



Stat Report 2022/32

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State election looming and health is key issue

Members will undoubtedly be aware that there is a state election looming with Victorians heading to the polls on 26 November.

There have been a lot of promises made about health care. In fact, health has become a key issue for this election with Victorian political parties making a range of promises and commitments.

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

The last time they were in power they looked to cut funding from healthcare. Health services under the Liberals struggled to deliver the healthcare Victorians needed. They refused to invest in areas of high demand and refused to acknowledge the enormous workload pressures facing members.

If the Liberals were to have their way, the pandemic could have been much worse given the cuts they made.

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.

Given that we know the pandemic is still going, with 2022 being the deadliest year of the COVID-19 pandemic to-date, a Liberal National government would have failed to ensure the necessary health services were available.

Sadly Matthew Guy continues to make claims there will be no more lockdowns.

This is clearly dangerous when it fails to recognise how quickly the current pandemic could escalate despite the work done to contain COVID-19. We only need to look to Queensland where they're encouraging people to wear masks again with a significant fourth wave hitting the state.

It also fails to recognise the potential for future pandemics and the damage they may do.

There has been no commitment from the Liberals about fulfilling the recommendations from the Royal Commission into Victoria's Mental Health System. There have been plenty of promises about funding but nothing sad about addressing the recommendations from the Royal Commission.

Matthew Guy making promises without any detail about how a Liberal National government might fix the healthcare system means nothing.

It's easy to make "pledges" about building hospitals or increasing the number of psychologists or fixing the workloads of thousands of health care professionals, however with no details, which can be scrutinised by the public, we should be extremely sceptical about the validity of Matthew Guy's "plans" for our healthcare system.

A Liberal National state government would mean our lobbying work to address workload issues by significantly increasing numbers for medical scientists, psychologists and pharmacists will be wound back and ultimately undone. It's what they did the last time they were in government and there is no detail or evidence to suggest they won't do it in the future.

In fact, we heavily lobbied the Liberal National government on these issues when they were last in government and their response was to cut funding.

The Union will be looking into the promises being made ahead of the state election and we will provide members our analysis, especially as it relates to healthcare.

On another note, I want to take this opportunity to congratulate members at Monash IVF who have successfully negotiated and voted up a great new agreement with Monash IVF. I also want to congratulate members at ICON who were successful in their bargaining dispute over long service leave provisions.

Both these successes highlight the importance of working together and proving together we are stronger.

Details about these important results can be found in *Union Round Up*.

Meanwhile, 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
Matt Hammond
Secretary



Union Round Up

Community Bargaining Update

The Union had its first substantive bargaining meeting for the new Community Health Agreement on Wednesday.

We believe that it was positive and were able to talk through many of the claims and explain why these were important to members.

We should get responses from employers in the next couple of weeks (including a wage offer).

Dietitians

We discussed the claim for clinical supervision. Over the next week, will prepare a draft clause to help bargaining, in the meantime can you inform the Union about:

- How many hours a year should we claim (for instance, 1 hour a month?)
- Should the claim be for individual or group supervision? Or both?
- Is it appropriate for your manager to provide clinical supervision? Or, is it preferable that someone else provides supervision?
- Is there approved training for Dietitian Supervisors (similar to the Clinical Supervisor Training for Psychologists)?

Please provide your feedback as soon as possible.

Psychologists

The Union started to discuss the classification structure and how we can improve the grades.

As a priority, we raised concern about psychologists not being employed under the Agreement at all, and how we can fix this. Watch this space.

The Union will start working on the classifications over the next fortnight. We will circulate to all psychologists for your feedback.

Progression

We discussed preparation of one progression clause, for all classifications, to enable career progression between grades.

We will work over the fortnight to prepare a draft and will share it with members for consideration and feedback.

Promote bargaining in your workplace

If you want to help the Union promote bargaining in the workplace, please contact Alex at alexs@msav.org.au to arrange delivery of materials.

If you have any questions or concerns, or would like more information about the status of bargaining, don't hesitate to contact Lisa at lisaa@msav.org.au

Congratulations members at Monash IVF

Monash IVF have just let us know that your enterprise agreement was successfully voted up! Congratulations.

Of the 20 workers eligible to vote, 17 voted, and 100% voted in favour of the Agreement.

Monash will now work with their lawyers to submit the Agreement to the Fair Work Commission. Once this is done, we will review what they have submitted, and will support the Agreement being approved.

Once the Agreement is made by the Commission, this is when the new entitlements formally start being delivered. It shouldn't take more than a couple of weeks.

After the Agreement is approved by the Commission, and you have any questions about your new entitlements, or don't feel that they're being applied correctly, please don't hesitate to contact the Union.

Congratulations members at ICON

We've received word from ICON's legal representatives that ICON will accept that all medical physicists should be entitled to long service leave under the pre-reform Award.

This acknowledgement means that all medical physicists at ICON will now be entitled to 6 months of long service leave after 15 years, pro-rata access after 10 years' service (approximately 4 months leave). This is almost double the entitlement under the Long Service Leave Act.

Thank you to everyone who supported this bargaining dispute.

In particular, for working so quickly to collect evidence of your qualifications. It's clear that your fast work supported the outcome.

With this now resolved in our favour, we can restart negotiations for the new Agreement. We will be in contact with members about a schedule of meetings as a priority.

Any questions or concerns, please don't hesitate to contact Lisa at lisaa@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>

AHP Annual General Meeting

The Annual General Meeting for the AHP is being held on 24 November at the AHP office.

Here are the details for the Annual General Meeting:

Date: 24 November

Time: 6pm

Venue: AHP office – level 1, 62 Lygon St, Carlton South

Members can access the meeting agenda [here](#) and the audited financial report [here](#).

Professional Development

We strongly encourage members to take your entitlement to professional development leave each year, so that you can maintain, improve and broaden the knowledge and expertise within your profession.

But some of you may be wondering what your Professional Development entitlement is.

You are entitled to 5 days of paid Professional Development leave each year. This pro-rata for part-time workers. All psychologists and pharmacists are entitled to additional 2 days leave for professional registration requirements. Unfortunately, this isn't pro-rata for part-time psychologists and pharmacists.

You should also know that your Professional Development leave is cumulative over 2 calendar years.

It's at your discretion how you decide to use your leave. You can use it to attend a conference, seminar or workshop, or you can use it for research or home study.

If you take Professional Development leave during a rostered day off like a weekend, after hours or on an accumulated day off, you will be provided with Time off In Lieu of the period of the course.

Your employer must respond within 7 days of receiving your request. However, you must make an application in writing at least 6 weeks' prior to the proposed leave date. If you intend on doing home study, you need to include details of the relevance of the study to your employment in your application.

While this general advice is for Public Sector members, many private sector agreements and the Community Health Sector agreement contain provisions about Professional Development.

If have any queries about your Professional Development entitlement, please contact the Union at enquiry@msav.org.au

Public Holiday Pay – Melbourne Cup Day

Last Tuesday was Melbourne Cup Day, a public holiday so it's important to know how you should be paid for it.

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

Worst Boss in the World?

The International Trade Union Confederation (ITUC) poll to select the Worst Boss in the World has opened to the public, with the winner to be announced at the [5th ITUC World Congress](#), which is being held in Melbourne later this month.

The CEOs on the shortlist have been chosen for their persistence in undermining the rights and interests of working people:

- Peter Hebblethwaite, CEO, P&O Ferries.
- Jeff Bezos, Executive Chairman, Amazon.
- Alan Joyce, CEO, Qantas.
- Ahmed bin Saeed Al Maktoum, CEO, Emirates Airline and Group.
- Howard Schultz, CEO, Starbucks.
- Gina Rinehart, Executive Chairman, Hancock Prospecting.

[Click here to read more](#) about the nominees and cast your vote.

ITUC General Secretary Sharan Burrow said: “This is a list of exploitation, indecent working conditions, outsourcing, unsafe business practices, low pay and anti-union intimidation. It’s a hard choice to pick the worst, but make your vote now.

“The ITUC will do all it can to call out the abusive practices of bad bosses, end corporate greed and work to protect the rights of working people.”

The winner of the international vote will join the exclusive list of previous bad bosses: Jeff Bezos (Amazon) in 2014 and Michael O’Leary (Ryanair) in 2018.

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.

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: In the wake of recent data breaches, here's why you need to check your credit score. It could even help track down criminals

"Millions of Australians have had their privacy breached in recent cyber attacks against Optus, Medibank and other companies.

Cybercriminals stole sensitive health and financial data that can be used for ransom, blackmail or fraud.

Law enforcement agencies are still investigating the origin of these attacks, but as experts in cyber and national security we can say two things are already clear.

First, anyone affected should check their credit record. Second, Australia's international cyber engagement strategy – which sets the terms for how we work with other countries to maintain national cybersecurity – is desperately in need of an update."

Read the entire article by Sascha-Dominik Bachmann and Mohiuddin Ahmed in The Conversation at:

<https://theconversation.com/in-the-wake-of-recent-data-breaches-heres-why-you-need-to-check-your-credit-score-it-could-even-help-track-down-criminals-193537>

Worth Reading: The mess left by the Coalition is (almost) overwhelming

"How do you eat an elephant? One bite at a time. To deal with the steaming mountain of ineptitude, corruption and failure left behind by nine years of Coalition government, Labor is trying several shovels at a time.

The most obvious at present – more of an end-loader operation – is the Robodebt Royal Commission, which has already uncovered an extraordinary degree of malfeasance and multiple failures of basic principles and ethics.

And it's early days. Yet to come will be examination of the personal tragedies, the distress of vulnerable people hounded by the illegal, bloody-minded machine that was the Australian government. People hounded to death."

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

<https://thenewdaily.com.au/finance/2022/11/09/coalition-mess-overwhelming-pascoe/>

Worth Reading: Why do I remember embarrassing things I've said or done in the past and feel ashamed all over again?

"We've all done it – you're walking around going about your business and suddenly you're thinking about that time in high school you said something really stupid you would never say now.

Or that time a few years ago when you made a social gaffe.

You cringe and just want to die of shame.

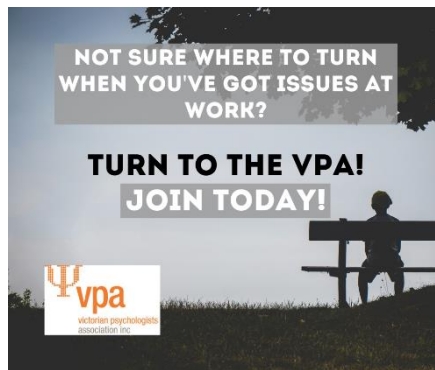
Why do these negative memories seem to just pop into our heads? And why do we feel so embarrassed still, when the occasion is long past?"

Read the entire article in The Conversation at: <https://theconversation.com/why-do-i-remember-embarrassing-things-i-ve-said-or-done-in-the-past-and-feel-ashamed-all-over-again-190535>

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



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

being the preferred provider of discounts for union members. Members who used Member Benefits will have to sign up at UnionShopper

staff room for your colleagues.

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