



Stat Report 2022/33

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New Public Sector Agreement Approved and the State Election

The new Public Sector Agreement has been approved by the Fair Work Commission!

The Union is extremely happy, and relieved, that the Fair Work Commission has approved the new Agreement.

This is especially the case given the amount of time and work it has taken to negotiate it and the time taken for the Agreement to go through the various steps.

The new Agreement comes into full effect on Monday 28 November.

From that date, the new pay rates, entitlements and conditions we negotiated will start being applied.

Over the coming weeks we will publish information sheets about your new entitlements, which will be available on the Member Portal. Members can access their portal at: <https://msav.360membership.com.au/login.aspx>

It's important to point out that without the strength of our members and the hard work of our bargaining team, the excellent outcomes we achieved would not have come to fruition.

With the Agreement about to come into full effect, now is a great time to encourage your colleagues who aren't members of the Union to join.

Having more members means we will have a stronger voice when it comes to lobbying the new state government. It also means having a stronger voice when we're lobbying government and more power in negotiations for future agreements.

That's why it's important to address the fact that there is an important state election with polling day tomorrow (Saturday 26 November).

According to the Victorian Electoral Commission nearly 40% of Victoria's eligible voters have already cast their ballots.

As mentioned in the last STAT Report, we would provide our assessment of the various health announcements from the major parties ahead of polling day.

Sadly, no major party has indicated additional support for allied health.

There have been no specific announcements about addressing the very real shortages in medical scientists, pharmacists, medical physicists, dietitians and audiologists.

Many of the health announcements have related to nurses and doctors. There are promises of significant investments in public hospitals with the major parties announcing investments in upgrading existing hospitals across the state as well as building new hospitals in high growth regions.

These announcements have not discussed, however, how the new public hospitals will be staffed given the shortages of staff across all our disciplines.

But there have also been processes commenced by the current Labor government – such as the important returning of all hospital pathology to the public sector – that would be imperilled if the Liberal National coalition were elected. With today's announcement of a proposal to lease out water treatment services the Liberals have demonstrated that they have learned nothing about the perils of privatisation.

The Union is clear that we are not able to take the promises being offered by the Liberal National coalition at this year's state election seriously.

Members should remember the last time the Liberal National coalition was in government they cut funding from healthcare.

Health services under the Liberals struggled to deliver the health care Victorians needed. They did not invest in hospital upgrades and did not bother to address issues in public health and hospitals in regional and rural Victoria. Yet somehow, we're now to believe they will now invest in public hospitals in regional and rural Victoria and upgrade hospitals across the state?

They refused to invest in areas of high demand, like mental health, and refused to acknowledge the enormous workload pressures facing members. Even when invited to address meetings of members, they refused to acknowledge the staff shortages across our disciplines and the growing workloads.

We fear that a Liberal National state government would mean our significant work to increase staff numbers for medical scientists, psychologists and pharmacists will be wound back.

For these reasons, we encourage members to put the Liberal and National parties last.

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

Positions not backfilled?

Let us know

Union Round Up

Community Bargaining Update

The Union's bargaining team had its second bargaining meeting for the new Community Health Agreement on Wednesday. A lot happened at this meeting:

- We have some significant movement on key claims
- Employers made us a wage offer; and
- Two employers advised us they will not take part in bargaining

At this weeks' meeting, we were able to progress a number of really key claims.

Members in Community Health were sent an email this week outlining updates on each claim. If you're a member in Community Health and you did not receive that email, please contact the Union as soon as possible.

For members employed by Category 2 Employers, were very happy to share that we already have an offer to move everyone to 5 weeks annual leave. This is fantastic news.

However, in exchange, employers are asking for the same offer made in the last round of bargaining:

- Easter Saturday public holiday removed; and
- Access to Christmas shut down clause.

It's also great to be able to inform members that we have a wage offer to share at this early stage of bargaining. The wage offer on the table is:

- Lump sum back pay: 3% on all earnings between 1 Feb 2022 and 31 Jan 2023
- 3% 1 Feb 2023
- 2% 1 Feb 2024
- 2% 1 Feb 2025
- 2% 1 Feb 2026

Unfortunately, there are some Community Health employers not taking part in bargaining, namely EACH and Merri Health

This week, the Victorian Hospitals Industrial Association (VHIA) confirmed that Community Health employers currently part of the Agreement will be engaging in bargaining, except for Merri Health and EACH.

This was not unexpected news, but it was still really disappointing. Members employed at EACH and Merri Health are entitled to feel pretty frustrated!

In response, the Union has already formally written to the CEOs of both EACH and Merri Health to encourage them to re-join the Agreement. We have also let them know that we will not be bargaining with them for an individual agreement.

However, the Union has invited the services to a meeting to discuss changing their decision.

The next bargaining meeting is scheduled for Thursday 1 December with bargaining meetings scheduled every week up until Christmas.

The Union is only able to achieve great outcomes on our claims because of members. That's why it is vital that members speak with their colleagues about bargaining and encourage them to join the Union if they haven't done so already.

To help with this the Union has produced some materials.

If you want to promote the Union and the fact that we are engaging in bargaining for a new Community Health agreement, please contact Alex at alexs@msav.org.au

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

Bargaining Update for GenesisCare

The GenesisCare enterprise agreement will go to the vote next Tuesday (29 November).

Members met to discuss the proposed Agreement on Monday. Members expressed continued concerns with the proposed Agreement including:

- Long service leave
- Wage offer
- Classification structure
- Professional development

Members agreed to vote No which would enable the Union to continue negotiations.

If members at Genesis have any questions or concerns, please contact Lisa at lisaa@msav.org.au or call on 9623 9623.

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 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>

Changes to Parental Leave – Public Sector

There are a number of changes for working parents in the new Public Sector Agreement, which the Union is pretty excited about.

These changes are significant and were won because of the hard work of our bargaining team.

Increase in paid leave entitlements

Leave entitlements have increased for:

- Primary carer leave: 14 weeks paid leave
- Secondary carer leave: 2 weeks paid leave

This entitlement is backdated to 21 December 2021. If you were on paid parental leave on this date, you will be entitled to receive the additional leave backdated.

You do not need to return on leave. You will be paid the additional 4 or 1 week(s).

Periods of Parental Leave will count as service for Long Service Leave

Unpaid parental leave will now be recognised as service for the purposes of long service leave. This is an important change!

If you (or someone you know) accessed unpaid parental leave between 1 November 2018 and when the Agreement was made, you need to apply to your employer within 6 months and ask for your service to be recognised.

If you do, the Employer must approve the application.

Superannuation will now be paid

From 21 December 2021, superannuation will be paid on both paid and unpaid periods of parental leave. This is another important change and recognises the fact that women retire with significant less superannuation as a result of taking parental leave.

The superannuation will be calculated on ordinary time earnings, over the previous 26 weeks prior to parental leave.

It will be backdated. If you have taken paid/unpaid leave between 21 December 2021 and when the Agreement has been made, you will receive the additional superannuation.

Qualification period now 6 months

To access paid parental leave entitlements, you now only have to work 6 months. Previously, members had to work 12 months before being able to access paid parental leave.

And importantly, if you change public health employers, you do not have to re-serve this qualifying period.

New parental leave clause

Finally, we invested a lot of time in redrafting the parental leave clause to make it easier for members to navigate.

If you need to access to parental leave or return to work entitlements in the future, it's our hope that the new clause will make it a little easier.

If you or a colleague need support with accessing your parental leave entitlements, please don't hesitate to contact the Union at enquiry@msav.org.au or on 9623 9623.

Victorian Gender Equity Report

The Commission for Gender Equality in the Public Sector released its Gender Equity Baseline Report.

The report represents the first time a comprehensive audit of public sector workplace gender equality, which includes Victoria's public hospitals.

Victoria now has the most comprehensive set of data on public sector workplace gender equality. The Gender Equality Act also requires public sector organisations to act on the data through Gender Equality Action Plans and report their progress against these plans every two years. This is significant as the Act requires public sector organisations to promote gender equality.

The report is also the first time that there is more transparency over gender equality in our public organisations which helps regulators, the Minister and Members of Parliament better understand the nature and state of gender inequality.

Coming out of the report, it highlighted that the across all public sector organisations the median base salary pay gap is 6.1% or approximately \$5,700 with 73% of organisations with pay gaps which favour men. In public health, the median base salary pay gap is 8.1% or approximately \$7,300 with 61% of organisations with pay gaps which favour men.

While the report showed that women are significantly underrepresented in leadership positions, in public health, 55% of governing body positions were held by women. Unfortunately, only 49% of CEO roles were held by women in public health while the public health workforce is 78% women. However, 59% of senior leadership roles were held by women.

The report also covered sexual harassment which showed 7% of women in the public health workforce experienced sexual harassment in the workplace. The Union firmly believes that sexual harassment is underreported, along with underreporting of gendered violence in the workplace.

However, it is encouraging that the report noted that 61% of women felt safe to challenge inappropriate behaviour at work.

The prevalence of flexible working arrangements showed that the vast majority of women in the public health workforce were not on formal flexible work arrangements. It also showed that women took on average 28 weeks of parental leave while men took an average of 3 weeks.

One of the key recommendations arising from the report was the need to collect more information about flexible working arrangements.

As our Assistant Secretary, Lisa Alcock, noted during the briefing, our members often find it incredibly hard to negotiate flexible working arrangements.

They are often refused in the first instance. Unfortunately, if flexible working arrangements are accepted, members can be stigmatized in the workplace and denied work opportunities.

Clearly this diminishes the capacity for many women to work as they are more often than not responsible for taking care of children and providing palliative care for older relatives.

With the Gender Equity Baseline Report being released, public sector health organisations will now have to produce Gender Equality Action Plans and report on their progress.

The Union will be interested to see the kinds of plans being created and how public health organisations will go about addressing the clear gender gaps in pay and representation in leadership positions, as well as ensuring more formal flexible working arrangements.

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

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.

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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>

16 Days of Action - End the Silence, Let us Speak!

If we are to end workplace sexual harassment, we need to end the misuse of non-disclosure agreements (NDAs).

As part of 16 Days of Activism Against Gender-Based Violence, head along to the end of year *Feminism at the Hall* discussion – End the Silence, Let us Speak.

NDAs are commonly used in the settlement of workplace disputes, including cases of workplace sexual harassment and discrimination. The misuse of NDAs perpetuates a culture of silence where victims are not empowered to speak out and unsafe systems of work are allowed to continue.

Come along to [Feminism at the Hall](#) and learn about the impacts of NDAs and what can be done to end their misuse.

When: Wednesday 7th December, 6.00pm

Where: Trades Hall, Meeting Room 1 (enter via Victoria St)

Special guests:

- Liberty Sanger, Principal at Maurice Blackburn Lawyers and co-chair of the Ministerial Taskforce on Workplace Sexual Harassment,
- Dr. Julie Macfarlane, co-founder of the global Can't Buy My Silence campaign
- Sascha Peldova-McClelland, Senior Legal and Industrial Officer at the ACTU.

The discussion will be followed by light snacks, drinks and conversation.

[Register here!](#)

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: Once more for the dummies – we need higher wages

"Sure, bad news sells, but was it really necessary to sell the best news on wages in many years as bad news?"

The verdict on Wednesday's Wage Price Index (WPI) rise to 3.1 per cent growth for the latest year was close to uniform: The fastest wages growth in nearly a decade was bad – it allegedly meant the economy was "running hot" and would require more interest rate rises by the Reserve Bank.

Guess what? The RBA won't be lifting interest rates because wages growth is starting with a three. I have that in writing from the Deputy Governor.

Similarly, Thursday's announcement of our unemployment rate returning to 3.4 per cent – the lowest in nearly half a century – wasn't met with celebration, with champagne corks popping and fireworks, but with more doom and gloom about the need to end such nonsense and force unemployment back up."

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

<https://thenewdaily.com.au/finance/2022/11/18/michael-pascoe-higher-wages/>

Worth Reading: Our health system is like a 'worn pair of shorts'. This latest COVID wave will stretch it even thinner

"The latest COVID wave is with us, with its viral subvariants BQ.1 and XBB. Once again, our health system will be stretched.

That's not just hospitals. A stretched health system affects the interaction between you and your GP, the availability of medicines, the policies of the aged care home your mother is in, the research that brought you vaccines, the mental health-care provider, Medicare and more.

The situation is very different to earlier COVID waves. Now, we have fewer public health measures in place. Health staff are also exhausted from almost three years of the pandemic."

Read the entire article in The Conversation at: <https://theconversation.com/our-health-system-is-like-a-worn-pair-of-shorts-this-latest-covid-wave-will-stretch-it-even-thinner-194253>

Worth Reading: A mandate for multi-employer bargaining? Without it, wages for the low paid won't rise

"The fact is that the government that I lead was elected with a mandate to increase people's wages," Prime Minister Anthony Albanese told the House of Representatives last week, as parliament debated the government's bill to increase access to multi-employer collective bargaining.

The bill passed the lower house last Thursday, after the government made changes that Employment Relations Minister Tony Burke said would ensure the "primacy" of enterprise bargaining. Further concessions may be needed to pass the Senate.

Employer groups argue the multi-employer bargaining provisions could return Australia to a 1970s-style system with high levels of industrial conflict. They claim it will lead unions to use sector-wide industrial action to achieve their goals."

Read the entire article by Fiona Macdonald in The Conversation at: <https://theconversation.com/a-mandate-for-multi-employer-bargaining-without-it-wages-for-the-low-paid-wont-rise-193829>

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.