



Stat Report 2022/28

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Voting on the new Public Sector Agreement

Last week we informed members that the Victorian State Government approved the Enterprise Agreement settlement terms in full.

We also informed members that we would be moving quickly to a vote on the new Agreement.

It is extremely pleasing that we are able to continue to provide Public Sector members with more good news in that you will be asked to vote on the draft Enterprise Agreement, which contains the wage increases, other payments and all of the improved benefits, during the period 22 October 2022 to 27 October 2022.

The ballot will be conducted electronically by Elections Australia, who will send an email to eligible members with a link to use to cast your vote.

The MSAV, VPA and AHP support the settlement terms and recommend that members vote “YES”.

Here are some of the main benefits Public Sector members will receive from the new Enterprise Agreement:

- **Wages/Allowances increases:** whilst the ‘headline’ annual adjustments are 2.0%, the actual increase with new payments and uplifts will be between 3.0% - 4.0% per year for all classifications
- **Skills/Incentive & Retention payment:** \$1,000 to \$2,000 per year
- **Shift Allowance Increases:**
 - Afternoon shift allowance - +180%
 - Night Shift - +7.0%

- Change of Shift Allowance - +47.5%
- **Parental leave:** Primary carer leave increased to 14 weeks (+4 weeks); Non-primary care leave increased to 2 weeks (+ 1 week); superannuation to be paid for all periods of parental leave (including unpaid periods).
- **New positions added:** 500+ additional positions for Psychologists and Pharmacists over the life of the Agreement.
- **Workload/Staffing:** significantly improved provisions to better allow us the address these very significant issues.
- **LSL:** pro rata entitlement after 7 years' service
- **Psychologist P2 to P3 progression:** new clause making freeing progression by removing current blockages P2 Psychologists career progression
- **Outsourcing:** new clause protecting us against outsourcing of current services.

Member meetings have been organised to discuss the new Agreement settlement and vote on Tuesday, Wednesday and Thursday next week via Zoom.

Details about the time for meetings and how to join the meetings along with additional information about the terms of the new Agreement were emailed to Public Sector members. If you have not received that email, please contact us as soon as possible.

I also want to remind members about bargaining happening across the Community Health Sector and with various employers in the Private Sector. Make sure you keep an eye out as our team contacts members about bargaining.

There are also a couple of important matters covered in this week's STAT Report including the Department of Health's workforce survey and scholarship opportunities for members working in state funded mental health services and alcohol and other drug (AOD) practitioners working in state funded AOD services.

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

Community Health Draft Log of Claims

We have compiled everyone's feedback from the member meetings and feedback emailed to us. We have used all that information to draft a Log of Claims which 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, please contact the Union at enquiry@msav.org.au

Log of Claims for Melbourne Pathology

The Union will soon recommence bargaining for a new Enterprise Agreement with Melbourne Pathology. To begin developing our Log of Claims, it's vital to get your input and feedback.

A survey has been circulated to Melbourne Pathology members to get initial thoughts and ideas.

If you haven't received the email, please contact us so we can send you the link to the survey.

We will organise meetings with members to discuss the results of the survey and about what is included in the Log of Claims.

If you have any questions, please contact Paul at paule@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

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>

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](#).

Scholarship opportunities for Allied Health and AOD practitioners

The Department of Health is offering postgraduate scholarships of up to \$13,000 to social workers, occupational therapists and psychologists working in state funded mental health services and alcohol and other drug (AOD) practitioners working in state funded AOD services.

Scholarships can be used for postgraduate qualifications to support practitioners to develop their direct mental health or AOD practice.

Eligibility Criteria

To apply for a scholarship, you must:

- be an Australian citizen or permanent resident or New Zealand citizen
- a fully qualified social worker, occupational therapist or psychologist working in a state funded mental health service, or an alcohol and other drug (AOD) practitioner working in a state funded AOD service
- have at least two years cumulative experience in the sector
- be enrolled or intending to enrol in an eligible postgraduate qualification for semester 1, 2023.

Eligible Courses

Any postgraduate qualification (i.e. Graduate Certificate, Graduate Diploma, Master's or Doctorate) that can be demonstrated to support the development of the applicant's mental health or AOD practice.

Selection criteria

A selection panel reviews all scholarship applications. Scholarships will be awarded based on your responses to the selection questions and additional weighting will be given to Aboriginal and/or Torres Strait Islander applicants, and those who work in regional or rural Victoria.

Applications close: Monday 17 October 2022

The Australian College of Nursing (ACN) administers the scholarships on behalf of the department. For full details including how to apply, [visit the ACN website](#).

Contact

Email: scholarships@acn.edu.au

Phone: 1800 117 262

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](#).

Did you know that your Superannuation might be invested in Nuclear Weapons?

Many Australian superannuation funds have holdings in companies that produce nuclear weapons or componentry and most of us have no idea.

In December 2021 Quit Nukes, together with The Australia Institute, published a report on nuclear weapons holdings of the biggest Australian superannuation funds. <https://quitnukes.org/>

Nuclear weapons have been illegal under international law since the 22nd of January 2021 when the United Nations Treaty on the Abolition of Nuclear Weapons (TPNW) came into effect. The treaty has been signed by 86 countries, with Australia yet to ratify the treaty.

Since 2018 it has been ALP policy to sign the TPNW.

<https://www.youtube.com/watch?v=JslLvuwgHOk>

States joining the treaty must not 'assist, encourage or induce, in any way, anyone to engage in any prohibited activity'. As noted by the Nuclear Weapons Ban Monitor 2020, 'This prohibition on assistance renders unlawful direct funding of any of the prohibited activities ...' and 'The prohibition on financing encompasses not only state funding, including sovereign funds, but also private banks and individuals.

By divesting from holdings in nuclear weapons producers and excluding such companies from all investment options across their portfolios, Australian superannuation funds can ensure compliance, manage risk, and hasten the end of the world's worst weapons.

At its recent AGM the VPA passed a resolution urging the Australian government to sign and ratify the TPNW, and for HESTA and Aware Super to divest from their holdings of nuclear weapons across all investment options across the whole of their portfolios.

Can I avoid investing in nuclear weapons producers in my super fund?

Both HESTA and Aware Super offer sustainable investment options which exclude investments in nuclear weapons, as well as other exclusions such as from tobacco, weapons, gambling and fossil fuels.

<https://www.hesta.com.au/members/investments/super-investment-options/hesta-sustainable-growth>

<https://aware.com.au/member/investments-and-performance/our-approach-responsible-ownership/socially-responsible-investment-options>

However, the majority of the funds' members are invested in the funds' default (MySuper) option which do have holdings of nuclear weapons, and most fund members do not realise that.

These are the holdings that HESTA and Aware Super are being urged to divest from.

There are other super funds which exclude nuclear weapons completely across all options, such as HostPlus.

You can check which option your money is invested in by logging into your fund's member portal.

Quit Nukes is an initiative of the [Medical Association For Prevention Of War \(Australia\)](#), in collaboration with the [International Campaign To Abolish Nuclear Weapons](#) (Australia)

Dr Rosemary Kelly

Disclaimer: This information is intended as information only and should not be used in the place of financial, superannuation or other advice. The information is not intended to, and does not, constitute financial advice of any kind.

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 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 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

Find out more 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: Doing away with COVID isolation rules means increased isolation and risks for people with disability

"Mandatory isolation rules for people with COVID end today. Pandemic leave disaster payments will also cease for all workers except casual workers employed in aged care, disability, hospitals, Indigenous health services and hospitals.

These changes signal the end of most legislated COVID safeguards. Rules to enforce mask-wearing on public transport, vaccination for entry to public spaces, and isolation of close contacts have been dropped by state and territory governments in recent months.

Many places have also discontinued vaccine mandates for workers in sectors such as aged care, disability, and health.

Despite the clear benefits of good indoor ventilation to reduce COVID transmission risk, many schools, workplaces, and public spaces are poorly ventilated."

Read the entire article by Anne Kavanagh, Helen Dickinson and Nancy Baxter in The Conversation at: <https://theconversation.com/doing-away-with-covid-isolation-rules-means-increased-isolation-and-risks-for-people-with-disability-191943>

Worth Reading: Coalition still hasn't learned its integrity lesson

"Five months after being defeated by a "teal", Dave Sharma has demonstrated he still doesn't get the integrity thing.

Integrity – registering as disgust with the Coalition's anti-corruption commission failure and the billions of taxpayers' dollars spent on vote buying – was one of the three key issues driving the community independents revolution.

But the former Member for Wentworth, Australia's wealthiest electorate, is still trotting out the disgraced line that governments should be able to do what they like with your money and if you don't like it, well, don't vote for them."

Read the entire article by Michael Pascoe in The New Daily at: <https://thenewdaily.com.au/finance/2022/10/12/michael-pascoe-coalition-integrity-lesson/>

Worth Reading: The boab trees of the remote Tanami desert are carved with centuries of Indigenous history – and they're under threat

"Australia's Tanami desert is one of the most isolated and arid places on Earth. It's a hard place to access and an even harder place to survive.

But sprinkled across this vast expanse of desert, sweeping for thousands of kilometres across the Northern Territory and Western Australia, are some of the oldest and most incredible stories of human life and settlement of our ancient continent.

It takes the shape of art in the bark of iconic and bountiful boab trees.

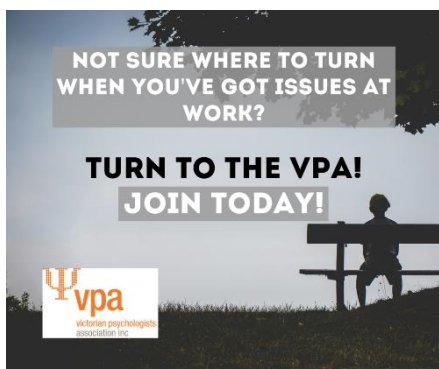
Our newly published research looks at 12 examples of these carved trees across the Tanami desert. This artwork tells the incredible story of the Indigenous Traditional Owners who have long called the Tanami home."

Read the entire article by Sue O'Connor, Brenda Garstone and Jane Balme in The Conversation at: <https://theconversation.com/the-boab-trees-of-the-remote-tanami-desert-are-carved-with-centuries-of-indigenous-history-and-theyre-under-threat-191676>

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.

