



Stat Report 2022/26

In this issue of STAT Report, we cover:

- Important steps to tackle workplace gendered violence
- Union Round Up
- VPA AGM and Professional Development Seminar
- Public Holiday Pay
- VPA PI Insurance covers Private Practice
- Contacting the Union
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

Important steps to tackle workplace gendered violence

The Union has been keeping an eye on the federal Parliament where this week the Albanese Government introduced legislation to implement recommendations from the Respect@Work report prepared by Sex Discrimination Commissioner Kate Jenkins.

The legislation seeks to implement a further seven Respect@Work recommendations, including a positive duty for employers to prevent workplace sex discrimination, harassment and victimisation – gendered violence.

The implementation of a positive duty is particularly important because it puts the onus on employers to actively prevent workplace sex discrimination and violence. This particularly important recommendation was ignored by the former Morrison Coalition Government and not included in their legislation.

The Attorney-General Mark Dreyfus made the point, and quite rightly, that the positive duty obligation is the "cornerstone" of the Respect@Work recommendations, which marks a shift so that those who are experiencing gendered violence at work are not the ones who are also responsible for preventing it.

The legislation has been developed to complement the new Occupational Health & Safety framework requiring employers to address psychological harm in the workplace.

The Bill also increases the Australian Human Rights Commission's powers to enforce the positive duty. The AHRC will have the powers to conduct inquiries into compliance, make recommendations to achieve compliance, issue compliance notices specifying actions to address non-compliance, apply to the courts for an auditor to direct compliance with notices and a power to enter into enforceable undertakings.

The legislation also amends the Sex Discrimination Act to introduce an express prohibition "to protect people from hostile workplace environments on the ground of sex", which seeks to prohibit conduct that results in an offensive, intimidating and humiliating environment for people of one sex.

It also inserts costs protections into the Australian Human Rights Commission Act, so there is greater certainty in relation to the cost of pursuing legal action, which sometimes forces some people to stop pursuing their rightful claims.

The Labor Federal Government has committed to fully implement the Respect@Work recommendations, which we will be working with other unions to hold the government to account to ensure the recommendations are fully implemented.

The Attorney-General recently told a conference that the Government would move swiftly to put in place more recommendations from the Respect@Work report which would amend the Fair Work Act to:

- explicitly prohibit sexual harassment;
- enable unions or other organisations to bring sex discrimination legal action on behalf of complainants; and
- establish cost protections for complainants.

These are significant steps forward in addressing gendered violence in workplaces.

It will take some time to see whether the Australian Human Rights Commission's involvement in determining workplace matters is effective in addressing gendered violence at work and dealing with workplace sex discrimination.

We are going to pursue every option available to the Union to ensure that Health Services, whether public, private or community, are doing what they can to prevent gendered violence in their workplaces.

While these are important steps, we know much more work needs to be done to fully implement all the recommendations from the Respect@Work report and much more needs to be done to address gendered violence in our workplaces.

In other good news for Australian workers, the Federal Government is supporting changes to the Family & Domestic Violence leave legislation proposed by the Fair Work Commission (FWC).

The amendment will enable the FWC to resolve uncertainties about the interaction between provisions in existing enterprise agreements and the new entitlement in the National Employment Standards.

If the FWC considers the effect of those terms is detrimental compared to the NES, it will be able to vary the terms of the agreement to make it consistent with the NES. This could lead to more workers having access to paid family and domestic violence leave.

However, the amendment only empowers the FWC to "consider" the interaction between the agreement and the NES, rather than make a "decision" about the agreement's effect, meaning it will be expressing an opinion rather than making a binding decision.

More work will need to be done to ensure that all workers are able to access the Family and Domestic Violence leave entitlements in the National Employment Standards.

The Federal Government is also beginning the process of ratifying the International Labour Organisation's Minimum Age Convention.

The convention says the minimum working age shall be no less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

It sounds strange to only be now ratifying something that has existed since the 1970s. However, according to the Federal Government, Australia has robust standards on safe and appropriate employment for children and ratification of the convention underlines the nation's commitment to strong international labour standards.

The ratification of the convention forms a part of the National Action Plan to Combat Modern Slavery 2020-25.

The process to ratify the convention will happen after consideration by the joint standing committee and approval by the Executive Council.

While ratifying this International Labour Organisation convention is important, it leaves open other matters that need consideration like workers' right to strike.

ACTU secretary Sally McManus highlighted this very issue, saying that introducing broader multi-employer bargaining without allowing protected strikes would leave workers with "almost zero" leverage.

We know that more effective bargaining is needed to get wages moving but under the current system many sectors – including health care, education, aged care, childcare, disability and community services – were "locked out" or faced "narrow" definitions of productivity.

As Sally McManus points out, the current enterprise bargaining system often entrenches conflict and division with unnecessary hurdles, legal complexities, and an "ineffective" independent umpire.

If workers have no access to protected industrial action, bargaining power is reduced to almost zero.

Without having the option to withdraw labour, those who sit opposite us at a bargaining table walk into the room knowing we have limited options for industrial action, which results in low pay offers and an attitude of "take it or leave it".

The straw man argument of allowing workers to take industrial action, including strikes, means more industrial action has not stood the test of time with no surges in industrial action in countries that have explicitly protected industrial action like strikes.

We know there is a huge difference between having the option to take industrial action and actually taking industrial action.

Having a functioning bargaining system sees more agreements and fairer workplaces as a result.

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

In solidarity
Paul Elliott
Secretary



Union Round Up

Negotiations for the Cabrini EBA will be starting shortly

A survey to formulate a Log of Claims will be circulated early next week. Keep an eye out for the survey in your email.

Otherwise, if you have any questions or suggestions about the EBA process please contact Angus at angusm@msav.org.au

Update for members at Aurora (HealthCare)

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.

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

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.

A survey to find out what claims members want us to pursue will be distributed next week.

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 hold meetings and collect feedback, which at this point will be conducted over Zoom. However, where possible we will hold face-to-face meetings.

We will also ask for members to volunteer as delegates to participate in bargaining discussions, ideally one from each discipline. If you want to volunteer as a delegate, please contact the Union at enquiry@msav.org.au

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 reccredited.

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

Workplace change – What are your rights?

Over the last 6 months, a few Public and Community Health Services have started to implemented 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 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

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

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)



Public Holiday Pay

Last week there were two public holidays. The public holiday for the day of mourning is a one-off special public holiday however, public holiday pay applies.

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.

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

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.

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 activities like phone banks.

Union Doorknocks

Melton & Sunbury

When: Next Saturday (08/10/22) 10am – 2pm

Where: Melton Girl Guides Hall, 1 Pinkerton St, Melton, 3337

Contact Alex at alexs@msav.org.au if you're interested in participating in this doorknock.

Frankston & Carrum

When: Saturday (15/10/22) 10am – 2pm

Where: Uniting Church Frankston, 16-18 High St, Frankston, 3199

Contact Alex at alexs@msav.org.au if you're interested in participating in this doorknock.

Ashwood & Ringwood

When: Saturday (22/10/22) 10am – 2pm

Where: Forest Hill Uniting Church, 333A Canterbury Rd, Forest Hill, 3131

Contact Alex at alexs@msav.org.au if you're interested in participating in this doorknock.

Find out other ways you can get involved in the campaign at:

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: Employers will have positive duty to prevent sexual harassment in workplaces, under new legislation

"Employers will have duty "to take reasonable and proportionate measures" to eliminate sex discrimination, sexual harassment and victimisation as far as possible in workplaces, under legislation to be introduced on Tuesday.

The Albanese government is moving to implement seven legislative changes recommended by Sex Discrimination Commissioner Kate Jenkins in her Respect@Work report which were not undertaken by the Morrison government in its response.

The former government was particularly reluctant to impose the positive obligation on employers.

Labor's bill will charge the Australian Human Rights Commission with assessing and enforcing compliance with this new requirement. The commission will be able to give employers compliance notices if they are not meeting their obligations."

Read the entire article by Michelle Grattan in The Conversation at: <https://theconversation.com/employers-will-have-positive-duty-to-prevent-sexual-harassment-in-workplaces-under-new-legislation-191350>

Worth Reading: We can't solve Australia's mental health emergency if we don't train enough psychologists. Here are 5 fixes

"Almost 50% of Australians experience mental illness in their lifetime, costing our economy up to A\$220 billion annually, according to pre-pandemic figures.

The full impact of the pandemic on our nation's mental health is still emerging, but early signs are bleak, with one in five Australians experiencing a mental health disorder between 2020 and 2021.

This includes 3.3 million people with anxiety disorders, 1.5 million with mood disorders, 650,000 with substance use disorders, and more than 3,000 deaths by suicide every year.

But accessing help can be very difficult. Government investment in psychology training programs is part of this problem."

Read the entire article by Dana Wong, Catriona Davis-McCabe, Joanne Wrench, Katherine Lawrence and Lorelle Burton in The Conversation at: <https://theconversation.com/we-cant-solve-australias-mental-health-emergency-if-we-dont-train-enough-psychologists-here-are-5-fixes-190135>

Worth Reading: Australia violated the rights of Torres Strait Islanders by failing to act on climate change, the UN says. Here's what that means

"In a landmark decision, a United Nations committee on Friday found Australia's former Coalition government violated the human rights of Torres Strait Islanders by failing to adequately respond to the climate crisis.

The Torres Strait Islanders 'Group of Eight' claimed Australia failed to take measures such as reducing greenhouse gas emissions and upgrading seawalls on the islands. The UN upheld the complaint and said the claimants should be compensated.

This decision is a breakthrough in Indigenous rights and climate justice, including by opening up new pathways for Indigenous communities – who are often on the frontline of the climate crisis – to defend their rights."

Read the entire article by Kristen Lyons in The Conversation at: <https://theconversation.com/australia-violated-the-rights-of-torres-strait-islanders-by-failing-to-act-on-climate-change-the-un-says-heres-what-that-means-191329>

Worth Reading: Now the Queen is laid to rest, it's time to right historic wrongs

"Foreign Minister Penny Wong and Special Envoy for Reconciliation Pat Dodson are on a reset mission to the United Nations in New York, which has been interrupted by the death of the Queen.

Senator Wong was due to address the UN General Assembly at the weekend, but that was postponed with so many key leaders absent in London for the royal obsequies.

But in many ways the disruption has only served to highlight the urgency of Wong and Dodson's task: To communicate the biggest development in Australia's Indigenous relations in decades.

They are there to spell out what the Albanese government means when it talks of having a First Nations foreign policy based on righting a historic wrong."

Read the entire article by Paul Bongiorno in The New Daily at: <https://thenewdaily.com.au/news/politics/australian-politics/2022/09/20/paul-bongiorno-queen-indigenous-reconciliation/>

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.