



Stat Report 2023/02

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Is your Public Health Service advertising?

One of the biggest elements coming out of the Union's negotiations for a new Public Health Sector agreement was the commitment to significantly increase the number of psychologists and pharmacists.

The Union successfully negotiated for an additional 397 psychologists and an additional 200+ pharmacists.

However, we have been increasingly frustrated with Health Services who have not begun advertising for psychologists or pharmacists.

Given the widely accepted view that there are not enough psychologists or pharmacists in our public hospitals, it begs belief that we have not seen a more concerted effort from Health Services to advertise for psychologists and pharmacists.

Right now is the best opportunity to advertise vacancies.

In some cases, Health Services are not letting us know when they are advertising, or they simply tell us they don't have the budget to employ more psychologists and pharmacists.

It is becoming a significant point of contention as we work to enforce our new Public Sector agreement. It is especially important as the investment in more psychologists and pharmacists is tied to dealing with workloads.

Given some Health Services remain aloof about advertising for psychologist and pharmacist positions, we're asking members to let us know if you see any advertising for these positions.

If you have seen or are aware of your Health Service advertising for psychologist and/or pharmacist positions, [please let us know](#). If you're able to send us a copy, link or screenshot of the advertisement, we'd be grateful to receive them.

While I have the opportunity, I want to remind members of a significant change to workplace laws, which came into force at the start of February.

The new workplace laws provide 10 days paid Family and Domestic Violence Leave for workers in businesses with 15 or more employees after unions campaigned and won this important change in our laws.

It costs on average \$18,000 to escape a violent relationship and economic security is a key factor determining whether a person can escape a violent relationship.

The new laws have been designed to help provide some economic security for workers, especially women, leaving violent relationships.

Another significant change to our workplace laws currently being debated in Parliament is the expanded Paid Parental Leave, which is a step closer to being made law.

The expanded Paid Parental Leave will significantly increase the overall amount of leave available for workers, while also making it easier to share the leave between parents.

Should the new laws pass, it will lift Australia from having the second-worst paid parental leave scheme in the developed world.

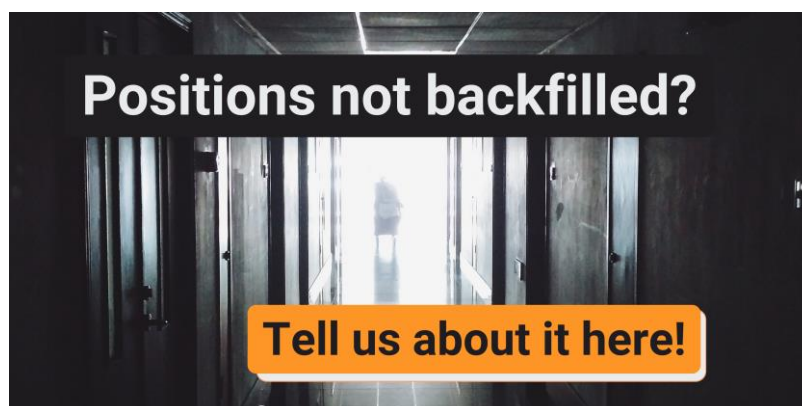
According to the Australian Council of Trade Unions, our sub-standard national paid parental leave scheme is a direct driver of women's lower workforce participation and unequal caring responsibility; causing women to experience their earnings fall by 55 per cent on average in the first five years of parenthood.

Unions will continue to campaign for parental leave to be paid at the full replacement wage and to bring forward the staged increase in leave, which would otherwise only improve gradually until 2026.

Your Union will always campaign to improve your rights at work and will proudly continue to campaign to improve paid parental leave and family and domestic violence leave across our enterprise agreements.

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

In solidarity
Matt Hammond
Secretary



Union Round Up

Public Sector members - have you got your backpay?

By now, members across the public sector should have received their backpay or be just about to.

We're keen to start the follow up on employers who are dragging the chain.

If you haven't got your backpay or been told its coming by the end of February, let us know at enquiry@msav.org.au

Have you received your additional 4 weeks paid parental leave?

As part of the new Enterprise Agreement, the Union negotiated an increase in paid parental leave from 10 weeks to 14 weeks!

Other changes include, you only have to work for 6 months to qualify for paid leave and superannuation will now be paid on both paid and unpaid parental leave.

These changes came into effect from 21 December 2021.

Have you received your backpay 4 weeks? If not, please get in touch with the Union now by emailing enquiry@msav.org.au and we will provide you support.

Bargaining Update for Melbourne Pathology

Last Friday we met with Melbourne Pathology to continue bargaining.

Pleasingly, we agreed that we should increase the frequency of meetings with a view to trying to finalise a new agreement as soon as possible, and before the end of this financial year.

Our next meeting is next Friday (17 February) and we are hoping to receive detailed responses from Melbourne Path to some of our key claims following some costings on their end.

The Union hopes that they will come to the table on a number of our key claims, including a fifth week of annual leave, earlier access to long service leave, career progression, Professional Development leave, workload and more.

If you work at Melbourne Path and know of any colleagues who are not Union members, now is the time to encourage them to sign up, as we are stronger (and have more bargaining power) when we stand together.

If you would like to discuss, please get in touch with Conor at conors@msav.org.au.

Healthscope Bargaining Update

In last week's STAT Report, we mentioned that we have been trying to reach out to Healthscope to continue the bargaining process that kicked off last year.

Unfortunately, Healthscope have still not agreed to resume bargaining. However, members at Healthscope have made it clear to us that winning a new EBA with improved conditions is a priority, so we will do everything we can on our end to get this moving along ASAP.

If you would like to discuss, 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

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
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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: Who is perpetrating domestic, sexual and family violence?

"Some 1.6 million women (17%) and 548,000 men (6.1%) in Australia aged 15 or older have experienced physical or sexual violence from a current or previous cohabiting partner. This means significant proportions of the population in Australia have perpetrated domestic or sexual violence.

There are no national Australian data on people's perpetration of domestic or sexual violence. While we have good data on violence victimisation, we know far less about violence perpetration."

Read the entire article by Michael Flood, Chay Brown, Kirsti Mills, Lula Dembele in The Conversation at: <https://theconversation.com/who-is-perpetrating-domestic-sexual-and-family-violence-192606>

Worth Reading: Here's some context missing from the Mparntwe Alice Springs 'crime wave' reporting

"Let us tell you about our town, our home. Mparntwe/Alice Springs is a small town on Arrernte Country in the red hot heart of the land now called Australia. Our town, our home, is a place of beauty: spinifex-speckled red sand dunes; black limestone after the rain; emerald waterholes nestled between the ranges; a wonderfully alive desert in one of the most remote places on Earth.

We hear more than 100 Indigenous languages being spoken on our streets every day, including Arrernte, Warlpiri, Luritja and Alawyerre & Pitjantjatjara. We are vibrant and multicultural. We are entrepreneurial. We love our sports, and our arts – and we cannot believe how much talent there is in our home."

Read the entire article by Chay Brown, Connie Shaw, Kayla Glynn-Braun, Shirleen Campbell in The Conversation at: <https://theconversation.com/heres-some-context-missing-from-the-mparntwe-alice-springs-crime-wave-reporting-199481>

Worth Reading: 200 experts dissected the Black Summer bushfires in unprecedented detail. Here are 6 lessons to heed

"The Black Summer bushfires of 2019-20 were cataclysmic: a landmark in Australia's environmental history. They burnt more than 10 million hectares, mostly forests in southeast Australia. Many of our most distinctive, ancient and vulnerable species were worst affected.

A new book released today, titled Australia's Megafires, synthesises the extent of the losses. The work involved contributions from more than 200 scientists and experts. It provides the most comprehensive assessment yet of how the fires affected biodiversity and Indigenous cultural values, and how nature has recovered."

Read the entire article by Libby Rumpff, Brendan Wintle, John Woinarski, Sarah Legge, Stephen van Leeuwen in The Conversation at: <https://theconversation.com/200-experts-dissected-the-black-summer-bushfires-in-unprecedented-detail-here-are-6-lessons-to-heed-198989>

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.