



## Stat Report 2022/27

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### Public Sector Agreement progressing to members' vote

The Union has been working hard to get our new Public Sector agreement through the final last steps.

It has been an extremely frustrating process made more difficult than usual with key negotiations being done during the initial stages of the COVID-19 pandemic.

However, we received great news on Thursday that the State Government has approved the draft Agreement. This means that the entire settlement package negotiated late last year has been accepted by the State Government.

This is very welcome news.

Now that approval has been received from the State Government, we will move very quickly to a vote of members to accept the new agreement.

Having this confirmation means that the Agreement will likely be approved by the Fair Work Commission and therefore come into force this year with all the benefits and back pay provision to be delivered regardless of the outcome of the looming state election.

We will distribute the ballot dates as soon as they are confirmed.

This is also an opportunity for me to remind members in the Community Health Sector that bargaining for a new agreement will commence soon. The Union met with members to prepare for bargaining and to get feedback on the issues to raise for bargaining with a draft Log of Claims being drafted.

There is more information about the Community Health Sector bargaining in *Union Round Up*.

Melbourne Pathology will recommence bargaining soon. Members at Melbourne Pathology were sent a survey this week to help begin the process of drafting a Log of Claims. Bargaining will also soon commence for members at Cabrini.

Members can find more detail about these in *Union Round 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

## VPA win at Thomas Embling Hospital

### **We have good news!**

Members at Thomas Embling Hospital began consulting with Forensicare about the new TEH building design in early 2022.

Members raised a number of really important concerns about the floor plan.

Since February, the VPA and delegates have been meeting regularly with Forensicare to engage and work with the design team to improve the floor plans for psychologists.

We are very happy to share that the most recent plans now incorporate many of our proposed solutions.

The new plans have:

- Dedicated staff area (no longer shared with visitors/patients)
- 4X12sq metre office rooms on each floor
- Additional open plan work area
- Separate staff meeting room
- Separate training room
- Separate staff bathroom (no longer accessible via staff lunchroom)

Thank you for all the feedback that members have provided in this process and all the effort the VPA Delegates invested to get to this point!

This is a fantastic example of what can happen when members work together.

Congratulations!

Lisa Alcock  
Secretary  
VPA



**Positions not backfilled?**

**Let us know**

## Union Round Up

### **Community Health Draft Log of Claims**

Thank you to everyone who attended the member meetings last week to prepare for the commencement of bargaining for a new Community Health Sector Agreement.

It's always great to meet with members.

We have compiled everyone's feedback from the meetings and emails. From that feedback we have created a draft Community Health Log of Claims. A draft of the Log of Claims has been emailed to Community Health Sector members.

Once we receive endorsement from members, we will then start engaging with the Victorian Hospitals Industrial Association and Community Health Sector employers to commence bargaining for a new agreement.

If you have any questions or haven't received the email, please contact the Union at [enquiry@msav.org.au](mailto:enquiry@msav.org.au)

### **Log of Claims for Melbourne Pathology**

The Union will soon recommence bargaining for a new Enterprise Agreement with Melbourne Pathology.

The first step is to work out what issues members want us to raise to present to Melbourne Pathology - it's what we call the Log of Claims.

To begin developing our Log of Claims, it's vital to get your input and feedback.

That's why we've created a survey to get your initial thoughts and ideas. If you haven't received the email, please contact us so we can send you the email directly.

Once we have compiled the results of the survey, we will organise meetings with members to discuss the results and about what is included in the Log of Claims.

If you have any questions, please contact Paul at [paule@msav.org.au](mailto:paule@msav.org.au)

### **Bargaining Update for ICON members**

The Fair Work Commission conference went ahead this week, where we appeared before Deputy President Coleman.

The Deputy President was well prepared and engaged and understood the nature of the dispute.

The Union focused on two elements:

- Coverage and whether medical physicists have a Bachelor of Science; and
- An award modernisation process before the Commission, which happened in 2018.

Unfortunately, the dispute wasn't resolved during the FWC conference.

ICON has appointed KHQ Lawyers to support resolution of the dispute and we agreed to engage directly with KHQ Lawyers over the next fortnight to try and resolve the dispute.

A 3-week timeframe has been set to resolve it, before reporting back to the Commission by 26 October.

If a resolution hasn't been reached, we are going to propose that the FWC express their opinion about whether they feel medical physicists are covered by the Award, and as a result are entitled to 6 months Long Service Leave.

If you have any questions or concerns, please don't hesitate to contact Lisa at [lisaa@msav.org.au](mailto:lisaa@msav.org.au)

### **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](mailto:angusm@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 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>

## **Save the Date: MSAV/HSU Victoria #4 Branch AGMs**

The Annual General Meetings for the MSAV and HSU Victoria #4 Branch are scheduled to take place on **Wednesday 26th October 2022 at the Charles Latrobe Theatre at the Royal Melbourne Hospital.**

### **Details:**

**Date:** 26 October 2022

**Venue:** Charles Latrobe Theatre at RMH

**Lunch:** 12:00pm

**MSAV AGM:** 12:30pm

**HSU Victoria #4 AGM:** 1:30pm

Members can access the agenda and financial reports for the [MSAV here](#) and [HSU Victoria #4 Branch here](#).

## Public Holiday Pay

There were two public holidays recently. 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](mailto:enquiry@msav.org.au)

## Public Health Workforce Strategy Survey

The Department of Health is progressing the next phases of the new Health Workforce Strategy, and current Mental Health and Wellbeing Workforce Strategy.

A survey has been designed to capture your views and ideas with the outcomes being shared with the Union.

The Department's survey is open to all public health workers across public health and mental health until Sunday, 16 October 2022. [The survey is available here.](#)

It takes approximately 10 minutes to complete the health section, and an additional 10 minutes to complete the mental health section, which you can opt out of if it does not apply.

Survey submissions will:

- Support the development of the public health workforce strategy; and
- Create a snapshot of Victoria's current public mental health workforce.

Find more information about the [Health Workforce Strategy](#) and [Mental Health and Wellbeing Workforce Strategy](#).

## New Union Shopper website

Union Shopper have announced their brand new web site has gone live!

Union Shopper, fully endorsed by the ACTU, is 100% union-owned and is Australia's number 1 rewards program for union members.

They've created the new website to benefit members, making it easier to access offers and suppliers. The new site includes features such as:

- Filter search by categories, supplier, and regions,
- Wishlist, where you can save offers for later viewing and for reuse,
- Easier to read offer layout,
- and more

Members can get great savings from a huge range of suppliers and brands, including

- The Good Guys
- JB Hi-Fi
- Gift cards including Coles, Woolworths and many others
- Movie tickets and more

Register to access offers through Union Shopper here:

**MSAV:** <https://unionshopper.com.au/union/hsu-4-branch-msav/>

**VPA:** <https://unionshopper.com.au/union/hsu-4-branch-vpa/>

**AHP:** <https://unionshopper.com.au/union/hsu-4-branch-ahp/>

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

## 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.

## Union Doorknocks

### 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](mailto: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](mailto: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](https://www.weareunion.org.au/state_election_2022)

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: Time overdue for a conversation about our welfare state

"The penny is dropping even in the citadels of western capitalism that trickle-down economics is no longer fit for purpose – if it ever was.

That should make it much easier for Treasurer Jim Chalmers to have his conversation about how this nation should pay for looking after the wellbeing of its citizens.

It certainly came as a shock to the ideologically hidebound people who run the latest version of the Conservative government in Britain to have the markets and the International Monetary Fund mark it down severely for unveiling billions of pounds worth of unfunded tax cuts.

The pound fell to record lows against the US dollar, banks restricted lending and the central Bank of England thought it necessary to launch a multibillion-pound bond-buying scheme to stabilise government borrowing."

Read the entire article by Paul Bongiorno in The New Daily at:

<https://thenewdaily.com.au/opinion/2022/10/04/welfare-state-bongiorno-budget/>

## Worth Reading: If you think scrapping COVID isolation periods will get us back to work and past the pandemic, think again

"COVID is an exceptional disease and was at its deadliest this year, causing more deaths in Australia between June and August 2022 than at any other time. There have been 288 deaths from influenza so far this year compared to more than 12,000 deaths from COVID.

The number of deaths from COVID in Australia in the first nine months of 2022 is more than ten times the annual national road toll of just over 1,000 – but we are not rushing to remove seat belts or drink-driving laws so people can have more freedom.

Isolation flattens the COVID curve by stopping infectious people from infecting others, and is a key pillar of COVID control."

Read the entire article by C Raina MacIntyre, Brendan Crabb and Nancy Baxter in The Conversation at: <https://theconversation.com/if-you-think-scrapping-covid-isolation-periods-will-get-us-back-to-work-and-past-the-pandemic-think-again-191670>

## Worth Reading: 3 ways ‘bossware’ surveillance technology is turning back the management clock

"If you're reading this during work hours, there's a chance your boss knows about it. The market for "bossware" – digital tools that enable managers to keep tabs on what workers are up to – is reportedly booming.

News reports recount tales of health-care workers being ranked "idle" for not typing while counselling drug patients, and hospice chaplains losing "productivity points" for spending too long with the bereaved or dying.

In the United States 60% of employers with more than 200 workers now use "employee productivity monitoring technologies", according to market research firm Gartner.

Once loaded on your computer, these tools (with names such as Clever Control, Time Doctor, Staffcop and Work Examiner) can track a dizzying array of data – key strokes, how often you move your mouse, if you are using messaging apps, your search queries and the websites you visit."

Read the entire article by Dale Tweedie and David Wild in The Conversation at: <https://theconversation.com/3-ways-bossware-surveillance-technology-is-turning-back-the-management-clock-189070>

## 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.