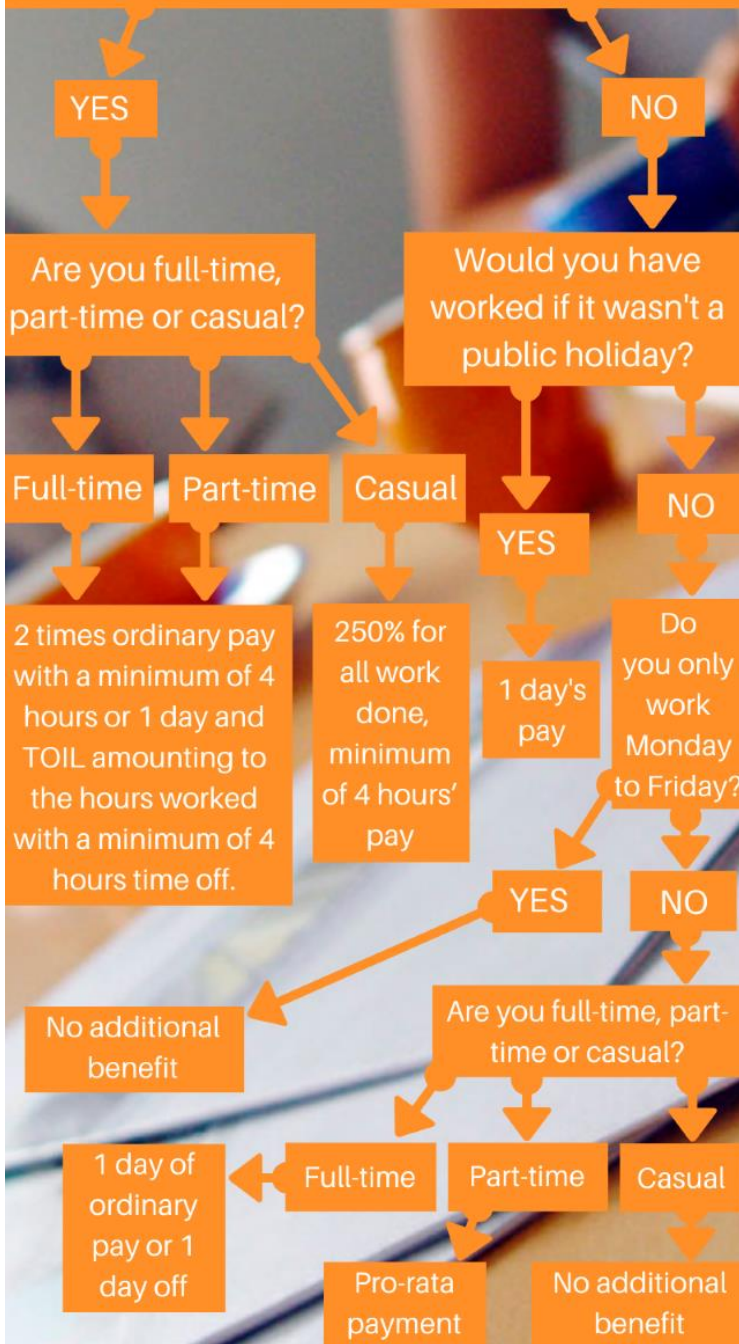
- Full-timers and part-timers who only work Monday-Friday get no benefit for a public holiday on a Saturday or Sunday.
- Full-timers and part-timers who only work Monday-Friday get a normal day's pay for a public holiday on a weekday that they would normally work.
- Full-timers who work the roster and have an RDO on a public holiday receive an additional day's pay or a day in lieu (your choice)
- Part-timers who work weekends get pro-rata pay according to the formula in the table for public holidays occurring on a day which they would not normally work.
- Part-timers who work **weekdays only** get pro-rata pay for weekday public holidays occurring on a day which they would not normally work
- Casuals receive no payment for not working on public holidays.

The flow chart below provides a visual representation.

While this mostly applies to members working in the Public Sector, if you work in the Community and Private sectors, contact the Union to ensure that you have received the correct public holiday pay – contact the Union at enquiry@msav.org.au

Public Holiday 2022 Payments

Did you work that day?



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.

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>

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: Bunnings, Kmart and The Good Guys say they use facial recognition for 'loss prevention'. An expert explains what it might mean for you

"Once the purview of law enforcement and intelligence agencies, facial recognition is now being used to identify consumers in Australian stores.

If you've seen the movie *Minority Report*, you'll remember how Tom Cruise's character John Anderton is identified through iris recognition to perform his duties, and later tracked with it when he's a wanted man. When he replaces his eyes to evade identification, Anderton is bombarded with advertisements targeting his new assumed identity.

This once-futuristic idea from a movie could soon be a reality in our lives. An investigative report published by consumer magazine *Choice* reveals three major retailers (out of 25 queried), Kmart, Bunnings and The Good Guys, have admitted using facial recognition technology on customers for "loss prevention".

The companies say they advise consumers of the use of the technology as a condition of entry. But do consumers really know what this entails, and how or where their images could be used or stored?"

Read the entire article by Dennis B Desmond in *The Conversation* at: [https://theconversation.com/bunnings-
kmart-and-the-good-guys-say-they-use-facial-recognition-for-loss-prevention-an-expert-explains-what-it-might-mean-for-you-185126](https://theconversation.com/bunnings-kmart-and-the-good-guys-say-they-use-facial-recognition-for-loss-prevention-an-expert-explains-what-it-might-mean-for-you-185126)

Worth Reading: If you're renting, chances are your home is cold. With power prices soaring, here's what you can do to keep warm

"If you're feeling the cold this winter, you're not alone. About a quarter of all Australians have trouble keeping their homes warm enough in winter. That figure is likely to soar this year, due to poor quality housing and the rapidly escalating energy crisis.

Renters are particularly at risk, but our research has shown many home owners are in the same boat as well. We've collected data over the last few years on how many Australians have cold homes, find it difficult to stay warm, and can't afford their heating bills.

What counts as cold? The World Health Organization recommends a minimum home temperature of 18°C for health and wellbeing. About a fifth of Australian renters, for example, have cold homes. Our current research has shown this applies to home owners as well, with 26% of people across all housing types unable to stay warm at least half of the time during winter."

Read the entire article by Cynthia Faye Isley, Emma Baker, Lyrian Daniel and Trivess Moore in *The Conversation* at: <https://theconversation.com/if-youre-renting-chances-are-your-home-is-cold-with-power-prices-soaring-heres-what-you-can-do-to-keep-warm-184472>

Worth Reading: Minimum wage increase a rare bright spot for workers

"The decision by the Fair Work Commission to increase the minimum wage by 5.2 per cent is a rare bright spot for workers in what has been a terrible decade for wage increases.

This increase represents an extra \$1.05 per hour or about \$40 per week for someone working full time.

About 2.3 million workers are on the minimum wage, or paid on awards that are linked to the minimum wage.

All up about a third of workers are either on the minimum wage or an award, individual contract or enterprise agreement that is linked to the minimum wage.

Wages have been stagnant for almost a decade."

Read the entire article by Matt Grundnoff in The New Daily at:

<https://thenewdaily.com.au/opinion/2022/06/16/minimum-wage-increase-workers/>

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



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.