



## Stat Report 2022/16

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### Victoria's health system and workforce under enormous pressure

An unspoken issue facing Victoria's healthcare system is the continued strain it's under because of the impact of a larger than usual surge in people presenting with colds and flus, the colder months having arrived alongside the ongoing COVID-19 pandemic.

The entire sector is under enormous pressure. Workload/understaffing pressures are severely impacting private health, pathology, aged care and disability in exactly the same way public health is being impacted.

With such a confluence of issues, there will be a strong temptation to work through meal and rest breaks or come in early and stay after the shift ends.

I know how committed and dedicated members are to delivering their very best each shift to ensure patients get the best care we can deliver but we have to remember that regularly working extra hours is a very significant cause of workload stress and injury.

The Union's concern is not just that members won't be remunerated for their commitment and dedication, it also puts members' mental and physical health at risk.

We know there is a lot of stress and anxiety with the enormous workloads while dealing with a pandemic. Working under such conditions has a very real impact on your physical and mental health and well-being.

There is a growing extensive amount of research into the impacts of high workloads and unpaid work as contributing to the poor health and well-being of workers in healthcare.

We're not advocating that you don't put in your best, however we are advocating that you put your health first in order to be able to properly care for patients.

That means taking your meal and rest breaks and making sure that you leave on time when your shift ends.

It's easy under the circumstances we face in delivering world-class healthcare to forget there is good news around.

The Union has some very good news for members at Monash IVF. After lengthy negotiations Monash IVF has agreed to increase wages by 14% over 4 years. This is a significant win for members who campaigned relentlessly for it.

The Union congratulates Monash IVF members who demonstrated that through collective action, they could achieve such a great outcome for themselves and their colleagues.

More about this great win for Monash IVF members is covered in *Union Round Up*.

We also want to remind members in the Community Sector about upcoming bargaining for your new Enterprise Agreement. Matt and Lisa have more about this in *Union Round Up*.

Finally, I want to cover the mandatory flu vaccination.

There has been a change this year, with the Secretary of the Department of Health mandating flu jabs for the health workforce. He has done this utilising the powers granted to him by parliament in 2020 under the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020.

This directive effectively covers all or most of our members as it requires health care workers who come into contact with patients, blood, body substances, or respiratory droplets to be vaccinated by August 15 and annually thereafter.

As with COVID-19 vaccinations, there is very little wriggle room for not getting vaccinated.

The Union will be seeking to meet with the new Victorian Health Minister, Mary-Anne Thomas as soon as possible to discuss the ongoing pandemic, workloads and impacts on members, among a range of other issues.

### **Annual Subscription Invoices Reminder**

The end of the financial year is this Thursday. Invoices for Annual Subscription paying members for the 2022/2023 Financial Year have already been emailed.

Please contact Anastasia at [anastasiap@msav.org.au](mailto:anastasiap@msav.org.au) or call 9623 9623 if you have not received one or if your work hours have changed.

Please note, by paying by the 30th of June you can claim it 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](mailto: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](mailto: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](mailto: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

### **Community Sector Bargaining**

Bargaining in community health will commence shortly.

The first step of the bargaining process will be a member survey to seek your views about what you want out of a new agreement.

Traditionally we have looked to keep pay and conditions in community health as close as possible to the public sector.

In the last round of bargaining, that meant pursuing an extra week of annual leave as a key employment condition.

Not every community health employer agreed to the extra week of leave last time, so there's some unfinished business to resolve in this round of bargaining.

This is the time to start thinking about what matters to you, what challenges you might be facing, and how we can bargain together to improve your conditions at work.

You tell us what should be on the list!

We'll be in contact soon with a member survey and to schedule member meetings.

### **Monash IVF**

We last met as a Union on Tuesday 7 June. At this meeting, members shared their frustration about the existing wage offer of 11%. Members agreed to ask for a 14% wage increase.

We can now confirm that Monash IVF has agreed to increase wages by 14%, as outlined below:

- 1 July 2022 – 2%
- 1 January 2023 – 2%
- 1 July 2023 – 3% - professional subsidy phased in at this point, increase of non-cumulative personal leave (from 2 to 5 days) phased in at this point
- 1 July 2024 – 3.5%
- 1 July 2025 – 3.5%

The Union has been provided with a revised draft Agreement which includes all proposed and updated clauses.

Over the next week, we will closely review the entire draft Agreement and will provide final comments and proposed drafting edits to Monash IVF to ensure clauses reflect what has been negotiated.

The Union understands that Monash IVF will contact all workers, later this week/early next week, to share the offer and will include a copy of the proposed draft Agreement for everyone to see/consider/review.

Then, we step through the voting and approval process. We will provide members more information about this shortly.

Congratulations to all members who continued to push for this increased offer.

We only achieved this outcome, because members continued to raise concerns, share feedback and campaigned for increases – thank you!

If you have any questions, please contact Lisa at [lisaa@msav.org.au](mailto:lisaa@msav.org.au) or at 03 9623 9623

## **Genesis Bargaining**

Genesis has made Medical Physicists a wage offer in bargaining, of between 4% and 6% across a 4-year Agreement.

The Union strongly believes that this isn't good enough; it doesn't value the workforce, it doesn't reflect the rising cost of living and doesn't recognise increasing work demands.

Members came together last week to share their feelings about the offer and to decide as a group, how to respond.

A counter-offer has been prepared and we are now in the process of engaging with Genesis to negotiate on behalf of members. Watch this space!

Please direct any questions you have to Lisa at [lisaa@msav.org.au](mailto:lisaa@msav.org.au)

## **Mandatory Flu Vaccinations**

Members have been contacting the Union recently about their requirement to be vaccinated against the flu.

There has been a change this year, with the Secretary of the Department of Health mandating flu jabs for the health workforce. He has done this utilising powers granted to him by parliament in 2020 under the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020.

This directive effectively covers all or most of our members as it requires health care workers who come into contact with patients, blood, body substances, or respiratory droplets to be vaccinated by August 15 and annually thereafter.

As with COVID-19 vaccinations, there is very little wriggle room for not getting vaccinated.

If you want all the details, click on this link: [Vaccination for healthcare workers](#)

## **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](mailto:enquiry@msav.org.au)

## **Promoting the Union in your workplace**

The Union is stronger with more members. Having more members means we have a more powerful voice. One of the best ways of increase the Union's membership is through members like you.

Putting up posters in your workplace, sharing STAT Report with colleagues and mentioning they have a Union that advocates for them, lobbies for them and provides professional industrial advice and assistance are great ways of helping the Union grow its membership.

We can help you with posters, social media content and more or if you want to suggest an idea for material that would work for your workplace, contact Alex on (03) 9623 9623 or at [alexs@msav.org.au](mailto:alexs@msav.org.au)

## **Research participation request - attitudes to alcohol consumption**

The La Trobe University Centre for Alcohol and Policy Research has approached the Union regarding a current study they are undertaking into attitudes toward non-drinkers in Australia.

The expected benefit of this research project is new knowledge to inform social policies relating to alcohol consumption and treatment.

The research team are specifically looking for male and male identifying drinkers aged 18-50 years to complete the 10-minute survey using the link below.

The link contains a full research ethics statement including participant privacy. Anyone who completes the survey could win one of four \$50 Coles vouchers.

<https://nondrinkers2022.questionpro.com>

## **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%)	Total Payable (Inc. GST)
Annual Subscription	\$638.60 \$70.95	<b>\$709.55</b>
Direct Debit (per month)	\$ 53.22 \$ 5.91	<b>\$ 59.13</b>

<u>Part Time Subscription</u> (8 to 24 hours per week)			
Annual Subscription	\$383.00	\$42.55	<b>\$425.55</b>
Direct Debit (per month)	\$ 31.91	\$ 3.55	<b>\$ 35.46</b>

<u>Sessional Subscription</u> (Less than 8 hours per week)			
Annual Subscription	\$196.79	\$21.86	<b>\$218.65</b>
Direct Debit (per month)	\$16.40	\$1.82	<b>\$ 18.22</b>

<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)			
Annual Subscription	\$ 84.42	\$ 9.38	<b>\$ 93.80</b>
Direct Debit			<b>\$ 7.82</b>

## VPA SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

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

<u>Part Time Subscription</u> (8 to 24 hours per week)			
Annual Subscription	\$383.00	\$42.55	<b>\$425.55</b>
Direct Debit (per month)	\$ 31.91	\$ 3.55	<b>\$ 35.46</b>

<u>Sessional Subscription</u> (Less than 8 hours per week)			
Annual Subscription	\$196.79	\$21.86	<b>\$218.65</b>
Direct Debit (per month)	\$16.40	\$1.82	<b>\$ 18.22</b>

<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)			
Annual Subscription	\$ 84.42	\$ 9.38	<b>\$ 93.80</b>
Direct Debit			<b>\$ 7.82</b>

<u>Student Subscription</u>			
Annual Subscription	\$ 32.22	\$ 3.58	<b>\$ 35.80</b>

<u>Private Practice Subscription</u>			
Annual Subscription	\$290.90	\$32.32	<b>\$323.22</b>
Direct Debit (per month)	\$ 24.25	\$ 2.69	<b>\$ 26.94</b>

## AHP SUBSCRIPTION RATE FOR 2022/2023 FINANCIAL YEAR

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

<u>Part Time Subscription</u> (8 to 24 hours per week)			
Annual Subscription	\$383.00	\$42.55	<b>\$425.55</b>
Direct Debit (per month)	\$ 31.91	\$ 3.55	<b>\$ 35.46</b>

<u>Sessional Subscription</u> (Less than 8 hours per week)			
Annual Subscription	\$196.79	\$21.86	<b>\$218.65</b>
Direct Debit	\$16.40	\$1.82	<b>\$ 18.22</b>

<u>Pre-Registration Subscription</u>			
Annual Subscription	\$ 113.90	\$ 12.66	<b>\$ 126.56</b>

<u>Non Working Subscription</u> (Parental Leave, overseas, interstate, retired)			
Annual Subscription	\$ 84.42	\$ 9.38	<b>\$ 93.80</b>
Direct Debit			<b>\$ 7.82</b>

# VPA PI Insurance includes cover for 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](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. [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>

## CAHA's first Healthy Conversation - Thursday

Starting this month, CAHA is running an online webinar series called Healthy Conversation.

These webinars will be monthly forums which bring our community together to learn, discuss and exchange ideas on all things climate and health.

Our first Healthy Conversation will cover the basics of talking about climate change in a health workplace with patients, colleagues and managers. Our Communications Manager Remy Shergill will host the conversation with:

Dr Kate Wylie, GP and founder at Climate Medicine  
Carol Ride, founder / executive director at Psychology for a Safe Climate  
Dr Ben Dunne, cardiothoracic surgeon at Royal Melbourne Hospital

**Details: Thursday 30 June from 12-1pm AEST. [RSVP now](#)**

## 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: Burney and Albanese must take reins to repair damage on Indigenous human rights

"The recent Federal election has raised the stakes on Australia's engagement and standing in international Indigenous human rights.

This is one we should celebrate and also leverage, increasing respect for the UN Declaration of the Rights of Indigenous Peoples in all areas of life and affecting our lives as Indigenous peoples.

Last year, on December 10, being Human Rights Day, the UN committee on the Elimination of Race Discrimination accepted a communication from senior Aboriginal cultural elders and leaders about the WA Heritage Act 2020 which entrenches race discrimination and continues to facilitate and place at risk Aboriginal heritage and culture."

Read the entire article by Dr Hannah McGlad in the National Indigenous Times at:

<https://www.nit.com.au/burney-and-albanese-must-take-reins-to-repair-damage-on-indigenous-human-rights/>

## Worth Reading: Hospital funding deal sets a tight deadline for real reform, and the clock's ticking

"At the urging of the premiers, Prime Minister Anthony Albanese on Friday agreed to extend current public hospital funding until the end of the year.

The federal government will keep paying for 50% of new costs, up from the usual 45% in pre-pandemic times. The limit on how much costs can go up each year has also been suspended. The extension will cost A\$760 million.

The premiers have long argued for a permanent 50:50 share of new public hospital costs. They have pointed to growing demand for hospital care, new costs from the pandemic, and the fact that states only get about one third of the nation's taxes.

The decision kicks the can down the road. In the next few months, the prime minister and premiers will need to forge a new deal for health reform that breaks a long-standing stalemate."

Read the entire article by Peter Breadon in The Conversation at: <https://theconversation.com/hospital-funding-deal-sets-a-tight-deadline-for-real-reform-and-the-clocks-ticking-185296>

## Worth Reading: The climate crisis is hitting the planet's working classes the hardest and they know it

"“What do you mean, ‘why am I working in this heat?’ If I don’t work, we will die of hunger.”

That was how Shiv Kumar Mandal, a Delhi rickshaw driver, explained why he continued to transport passengers during a prolonged and horrific temperature spike that experts attribute to global heating.

Mandal, one presumes, does not consider planetary warming a topic relevant only to the rich.

Yet, in the wake of the Australian federal election, we’re hearing versions of that claim again and again and again.”

Read the entire article by Jeff Sparrow in The Guardian at:

<https://www.theguardian.com/commentisfree/2022/jun/18/the-climate-crisis-is-hitting-the-planets-working-classes-the-hardest-and-they-know-it>

## 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](#)

## Union Member Benefits

As a Union member you get access to some great benefits.

Motor vehicles, rental cars, cameras, computers, travel, accommodation, entertainment, wine, gift cards, jewellery, insurance and health products are just some of the categories covered with great deals for union members.

Getting access to UnionShopper discounts is free to all members of the MSAV, VPA or AHP – that means you!

[Visit UnionShopper and sign up.](#)

\*Member Benefits has wound up with UnionShopper being the preferred provider of discounts for union members. Members who used Member Benefits will have to sign up at UnionShopper

*Please note that UnionShopper is not run by the MSAV, VPA or AHP*



## 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.