



Stat Report 2023/01

In this issue of STAT Report, we cover:

- 2023: Monitoring, Enforcing and more Bargaining
- Equal Opportunity complaint filed against RMH
- Union Round Up
- Public Holiday Pay
- COVID-19 Frontline Healthcare Worker Wellbeing Project
- International Day of Women and Girls in Science
- Women & Leadership Australia Scholarship
- VPA PI Insurance covers Private Practice
- Contacting the Union
- Membership Issues – Experiencing hardship?
- Campaign Corner
- Worth Reading
- Member Benefits

2023: Monitoring, Enforcing and more Bargaining

This year is going to be a big year for the Union.

With the new Public Health Sector agreement now in force, the Union will be actively monitoring the compliance with the new agreement.

Since its approval we have noted some public health services thinking they can pick and choose what they will comply.

An element the Union is keenly monitoring, arising from our new Public Health Sector agreement, is the roll out of the recruitment for the agreed increases in psychologist and pharmacist numbers.

The Union will be vigorously pursuing this matter to ensure that there are more workers in our public healthcare system to help ease some of the massive workload issues.

Enforcing our agreements is a significant part of our work.

By reporting workplace issues, the Union can better monitor compliance with our enterprise agreements and identify any trends of concern at a particular health service or if they are across multiple health services.

That's why it is important that members report workplace issues to the Union.

This is a great opportunity to let Public Health Sector members know that we have posters and leaflets to promote the new agreement and key benefits from it.

You can help let your colleagues know about the new enterprise agreement by putting up posters and leaving leaflets in your tearoom.

If you want to help, please contact Alex on 9623 9623 or at alexs@msav.org.au to arrange delivery of materials.

2023 also sees the Union continue negotiations for new agreements in the Community Health Sector and with a number of employers in the private sector.

Members can read updates on bargaining in *Union Round Up*.

While it's already February, it's never too late to sort out some life admin.

Members can keep personal information up to date through the Member Portal.

If you've changed health services, or residential address or have a new email address, you can update this information anytime at your own convenience through the [Member Portal](#).

Maybe you have an issue at work you need advice or assistance with? You can lodge a support request through the Member Portal.

You can also change the method of payment for your membership fees through the Member Portal and you'll find the Professional Indemnity Insurance letter there too.

11 February is International Day of Women and Girls in Science.

Being a Union of science, we recognise the importance of days like the International Day of Women and Girls in Science. It's a great reminder of the significant contributions women and girls make in science.

The day also serves as another reminder of our obligation to encourage and support women and girls in science, and to take up careers in the sciences.

Without the tremendous work of women and girls in science many of the advances we enjoy today in all areas of our lives may not have come to pass.

I'm pleased to say that our office is humming again and we're looking forward to the challenges ahead.

If you have any workplace issues, please contact the Union on 9623 9623 or at enquiry@msav.org.au

In solidarity
Matt Hammond
Secretary

Equal Opportunity complaint filed against RMH

We have recently been left with no choice but to file an equal opportunity complaint to the Victorian Equal Opportunity and Human Rights Commission against the Royal Melbourne Hospital.

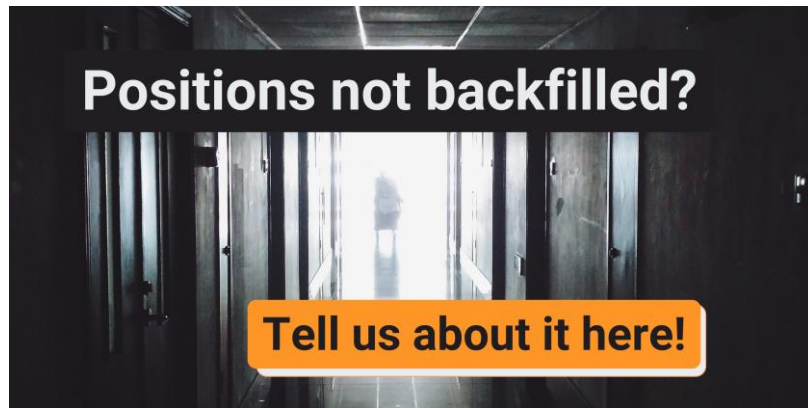
Extremely disappointingly, RMH has been refusing to properly accommodate the parental responsibilities of one of their employees, and have insisted that in order to be "fair", they need to treat everybody the same.

Newsflash, that's not what the law says.

Equal opportunity is fundamentally about recognising that some people's needs are different, and they need to be treated differently accordingly. It's about leveling the playing field to avoid unfair disadvantage on the basis of protected attributes.

It is unacceptable in this day and age that a large and sophisticated employer does not understand these obligations.

If you are in a similar predicament, and are being unfairly treated as a result of parenting responsibilities or any other protected attribute, then contact us at enquiry@msav.org.au to discuss further.



Union Round Up

ICON Agreement

Congratulations to members at ICON. The new agreement was overwhelmingly supported.

The next step is to have agreement approved by the Fair Work Commission. We expect that it won't take the FWC long to approve the new ICON agreement.

We will be sure to let members know when the agreement has been approved and when it comes into effect.

In the meantime, if you have any questions about the agreement, please contact Lisa at lisaa@msav.org.au

Bargaining at Ramsay Health

This week we met with Ramsay Health to continue negotiations.

Late last year Ramsay proposed to roll over the existing agreement for 2 years, with a 3% pay rise followed by 2.5%.

We know that Ramsay employees want, and deserve, to have a range of improvements to their EBA and we are continuing to push for a number of other entitlements, such as a fifth week of annual leave, improvements to long service leave and parental leave, the introduction of reproductive health leave, and many more claims.

If you work at Ramsay Health, we would love to hear from you! Please get in touch with Conor at conors@msav.org.au.

Bad Agreement voted down at the Australian Centre for the Prevention of Cervical Cancer

MSAV and HWU members at the ACPCC have voted down a bad agreement by a landslide.

Members at the ACPCC have not had an EBA payrise since 2016 and were offered a one off pay rise of 4.75% above their 2016 payrates.

In return the ACPCC was seeking to reduce personal leave down to 12 days per year amongst other things.

All future pay rises would be at the discretion of the ACPCC management.

Not surprisingly, the overwhelming response was NO.

In the next week or so there will be a members meeting to look at what's next. There's a fair chance that, along with a return to the bargaining table, we'll be looking at industrial action.

Healthscope Bargaining Update

Last year we had been in early discussions with Healthscope about bargaining for a new agreement.

These discussions fizzled out, but we have reached out to them again in the new year and have requested to meet to formally commence bargaining.

We are yet to hear back as at the time of this update, but rest assured that we have heard feedback from members about wanting to get things moving and will be pushing Healthscope to sit down with us as soon as possible.

If you would like to discuss it or have any queries, please contact Conor at conors@msav.org.au

Bargaining update for Melbourne Pathology

Bargaining is continuing with Melbourne Pathology.

We are yet to receive a wage offer, and thus far Melbourne Path has not budged on our claims for a fifth week of annual leave, improved access to long service leave, access to Professional Development leave, career progression or workload issues that members have told us are a real problem.

At the time of writing this update we are about to head to our next bargaining meeting, so keep an eye out in next week's STAT Report for a further update!

If you have any queries or would like to discuss bargaining at Melbourne Path, please contact Conor at conors@msav.org.au

Help promote the new Public Health Sector Agreement

The Union has designed and printed posters and leaflets to promote the new Public Health Sector Agreement.

You can help let your colleagues know they have a new enterprise agreement as well as the many new benefits they get from it.

By promoting the new agreement, you're reminding colleagues who aren't members of the Union about the work the Union does. And more importantly, you're letting your colleagues know that the new agreement was won by the work of Union members.

You can help by putting up posters and leaving leaflets in your tearoom.

Please contact Alex on 9623 9623 or at alexs@msav.org.au to arrange to have materials delivered to you.

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 Holiday Pay

There were a bunch of public holidays over the summer break.

The public holidays over December and January were 27th of December as a replacement day for Christmas Day which was on a Sunday with 2nd of January being a public holiday to replace New Year's Day, which also fell on a Sunday. And we can't forget 26th of January being a public holiday too.

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.

While this general advice applies to members working in the Public Health Sector, most of our agreements have a clause covering public holiday pay.

Please contact the Union if you have any concerns about whether you have received the correct public holiday pay at enquiry@msav.org.au

COVID-19 Frontline Healthcare Worker Wellbeing Project

COVID-19 infection worries and relational factors remain significant risk factors for psychological distress. Protective factors have included better health status and rating of supervisor support for mental health.



Findings from research being conducted by Deakin University also indicated that due to psychological distress 40.5% had at least one day out of role and 62.1% had at least one day working at reduced capacity, which combined likely costs organisations on average between \$967 to \$1482 AUD per person per month during the Omicron wave.

The preliminary findings from our interviews with FHWs with family responsibilities have also shown that there has been increasing workplace demands and stress among FHWs since the start of the pandemic, across the three timepoints (Nov-2020 to Mar 2022). Specifically:

- Workloads have increased over time and fears of contagion, which reduced in T2 following vaccination and increased confidence in infection control, have returned with new COVID-19 variants.
- With enduring strain, themes regarding workplace tension and conflict have emerged, specifically increased rates of conflict with the wider community and increased tension in the workplace.
- Existing supports that were once relied on, such as collegial and familial support, have also been impacted in recent timepoints.

Lastly, due to these challenges many have cited various reasons to quit or change roles if they have not already done so.

The research paints a very troubling picture. There is a strong, clear case for the Victorian government to significantly and rapidly recruit more staff into our health sector, especially across areas like pharmacy, psychology and allied health.

WORKING THROUGH THE OMICRON WAVE.

What did we Learn About Psychological Distress Among Frontline Healthcare Workers and its Cost to Organisations?


BACKGROUND

- During the Covid-19 Omicron wave in January 2022, we surveyed 161 frontline healthcare in Victoria from emergency departments, intensive care units, COVID wards, hospital in the home services, and aged care facilities.
- Our aims were (1) to understand how pandemic related stressors impacted the psychological distress experienced by healthcare workers, and (2) the cost of this distress on healthcare organisations.

FINDINGS

1 Psychological Distress in Healthcare Workers


FHWs had significantly higher levels of psychological distress compared to the general population during the Omicron wave.



17.8%

Frontline healthcare workers


vs



11%


General Population

2 Reduced Productivity in FHWs due to distress



40.5%

Absenteeism



62.1%

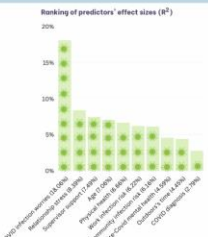
Reduced Capacity

Within the last 30 days, 40.5% of FHWs had at least one day out of role due to psychological distress and 62.1% had at least one day working at reduced capacity.

3 Financial cost of Psychological Distress

During the Omicrom wave, using salary rates from public enterprise agreements, it is estimated that loss productivity due to psychological distress cost organisations between \$967 and \$1482 AUD per person, per month (excluding on costs).

Predictors of Psychological Distress in Frontline Healthcare Workers



Risk factors: COVID infection worries, relationship stress, younger age, perceived risk of infection and a positive COVID diagnosis.

Protective factors: Better supervisor support, better physical and mental health, and more time spent outdoors

Predictors of Loss of Productivity in Frontline Healthcare Workers

Several factors were identified to predict loss of workplace productivity in healthcare workers...

1 Factors associated with more days off work

Protective Factors:

- Better Pre-Covid mental health
- Better physical health status

Risk Factors:

- COVID infection worries
- Gender (Female)
- Relationship stress

2 Factors associated with more days working at reduced capacity

Protective Factors:

- Poor Supervisor Support

Risk Factors:

- COVID infection worries

IMPLICATIONS

After two years of working under the challenges of the COVID-19 pandemic, psychological distress remains problematic among Frontline Healthcare Workers. These findings highlights risk and protective factors that can be targeted in supports to mitigate long term mental health issues, and manage the high associated costs to organisations.

International Day of Women and Girls in Science

11 February is International Day of Women and Girls in Science.

We recognise the importance of days like the International Day of Women and Girls in Science. It's a great reminder of the significant contributions women and girls make in science.

The day also serves as another reminder of our responsibility to encourage and support women and girls in science, and to take up careers in the sciences.

Without the tremendous work of women and girls in science many of the advances we enjoy today in all areas of our lives may not have come to pass.

You can show your support for the International Day of Women and Girls in Science by sharing our Facebook graphic below on 11 February.



Women & Leadership Australia Scholarship

Women & Leadership Australia (WLA) supports women at all levels across all sectors and industries. Their leadership programs bring together a focus on applied learning with the latest in leadership theory and practice. We believe that advancing gender equity, especially in leadership, is central to creating a more fair and inclusive society.

Through their Industry Partnership Framework, they work with hundreds of Australian associations and professional bodies to increase awareness and action around gender equity.

Scholarships of \$1000-\$5000 per person are available for women in the Health Sector.

To encourage more women to increase their impact at work and step into leadership roles across the Health Sector, WLA is offering scholarships for four leadership development courses.

Applications close on 17 March 2023. To apply or to find out more click here: www.wla.edu.au/industry/health

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.

YOUR MEMBERSHIP
saves you stacks of cash on
PROFESSIONAL INDEMNITY
INSURANCE
CLICK HERE FOR YOUR PII LETTER



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<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 or lodging a support request through your Member Portal here.

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.



See how you can get involved and ways you can help green your workplace. Visit <https://www.healthyfutures.net.au>

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>

SafetyNet Journal

Interested in Occupational Health and Safety issues? Want to find out what's happening around Victoria?

Subscribe to SafetyNet Journal to get all the latest news and information about OHS in Victoria. You'll also get informed about the latest training opportunities and conferences too.

Sign up at: <https://www.ohsrep.org.au/safetynet>

HACSU Tasmania – Aged Care Petition

Southern Cross Care Tasmania are trying to sack over 170 Enrolled Nurses, Leisure and Lifestyle and Food Services workers across Tasmania through a restructure and redundancies.

Southern Cross Care are trying to justify these changes by blaming Federal Government reforms following the Aged Care Royal Commission. But families know that's not true. It's not about quality care, it's about SCC's bottom line.

Their claims have even been publicly refuted by the Federal Aged Care Minister, Mark Butler, who has already intervened to urge SCC to reverse their decision.

But even Federal Government intervention has not been enough for SCC to see that they need to put families, residents, and workers first.

We need the community to call on the CEO and the Board to resign and make way for management that cares about older Tasmanians.

Let's stand up for quality care, not corporate greed. We need to stop this disgraceful behaviour spreading to aged care providers around the country.

HACSU Tasmania have a petition to put pressure on Southern Cross Care – please sign and share: <https://www.megaphone.org.au/petitions/stop-the-household-model-at-southern-cross-care>

You can also share their posts from their Facebook page: <https://www.facebook.com/HACSUTasmania>

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: Losing the natural world comes with major risks for your super fund and bank

"As the economist Herman Daly pithily said, the economy is a wholly owned subsidiary of the environment – not the reverse. Nature makes our lives possible through what scientists call ecosystem services. Think healthy food, clean water, feed for livestock, building materials, medicine, flood and storm control, recreation, and attractions for tourists.

Despite this, Australian businesses and financial institutions have so far failed to track how their activities both rely on and affect nature. This means our investments and superannuation could be exposed to hidden financial risks because of nature loss – and may also contribute to the destruction of nature."

Read the entire article by Madeline Combe, Megan C Evans, Nathaniel Pelle in The Conversation at: <https://theconversation.com/losing-the-natural-world-comes-with-major-risks-for-your-super-fund-and-bank-198669>

Worth Reading: First Nations people often take on the 'cultural load' in their workplaces. Employers need to ease this burden

"It's good practice for employers to consult staff when forming policies or guidelines. However, for some staff from diverse backgrounds, this creates extra work and pressure.

"Cultural load" in the context of the workplace is the invisible workload employers knowingly or unknowingly place on Aboriginal and Torres Strait Islander employees to provide Indigenous knowledge, education and support. This is often done without any formally agreed reduction or alteration to their workload."

Read the entire article by Nina Sivertsen, Courtney Ryder, Tahlia Johnson in The Conversation at: <https://theconversation.com/first-nations-people-often-take-on-the-cultural-load-in-their-workplaces-employers-need-to-ease-this-burden-193858>

Worth Reading: Nope, coffee won't give you extra energy. It'll just borrow a bit that you'll pay for later

"Many of us want (or should I say need?) our morning coffee to give us our "get up and go". Altogether, the people of the world drink more than two billion cups of coffee each day.

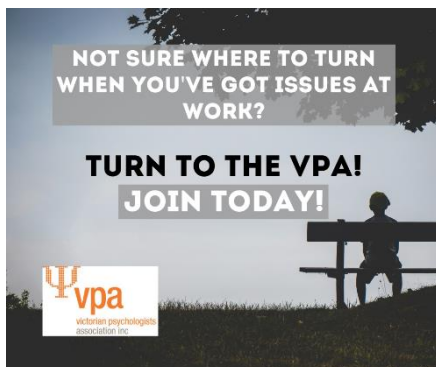
You might think coffee gives you the energy to get through the morning or the day – but coffee might not be giving you as much as you think."

Read the entire article by Emma Beckett in The Conversation at: <https://theconversation.com/nope-coffee-wont-give-you-extra-energy-iftll-just-borrow-a-bit-that-youll-pay-for-later-197897>

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.