



Stat Report 2022/17

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Celebrating NAIDOC Week

We're celebrating NAIDOC Week this week which is celebrated from 3 to 10 July.

This year's theme is 'Get Up! Stand Up! Show Up!'.

It encourages all of us to champion change and to educate ourselves about Aboriginal and Torres Strait Islander people, communities and culture, while celebrating those who have driven and led change in Aboriginal and Torres Strait Islander communities over generations.

NAIDOC Week is an excellent opportunity for all Australians to participate in celebrations of the oldest, continuous living cultures on Earth.

One way to start is to research what lands you live on and work on. By doing this, you can start reading up about those lands and the people that cared for those lands.

There are lots of ways you can show your support today and every day.

Being NAIDOC Week, it's a great opportunity for the Union to reaffirm our commitment and support for Aboriginal and Torres Strait Islander people and culture through developing a reconciliation plan.

Note that management committees of both the MSAV and HSU 4 Branch in their June 2021 meetings very proudly adopted resolutions of support for the Uluru Statement from the Heart and support for an indigenous voice to our national Parliament to be adopted as a constitutional reform.

If members who identify as Aboriginal and/or Torres Strait Islander are interested, please contact us so that we can develop our reconciliation plan together. In the first instance please let Alex know you're interested at alexs@msav.org.au

Members can learn more about NAIDOC Week and how to show your support at: <https://www.naidoc.org.au/>

It's also timely to let members know of our signing of public statements urging government action on climate change.

Through our affiliation with the Climate and Health Alliance (CAHA), we have joined with other unions and community organisations to urge the new federal Labor Government to make changes to the national construction codes to make them more responsive to climate change.

Making homes more energy efficient will benefit all Australian households. It will lead to significant and ongoing energy bill savings for households, better health outcomes, better resilience to weather extremes, and cuts to our emissions.

However, this equally applies to healthcare infrastructure. We have been urging the state government to ensure that new hospitals and health services take into account better energy efficient designs and building methods; as well as establish a program to make existing infrastructure as energy efficient as possible. Health services must lead the way by adopting reforms to achieve zero emissions from their operations by 2030.

The Union has also signed an open statement encouraging the new federal parliament to ban fossil fuel advertising.

We know that we must take strong action to address emissions and reduce the potential impacts of climate change. This approach to encouraging action is definitely different and would be like the way we have banned advertising of cigarettes and have heavily regulated advertising for gambling and alcohol.

We also know that we must end the use of fossil fuels. They are not only one of the biggest drivers of climate change, but their use has significant negative impacts on our health and well-being.

The Union strongly believes that climate change is union business and we will continue to advocate and lobby for action.

Tax statements available next week

Now that the end of financial year has passed, the tax statements for subscription payments made for the 2021/2022 financial year will be emailed to all members next week.

Members can also access their tax statement through their member portal – visit <https://msav.360membership.com.au/login.aspx>

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

Win for Psychologists

The Victorian Psychologists Association is very proud to inform members that the new Public Sector Enterprise Agreement will include 397 new positions for psychologists. This is a significant outcome for the Union.

Here's the breakdown of the new positions:

- 344 Psychology Registrars
- 33 Psychology Educators
- 20 Psychology Directors

Plus, this week, the Department of Health agreed to our claim for Northern Health and Western Health to receive additional EFT, acknowledging the changes both services are going through with the disaggregation.

Northern Health and Western Health will now receive the same allocation as the larger services – that is 1x Grade 6 Director, 2x Grade 4 and 1x Grade 5 Educators.

These are significant outcomes for the VPA and a testament to the work of the VPA in being a strong, vocal advocate for psychologists and improving our mental health system.

Lisa Alcock
VPA Secretary



Union Round Up

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

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

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.

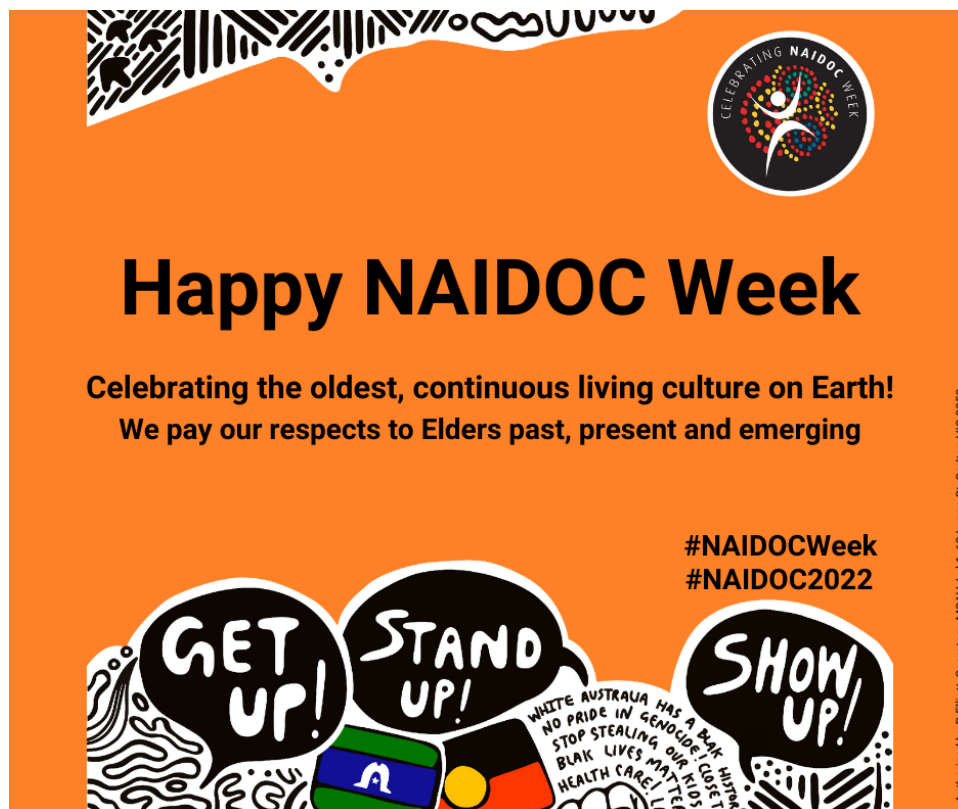
<https://nondrinkers2022.questionpro.com>

Austin Health Pathology Members meetings on Monday

Please join us for our first onsite pathology members meeting since the start of the pandemic at the Austin Health Heidelberg campus!

This will be an opportunity for members to meet with Heidi who is assigned to looking after Austin Health members & for you to ask questions about our recent work to increase staffing in pathology and the upcoming EBA.

We have booked **2 meetings for Monday 11 July 2022 at 12noon and 1pm** – both meetings will be in room 4.1 in the Education Centre.



Women’s Rights at Work Conference 2022

Join working women & folk from across industries and unions, as they take over Trades Hall for 2 full days on 5 and 6 August.

The conference will be celebrating wins, talking about what’s next, and building solidarity to keep fighting.

This year's conference has a Friday packed with panels and discussion, followed by a post-conference mingle. On Saturday, it's time to get your hands dirty with practical workshops for activists and organisers.

Dates: 5th & 6th August

Venue: Victorian Trades Hall – 54 Victoria St, Carlton

Sign up at: https://www.weareunion.org.au/wraw_con_2022

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>

Part Time Subscription (8 to 24 hours per week)

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>

Sessional Subscription (Less than 8 hours per week)

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>

Non Working Subscription (Parental Leave, overseas, interstate, retired)

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>

Part Time Subscription (8 to 24 hours per week)

Annual Subscription	\$383.00	\$42.55	\$425.55
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Non Working Subscription (Parental Leave, overseas, interstate, retired)

Annual Subscription	\$ 84.42	\$ 9.38	\$ 93.80
<u>Direct Debit</u>			<u>\$ 7.82</u>

Student Subscription

Annual Subscription	\$ 32.22	\$ 3.58	\$ 35.80
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Private Practice Subscription

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 (Inc. GST)</u>
Annual Subscription	\$638.60	\$70.95	\$709.55
Direct Debit (per month)	\$ 53.22	\$ 5.91	\$ 59.13

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

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

<u>Pre-Registration Subscription</u>	Subs/Rate	GST (10%)	<u>Total Payable (Inc. GST)</u>
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 (Inc. GST)</u>
Annual Subscription	\$ 84.42	\$ 9.38	\$ 93.80
Direct Debit			\$ 7.82

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.

Subscribe to The New Daily



The Union is pleased to provide all members with a free subscription to The New Daily an online news service.

This news service is Australian owned, which aims to provide fair and balanced coverage of major events across Australia and around the world.

Delivered to your email box every morning you will be provided with the top stories of the day.

<https://thenewdaily.com.au/subscribe/>

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>

Code Green Hackathon 2022

Code Green Hackathon 2022 is here!

The Australian Medical Students Association, is running their annual Hackathon, looking for innovative, sustainable ideas to reduce waste in the healthcare system. This is a multifaceted event with masterclasses, pitches and mentors.

Plus, the winning teams are sponsored to put their idea into action!

All students including medical, nursing, science, engineering, arts, media students and more are welcome to register a team.

If you've got an aspiring young inventor or genius in your family, make sure you pass this on to them.

If you'd like to be a mentor or you're interested in sponsoring a project, please do get in touch with AMSA.

When is this happening? It's online across Australia on 22-24 July

More details at: <https://www.facebook.com/events/506585217924386/>

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](#)

Clip & Post It!

Want to do something right now to help promote the Union to your colleagues?

All you need is a bit of time, a pair of scissors and a couple of thumbnails.

Print this page then carefully using your scissors, cut around the outside of rectangle. Then take the cut out and using thumbnails put it up on the noticeboard in your tearoom.

Issues at work?

Don't go it alone!

Join your Union today



Worth Reading: No more excuses: restoring nature is not a silver bullet for global warming, we must cut emissions outright

"Restoring degraded environments, such as by planting trees, is often touted as a solution to the climate crisis. But our new research shows this, while important, is no substitute for preventing fossil fuel emissions to limit global warming.

We calculated the maximum potential for responsible nature restoration to absorb carbon dioxide in the atmosphere. And we found that, combined with ending deforestation by 2030, this could reduce global warming 0.18°C by 2100. In comparison, current pledges from countries put us on track for 1.9-2°C warming.

This is far from what's needed to mitigate the catastrophic impacts of climate change, and is well above the 1.5°C goal of the Paris Agreement. And it pours cold water on the idea we can offset our way out of ongoing global warming.

The priority remains rapidly phasing out fossil fuels, which have contributed 86% of all CO₂ emissions in the past decade. Deforestation must also end, with land use, deforestation and forest degradation contributing 11% of global emissions."

Read the entire article by Kate Dooley and Zebedee Nicholls in The Conversation at:

<https://theconversation.com/no-more-excuses-restoring-nature-is-not-a-silver-bullet-for-global-warming-we-must-cut-emissions-outright-186048>

Worth Reading: The greed undermining privatisation and demutualisation

"The spectacular burst of customer dissatisfaction with Qantas has focused a laser on the perceived failures of privatising government businesses – letting various investment bankers, ticket clippers and would-be robber barons make off with assets of the common wealth.

But it is not just privatisations of government assets that seem to have a problem.

The same pattern can be found in the demutualisation industry. Anyone for a piece of the former AMP Society?

The interesting thing is that searching for the cause of unhappy privatisation and demutualisation stories throws up a broader sickness at the heart of corporate excess: Executive greed and an unhealthy concentration on the "shareholder value" metric."

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

<https://thenewdaily.com.au/finance/2022/06/29/michael-pascoe-greed-privatisation-demutualisation/>

Worth Reading: How early Australian fairy tales displaced Aboriginal people with mythical creatures and fantasies of empty land

"Most of us grew up reading fairy tales adapted from the European tradition: stories of kings, queens and princesses set in palaces and forests, such as Cinderella, Snow White, Beauty and the Beast. But what about the history of Australian fairy tales?

Australia's vast distances, deserts, harsh temperatures, deadly wildlife, and the ongoing cultures of Aboriginal Australians made the country a complicated fit for fairy tales. Indeed, few tales by Australian authors were published until the late 19th century.

These early Australian fairy tales mythologised aspects of the country's history and environment to sanitise the process of white settlement. In doing so, they helped to invent traditions and cultural explanations through which children were encouraged to understand their place in the nation."

Read the entire article by Michelle Smith in The Conversation at: <https://theconversation.com/how-early-australian-fairy-tales-displaced-aboriginal-people-with-mythical-creatures-and-fantasies-of-empty-land-185592>

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.