



## Stat Report 2022/25

In this issue of STAT Report, we cover:

- Liberals can't be trusted with Victoria's Healthcare System
- Day of Mourning Public Holiday
- Union Round Up
- VPA AGM and Professional Development Seminar
- Work Shouldn't Hurt Survey 2022
- VPA PI Insurance covers Private Practice
- Contacting the Union
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

### Liberals can't be trusted with Victoria's Healthcare System

Members may have noticed an increase in election activity and some initial advertising from the Victorian Liberal Party.

The advertising has Matthew Guy promising to put significant funding into Victoria's healthcare system.

However, we know from experience that we can't trust the Liberals when it comes to Victoria's healthcare system.

It is hard not to see their promises as cynical politics given the Liberal Party's historical enmity to universal health care and public health.

The last time they were in power they looked to cut funding from healthcare. Under the Liberals, health services struggled to deliver the healthcare Victorians needed. They even tried to replace nurses with unqualified 'nursing assistants' in an attempt to save money, which was thwarted in the end.

What we heard from the Liberals during the initial stages of the pandemic was sniping and criticism.

Under the Liberals, Victorians would've been left to battle a dangerous virus without the support needed. There would've been no assistance for those struggling financially and no ramping up of health services to deal with an influx of patients.

Instead of supporting the government, the Liberals were quick to undermine public safety messages about social distancing and wearing masks. They insisted that the pandemic wasn't as bad as was suggested by our medical

experts and that people should be free to travel, work and socialise, despite all the scientific advice to the contrary.

Hardly the sort of government we need, especially as the pandemic is still going, with 2022 being the deadliest year of the COVID-19 pandemic to-date.

We also shouldn't forget that under Jeff Kennett they introduced changes which resulted in each health service no longer being entirely answerable to the Department of Health, which made responding to COVID-19 in a more coordinated and direct way much more difficult.

Even now, Matthew Guy, claims there will be no more lockdowns.

Such claims are dangerous and fails to recognise how quickly the current pandemic could escalate despite the work done to contain COVID-19. It also fails to recognise the potential for future pandemics and the damage they may do.

We can't and won't forget that the last time the Liberals were in charge they did next to nothing to address mental health issues or the growing workloads around mental health care.

There has been no commitment from the Liberals about fulfilling the recommendations from the Royal Commission into Victoria's Mental Health System.

They did very little to address the growing workloads swamping health services when they were last in government. In fact, the Liberals wanted people working in Victoria's healthcare system to work longer hours with fewer resources and less funding.

Let's also remember the waves of redundancies applied by the Liberals in pathology services, which led to downgraded capacity and reduced quality, to the extent that desperate action was needed to ensure we had the capacity to deliver levels of COVID testing required to launch our response to the COVID

Frankly, the Liberals don't seem to understand the problems facing Victoria's healthcare system.

Matthew Guy constantly saying that he will fix the healthcare system means nothing without any detail; and we all know the devil is in the detail.

It's easy to make "pledges" about building hospitals and funding triple-zero but until there are details which can be scrutinised by the public, we should be extremely sceptical about the validity of the Liberals' "plans" for our healthcare system.

There is little doubt in my mind that under the Liberals, all the gains we have made in recent agreements, and our lobbying work to address workload issues by significantly increasing numbers for scientists, psychologists and pharmacists will be wound back and ultimately undone.

We will continue to highlight issues as the state election comes up.

As always, if you need advice or assistance with issues at work, please contact us by calling on 9623 9623 or emailing [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

In solidarity  
Paul Elliott  
Secretary

## Day of Mourning Public Holiday

Tomorrow (Thursday) is a public holiday for the Day of Mourning with the passing of Queen Elizabeth II. It has had some unintended consequences and resulted in a lot of questions.

Here we try to address the most common queries we've received about the public holiday. It's worth pointing out that this public holiday is a one-off and it is not being made a permanent public holiday.

The most common query we have received is whether you can be required to work tomorrow.

This is a complex question without a clear-cut yes or no answer. Nominally an employee is entitled to not work on a public holiday, unless the employer has a reasonable reason to roster the employee to work.

In our sector, particularly in public health, employers are saying that hospital operational activities are scheduled and that therefore it is necessary to have employees work the day.

The fact that a full range of clinical activities had been scheduled for next Thursday prior to the decision to declare the day a public holiday makes any argument about whether or not it their rostering staff 'unreasonable' in this circumstance difficult.

Why is this public holiday different from other public holidays? It's different because it was decided, with very little notice, that the day would be deemed a public holiday and health services have had no opportunity to plan for it, as they ordinarily do.

That's why it can seem rather chaotic as health services scramble to ensure that they are able to continue delivering healthcare on the day.

If you have circumstances like being a carer or need to care for children, which are reasonable grounds for not working the public holiday, you should've contacted your supervisor/manager by now so they can make necessary arrangements.

If your request to not work this public holiday is refused contact us immediately for advice and/or support.

Another common query is about public holiday pay. Since the day has been deemed a public holiday, you will be paid public holiday rates.

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.

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

**Positions not backfilled?**

**Let us know**

# Union Round Up

## **Update for members at Aurora (HealtheCare)**

We are currently negotiating a new enterprise agreement at Aurora with our colleagues at VAHPA.

To support negotiations, together with VAHPA, we are running a Protected Action Ballot Order (PABO).

The first step in the PABO process was approved by the Fair Work Commission last week.

We are now working with TrueVote to coordinate the voting process. Soon, all members will receive information about the ballot, and will be asked to vote on the potential industrial action you would like to take.

Watch this space!

## **Genesis – Medical Physicists**

In August, Genesis was offering wage increases of 6%, and now 7% over 4 years, and a package which included removing management classifications.

Members have agreed to work together to protect the management classification in the Agreement, and bargain for higher wage increases.

The Union has responded to Genesis, with our list of priorities which includes a higher wage increase, paid professional development and to protect management classifications.

## **Ballarat IVF Scientists**

Scientists at Ballarat IVF are starting to plan their log of claims in preparation for negotiations starting later this year.

We look forward to meeting with members later in the month to start developing the log of claims.

## **Proposed change at Melbourne Pathology**

The Union has been advised by Melbourne Pathology that it intends to introduce a digital time keeping record (punch / sign on and off duty) in the near future.

There has been no implementation date given as yet, but we have been advised that the Kronos system sign on will be accessed via computer or that a pay schedule will be set up for those without regular access to compute

The Union has also been advised that at present this new time keeping method does not involve any biometric sign on component (i.e., use of fingerprint algorithm or other).

Melbourne Pathology will be sharing more information with you prior to implementation.

If you have concerns about how this will operate and think you may need support, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

## **Bargaining at Melbourne Pathology**

Melbourne Pathology have agreed to commence bargaining for a new Scientists EBA to update terms and conditions and lock in future increases.

Melbourne Pathology have had a series of administrative increases and we have asked to include these in the body of the agreement to codify them. Recently an increase of 5% was announced on top of past increases and should have started flowing through in the most recent pay period.

It has been a while since we did an EBA at Melbourne Pathology and we will need to consult with members about what they want in a new agreement.

We will need to hold meetings and collect feedback, however face-to-face meetings are difficult at the moment because of COVID restrictions during this current surge.

We will also ask for members to volunteer as delegates to participate in bargaining discussions, ideally one from each discipline.

### **Additional sixth week of leave for shift workers – Public Sector**

Public Sector members will already know that our Enterprise Agreement provides all workers a minimum of 5 weeks annual leave.

If you work ordinary hours on weekends, you are also entitled to accrue an additional 6th week of annual leave.

#### What is the entitlement?

If you work ordinary hours on weekends, you are entitled to additional annual leave

1. The sixth week of annual leave should start accruing progressively with each weekend shift that you work
2. Additional annual leave only accrues on ordinary hours worked, not overtime hours
3. You do not need to work 10 days, before you accrue the additional annual leave
4. The hours accrue as follows:
  - A. For full-time workers: When you work more than 4 ordinary hours on a Saturday and/or Sunday: additional leave will accrue at the rate of 0.5 times the number of ordinary hours that you worked on any weekend day, up to a maximum of 38 hours, in any 12-month period.
  - B. For part-time workers: Same as above, except that if you work both a Saturday and a Sunday on the same weekend, only one shift per weekend will attract the accrual of the additional annual leave (not both). The longer shift will be used to calculate the accrual of additional leave.

#### Underpayments and Union Support

Over the last 6 months, we have had some members who have not been receiving their additional sixth week of leave.

We have worked with each member to resolve these underpayments and those members now have the additional leave recredited.

If you feel that you haven't been paid the additional sixth week of leave in the past, please contact us at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Workplace change – What are your rights?**

Over the last 6 months, a few Public and Community Health Services have started to implement workplace change.

We know that change processes can sometimes be stressful. The Union is always here to provide support to individuals and teams.

Here are our top 6 tips:

1. Know what your rights are under the Agreement before change happens
2. You have the right to be consulted about workplace change:
  - a. This means a genuine opportunity to influence the decision maker.
  - b. Merely announcing that a change will be implemented is not consultation.
3. Workplace change should be presented in writing in a Change Impact Statement (CIS) – The CIS must be presented to all impacted workers and the Union to start the consultation process.
4. The consultation process is your opportunity to raise concerns and share feedback!
5. Contact the Union to get support – [enquiry@msav.org.au](mailto:enquiry@msav.org.au) or 9623 9623.
6. Don't go it alone; we are stronger when we work together.

### **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](#)

### **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)

### **Union's Reconciliation Action Plan**

The Union affirms our commitment and support for Aboriginal and Torres Strait Islander people and culture. However, the Union wants to do more by developing a reconciliation action plan.

The 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 action plan together.

Please contact Alex if you're interested at [alexs@msav.org.au](mailto:alexs@msav.org.au)

### **Public Sector Healthcare Worker Wellbeing program**

From 1 July to 31 December, the Healthcare Worker Wellbeing program will expand to provide free meals and refreshments to staff working night shift. To tailor to individual needs, and ensure maximum benefit to workers, health services will be given flexibility to deliver this program.

The Union strongly encourages members working night shift to enquire with their health service about the provision of free meals and refreshments and the delivery of the Healthcare Worker Wellbeing program.

We're interested to hear about responses members receive and their views on the delivery of the Healthcare Worker Wellbeing program.

Information about this program was sourced from the Department of Health at: <https://www.health.vic.gov.au/news/healthcare-worker-winter-retention-surge-payment>

## **VPA AGM and Professional Development Seminar**

# VPA AGM & PROFESSIONAL DEVELOPMENT

TOWARD A GREATER UNDERSTANDING OF AUTISM AND MENTAL HEALTH: HIGHLIGHTING DIFFERENCES AND SIGNPOSTING RISK.

**7 OCT 2022**

ONLINE - ZOOM  
AGM: 12PM - 1PM  
PD: 1PM - 3PM

ALL UNION MEMBERS ARE ENCOURAGED TO JOIN

INFORMATION ABOUT PRESENTERS, PRE-READING AND THE AGM AGENDA CAN BE FOUND ONLINE  
[MSAV.ORG.AU/NEWS/VPAPD2022](https://msav.org.au/news/vpaped2022)



## Work Shouldn't Hurt Survey 2022

Each year, Australian Unions runs this survey to better understand worker experiences of health and safety in the workplace. It covers topics about how work is managed as well as common risks and hazards.

This is your chance to have your say and share your experiences.

Just because you might not think there are occupational hazards in your workplace, think again. The design of workspaces, having to do repetitive actions and activities, and high levels of stress are all hazards to your physical and mental health and well-being.

Even if you completed the survey last year, you can complete it again this year. Perhaps in the time since the last survey your workplace has improved its occupational health and safety standards; or maybe things have gotten worse.

This is a great chance to share those experiences.



The 30,000 responses collected last year were critical to winning stronger health and safety laws and rights for workers, but there is much more to be done.

Everyone is welcome to take the survey at <https://ausunions.io/WSH2022>

## 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](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.

## Campaign Corner

### 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>

### Organise for Equality

To make real change - the kind of change that can't be swept under the rug when the news cycle moves on - we need distributed, organised women campaigning together.

Distributed organising activates a network of self-starting supporters/campaigners in multiple locations, which can spread across geographical boundaries, interests and cultural groups. It draws on the initiative and energy of volunteer organisers to start groups and lead teams.

Help organise for equality by signing up at <https://www.weareunion.org.au/o4e>

## State Election 2022

The state election is coming up fast

Join the fight for equality and fairness for all Victorians. Let's keep Matthew "lobster with a mobster" Guy and the Liberals out of parliament.

This year union activists are fighting for all Victorians to have access to:

- sick and carers leave, without losing income.
- free ambulance cover.
- a secure, comfortable place to call home.
- be free to speak out against bullying and harassment.
- have guaranteed access to meaningful training and work.
- have privacy at work and the right to disconnect at home.
- receive a high-quality early childhood education for their kids.
- have access to affordable, renewable, publicly-owned power.
- have a safe and mentally healthy workplace.

You can join local groups and get more involved with things like phone banks.

Find out more at: [https://www.weareunion.org.au/state\\_election\\_2022](https://www.weareunion.org.au/state_election_2022)

## 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: From crumbling rock art to exposed ancestral remains, climate change is ravaging our precious Indigenous heritage

"Climate change is rapidly intensifying. Amid the chaos and damage it wreaks, many precious Indigenous heritage sites in Australia and around the world are being destroyed at an alarming rate.

Sea-level rise, flooding, worsening bushfires and other human-caused climate events put many archaeological and heritage sites at risk. Already, culturally significant Indigenous sites have been lost or are gravely threatened.

For example, in Northern Australia, rock art tens of thousands of years old has been destroyed by cyclones, bushfires and other extreme weather events.

And as we outline below, ancestral remains in the Torres Strait were last year almost washed away by king tides and storm surge."

Read the entire article by Anna M. Kotarba-Morley, Enid Tom, Marcus Lacy and Shawnee Gorrige in The Conversation at: <https://theconversation.com/from-crumbling-rock-art-to-exposed-ancestral-remains-climate-change-is-ravaging-our-precious-indigenous-heritage-188454>

## Worth Reading: Why 'best before' food labelling is not best for the planet or your budget

"UK supermarkets have removed "best before" dates on thousands of fresh food products in an effort to reduce food waste.

One of the major supermarket chains, Sainsbury's, is replacing these labels with product messaging that says "no date helps reduce waste".

Apples, bananas, potatoes, cucumbers and broccoli are among the most wasted foods. Removing "best before" labels from these foods alone will reduce waste by an estimated 50,000 tonnes a year.

In Australia we produce 7.6 million tonnes of food waste every year – about 300kg per person. About 70% of what we throw out is still edible. Why aren't we following the UK's example?"

Read the entire article by Louise Grimmer and Nathan Kilah in The Conversation at: <https://theconversation.com/why-best-before-food-labelling-is-not-best-for-the-planet-or-your-budget-189686>

## Worth Reading: Friday essay: the koala – when it's smart to be slow

"The koala was clinging to an old tree stag while stranded in the Murray River, on the border between New South Wales and Victoria. A team of students from La Trobe University noticed its predicament as they were paddling by in canoes.

"It almost looked as though he was sussing out if he could jump into the canoe," one of the students reported later.

The koala could have swum ashore if it had wanted to – it was close enough, and koalas are not particularly bothered by rain or water. They are capable, if not elegant, swimmers who launch themselves into rivers and swim with an effective doggy paddle to the other side."

Read the entire article by Danielle Clode in The Conversation at: <https://theconversation.com/friday-essay-the-koala-when-its-smart-to-be-slow-187003>

## 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.