



Stat Report 2023/05

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Women's Rights: Despite advances more needs to be done

This week we celebrated International Women's Day and the launch of Women's Rights At Work (WRAW) Fest 2023.

Our new Public Sector Enterprise Agreement includes paid superannuation on unpaid parental leave, improved paid parental leave entitlements, strengthened clauses on flexible work arrangements, and more opportunities for career progression.

These are significant improvements on past conditions.

While these are great improvements, we know there is still a lot of work to do to close the gender pay gap, address gender equity and gendered violence in workplaces.

Women still retire with 40% less superannuation, that women are consistently refused flexible work arrangement requests but are still expected to be primary caregivers.

One in six women are subject to family violence.

Earlier this week we emailed members about International Women's Day.

The response was overwhelming.

Members shared with us their frustrations trying to request flexible working arrangements.

You let us know you're angry trying to navigate rotating rosters, night shifts and being on call while ensuring your households continue to run smoothly or ensuring someone is available to assist elderly parents and grandparents.

The work you do is essential but that doesn't mean that it can't accommodate flexibility when it is needed.

Increasing rostering stability for all workers, should be a priority to improve work/life balance. If this situation doesn't improve, the health system risks losing good people.

To address these issues, we are calling on members to join our Women's Committee. Please contact Lyzz at lyzzj@msav.org.au if you're passionate about these issues and want to make a difference.

In the meantime, we want to remind members about WRAW Fest 2023.

WRAW Fest is an annual event that offers women opportunities to organise with women from across the union movement and beyond.

From discussions on psychosocial hazards at work to ending non-disclosure agreements, there are a lot of great events on during WRAW Fest over the next fortnight. We've listed the events that are on at WRAW Fest in this week's edition of STAT Report in *Campaign Corner*.

I do want to encourage anyone who attended the International Women's Day march or is attending WRAW Fest events to share their pictures with us or tag us on social media so we can amplify your messages.

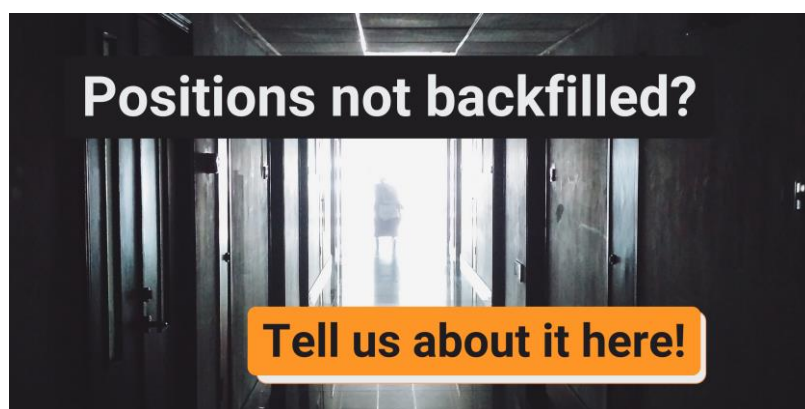
Finally, I want to remind members that Monday is Labour Day.

This is a great opportunity to thank members working on the public holiday. We appreciate the sacrifice members make by working on a public holiday to ensure Victorians can access the health care they need.

Since it's a public holiday it means members could be eligible for public holiday pay, with information about how your public holiday pay should be paid in this edition of STAT Report.

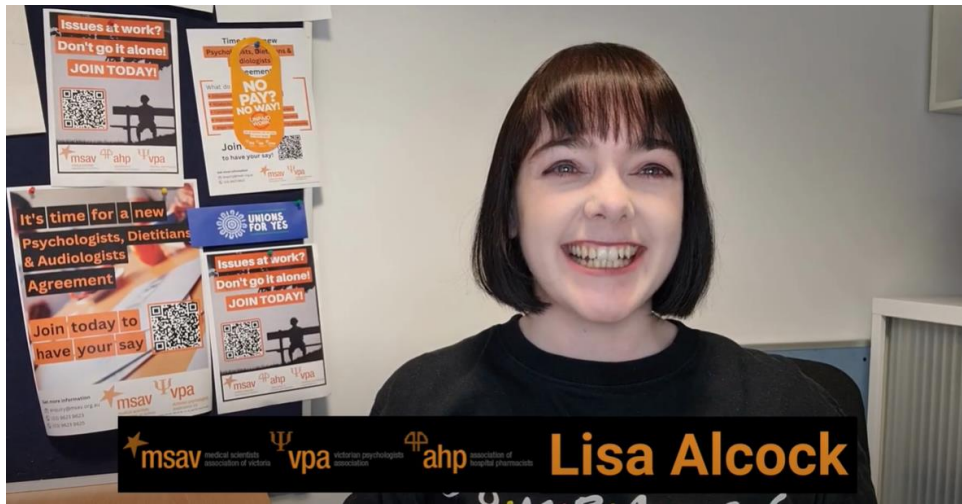
As always, should you need our support with a workplace matter, please contact the Union on 9623 9623 or at enquiry@msav.org.au or through the [Member Portal](#).

In solidarity
Matt Hammond
Secretary



International Women's Day messages

Check out these great messages for International Women's Day from Lisa and Lyzz



[Lisa's message](#)



[Lyzz's message](#)

Union Round Up

Bargaining at Dorevitch Pathology

The Union met again with Dorevitch Pathology, which is part of the Healius Pathology network, about the Enterprise Bargaining Agreement.

An offer has been provided to us that they're claiming to be "final" which, if it is, is short of the mark of what we would recommend to members.

They are continuing to refuse our claims for Grade 1 to Grade 2 progression for Scientists; refusing to increase the base Annual Leave entitlement from 4 weeks to 5 weeks; refusing to offer pro-rata access to Long Service Leave after 7 years; refusing to increase the Parental Leave entitlement from 6 weeks to 14 weeks; and only offering a wage increase of 3.3% in May 2023, 2.25% in May 2024, and 2.25% in May 2025.

This offer would continue to see Dorevitch Scientists get paid around 9% less than their peers in the Public Sector, on top of missing out on all the other benefits associated with Public Sector employment.

However, there is one issue with their offer that is more important than all others; the issue of Agreement Coverage.

When the last Agreement was made with 'Specialist Diagnostic Services Pty Ltd trading as Dorevitch Pathology...' it was understood that the Agreement would cover all Scientists and Technicians working for 'Dorevitch Pathology', including employees working for or brought over from the old Gippsland Pathology.

Since the approval of the 2019 Agreement, Specialist Diagnostic Services changed its name to Healius Pathology, and expanded its use of 'business units' for different specialist services, such as 'Genomic Diagnostics' and 'ASAP Pathology'.

Dorevitch is now arguing that these 'business units' are completely separate and as such, not covered by the Agreement approved in 2019. Based on this argument, Scientists working for Genomic Diagnostics or ASAP Pathology are paid at least \$7 less an hour for performing the same work.

If we accept that argument from Dorevitch, there would be nothing to stop the company creating new 'business units' (for example 'Peninsula Pathology') and scoping Scientists and Technicians out of the Agreement entirely.

That's why, if Dorevitch put their offer out to a vote it is essential that we vote NO until they agree to our claims about scope, pay, leave, and career progression.

If you currently work at ASAP Pathology, Genomic Diagnostics, or you know someone who does, please contact Angus at angusm@msav.org.au

Monash Health – Victorian Heart Hospital

When we met last week, members shared ongoing concerns about rostering, staff levels, workload and training.

We agreed as a group, that an application to the Independent Dispute Resolution Panel (IDRP) to progress these concerns would be submitted.

On Friday, last week, the Union sent one last email to Monash Health to try and resolve some of the issues.

The Union was happy to hear that following this email, ED and ICU shifts' end times have now been brought back. However, Dispensary is still until 11pm.

On Tuesday morning, the Union submitted our application to the Independent Disputes Resolution Panel.

We have asked for the application to be progressed quickly, so that we can sit down with the panel and try to work through the outstanding issues as a group and try to reach a resolution.

We appreciate your feedback and support in preparing the application.

The Union will let members know what is happening with the application. In the meantime, if you have any questions, please contact Lisa at lisaa@msav.org.au

Access to Annual Leave at Monash Pharmacy - Survey

The Union is currently surveying members at Monash Pharmacy.

Over the last couple of months, members at Monash Pharmacy have let us know that access to annual leave is increasingly harder to secure.

That's why the Union is asking for your feedback through our survey. **The survey closes on Friday 17 March.**

Once we've closed the survey, we will anonymise the results and use the data to engage with Monash Health to try to improve access to annual leave.

You should have already received an email and link to the survey. If you haven't received it, please contact Lisa at lisaa@msav.org.au or Lyzz at lyzzi@msav.org.au

Bargaining Update – Healthscope

Members at Healthscope will recall from previous updates in STAT Report that we had not heard from Healthscope regarding our request to bargain.

We are pleased to report that we have finally had discussions with Healthscope who have agreed to begin (or resume) the bargaining process.

The Union is meeting with Healthscope again next week to properly set the agenda for what this will look like.

Healthscope indicated that they would be open to offering a “rollover” agreement, which means maintaining the existing conditions, with annual pay increases as a way of getting a new agreement in place quickly.

We know that from previous discussions, members made it clear that they wanted a number of improvements to the agreement, not just pay increases.

The Union will be guided by what our members tell us they want to do. If Healthscope makes an offer to rollover the agreement, with clear figures around the proposed pay increases, then we will survey members accordingly to decide whether we accept a rollover agreement or push for improved conditions.

Right now is the ideal time to speak to your colleagues at Healthscope who are not Union members and urge them to join to be part of these decisions.

We also want to remind member to ensure that we have your most up-to-date employment details if you want to be part of any surveys or other discussions about bargaining at Healthscope.

To update your employment details please log in to your [Member Portal](#) and ensure that we have Healthscope recorded as your current employer.

If you have any queries about bargaining at Healthscope, please contact Conor at conors@msav.org.au

Bargaining Update – Melbourne Pathology

Negotiations are ongoing with Melbourne Pathology.

At our most recent meeting, management told us that they could not agree to members’ claims, especially around the fifth week of annual leave, as it would cost them too much money.

We made it clear that many of our members are considering a move to the Public Sector, and that in order to remain an attractive employer, Melbourne Pathology simply needs to lift their game and offer improved conditions.

We are due to meet again towards the end of March, so keep an eye out for future updates.

If any of your colleagues are not members of the Union, now is the time to speak with them about joining.

We are stronger, and have more leverage in negotiations, with more members. Plus, as a Union member you are part of discussions and decision-making as negotiations progress.

If you have any queries about the bargaining process at Melbourne Pathology, please contact Conor at conors@msav.org.au

Affected by Organisational Change? Contact us!

There is a lot of organisational change underway across different services at the moment.

Organisational change should not be occurring without consultation. Consultation means a genuine opportunity for employees and your Union to influence the decision-making process.

If you’ve received a Change Impact Statement about an organisational change that will affect you, and if you have any concerns or feedback, contact us to let us know as soon as possible.

Or, if organisational change is happening without a Change Impact Statement being distributed, then let us know urgently as this may well be in breach of your enterprise agreement.

Contact the Union at enquiry@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



Labour Day and Public Holiday Pay

Monday is the Labour Day public holiday which means members may be eligible for public holiday pay.

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

Managing COVID-19 risk: Union guidelines for healthcare workers

The Union has become increasingly concerned that in the wake of the pandemic no longer being a major focus, the Department of Health and public Health Services have dropped the ball when it comes to Personal Protective Equipment and COVID-19 related safety measures in workplaces.

That's why we have worked with other health unions to develop guidelines (below) for members to manage the COVID-19 risk in their workplaces.

Managing COVID-19 risk: union guidelines for healthcare workers

This document contains our expectations around COVID-19 management, which may go beyond the requirements provided by DoH, and is to be used during periods of high community transmission.

What should your employer do to reduce the risk of exposure to COVID-19?

- Identify and manage the risk of exposure to healthcare workers (HCW), including when caring in people's homes
- Consult Health and Safety Representatives (HSRs) and HCW whenever decisions are made about managing COVID-19 risks
- Implement a range of controls starting from those that are most effective (such as optimal ventilation) before reverting to and relying on lower-level controls (such as PPE)

What if an unexpected COVID case arises/in case of an outbreak (more than one case)

- Employers should have plans in place on how an outbreak will be managed
- An outbreak management plan should:
 - provide adequate detail on how an outbreak would be managed in different areas/wards of the health service from an infection control perspective, but also consider broader occupational health and safety factors
 - include a comprehensive range of controls that can be escalated and de-escalated in response to risk
 - be specific and detailed enough that anyone could pick it up and put it into action
 - be developed in conjunction with HSR/s and workers and regularly reviewed and updated, including to account for changes in the local environment and risks to the service
 - be communicated to workers
- Implementation of immediate PCR testing of all patients/residents/staff who have been exposed, with daily testing for 6 days and on day 13, or on advice of the Public Health Unit
- Immediately apply COVID-19 airborne precautions for all workers (including those not directly working in impacted areas)

We recommend that healthcare workers:

- Find out who is your Health and Safety Representative (HSR) – if there isn't one in your workplace, contact your union to find out how to elect an HSR
- Make sure you have been fit tested within the last 12 months and have access to an appropriate respirator
- Make sure that your ward/unit is consulted if changes are made to how the risk of COVID-19 is managed, including when there is an outbreak

*during periods of high levels of community transmission

Ways to manage COVID-19 risk (as per hierarchy of control)

Screening

- All workers and visitors to undertake declaration in relation to symptoms/COVID-19 status*

Environment and amenities

- Adequate and properly maintained ventilation systems, isolation and negative pressure rooms and areas, air purifiers
- Appropriate facilities for staff to change, shower, don and doff PPE and take breaks

Processes and procedures

- Isolation and zoning of COVID/SCOVID patients
- HCW cohorting/workforce bubbles minimising unnecessary contact with and between workers, limiting contact between teams caring for COVID/SCOVID patients and other workers
- Limit visitors to 2 per patient per day (where appropriate)

PPE and Respirators

- COVID-19 airborne precautions any time caring for/in the vicinity of COVID-19 or SCOVID patients/residents

PPE recommendations



Disposable gloves



Disposable apron/gown



P2 / N95 respirator



Eye protection

COVID-19 airborne precautions

Standard precautions

Standard precautions



- All HCWs have been fit tested
- All HCW provided with N95/P2 respirators if requested and should be considered standard in areas that are not specifically designated as a COVID-19 area*
- Visitors are provided with an N95/P2 respirator when coming into facility



Last updated February 2023

Members can find a PDF version of these [guidelines on our website here](#).

Even though it seems our society has moved on from the pandemic, we know all too well that the pandemic is not over and there remains significant risk of infection, especially for healthcare workers.

If you are experiencing issues with managing the COVID-19 risk in your workplace, or having problems accessing Personal Protective Equipment, contact the Union as soon as possible 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



CLICK HERE FOR YOUR PII LETTER



COVID-19 Data Watch

Given there is no regular reporting of COVID-19 numbers in the media or actively circulated by the Department of Health, the Union has decided to provide members updates on COVID-19 numbers as published by the Department.

The data is updated and published each week on Friday mornings. Below is the latest data as published Friday 10 March.

Cases

3,319 (+10.5%) total cases for the past week	3,031 total active cases
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Current cases in hospital

94 (-9.6%) cases in hospital (7-day rolling average)	1 case in ICU (7-day rolling average)
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Total tests and total cases

3,361 PCR tests (7-day rolling average)	389 positive RAT tests (7-day rolling average)	1,218,834 total cases from PCR
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Members can find the data here: <https://www.coronavirus.vic.gov.au/victorian-coronavirus-covid-19-data>

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 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

WRAW Fest 2023

Check out what's on during WRAW Fest 2023!

Women as HSRs – Q&A and Networking

14 March 6pm to 7:30pm

RSVP: https://www.weareunion.org.au/wraw_fest_women_hsr

Campaigning to Win Reproductive, Menstruation & Menopause Leave Rights

15 March 12pm to 1:30pm

RSVP: https://www.weareunion.org.au/wraw_reprod_leave

International Solidarity and Global Unions

16 March 12pm to 1:30pm

RSVP: https://www.weareunion.org.au/international_solidarity

Movie Night: Norma Rae

17 March 7pm to 10pm

RSVP: https://www.weareunion.org.au/norma_rae_screening

Solidarity Saturday - Building a Diverse Movement

18 March 10am to 2pm

RSVP: https://www.weareunion.org.au/wraw_fest_solidarity

Unions For Yes

18 March 10am to 11am

RSVP: https://www.weareunion.org.au/wraw_fest_yes

WRAW Chat Re-Launch (Train the Trainer)

20 March 1pm to 2pm

RSVP: https://www.weareunion.org.au/wraw_chat_relaunch

Feminism at the Hall – Ending Non-Disclosure Agreements

21 March 6pm to 8pm

RSVP: https://www.weareunion.org.au/wrawf_fath_ndas

Winning Pay Transparency

22 March 6pm to 7pm

RSVP: https://www.weareunion.org.au/wraw_pay_transparency

For details about WRAW Fest visit: <https://www.weareunion.org.au/wraw23>

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>

Unions for Yes Campaign

Later this year, Australians will vote on a change to our nation's constitution which seeks to enshrine a voice for Aboriginal and Torres Strait Islander people to our national Parliament.

After over 65,000 years of continuous culture, it's time Aboriginal and Torres Strait Islander people are recognised in our 122-year-old constitution.

Aboriginal and Torres Strait Islander people want recognition in a practical form by having a say on issues and policies that impact their lives.

The Voice to Parliament is an important change that will make Australia fairer and better and Australian unions, including yours, are proud to be campaigning in support of a Yes vote.

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.

Find out why the Voice to Parliament is so important at WRAW Fest's "Unions for Yes keynote presentation with Lara Watson" on 18 March from 10am to 11am. Details and registration:

https://www.weareunion.org.au/wraw_fest_yes

Want to do more? Get involved at: https://www.weareunion.org.au/voice_campaign

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: Climate change is fuelling the rise of superbugs. What can we do to save ourselves?

"The next time you need to take antibiotics, they may not work. So you may be prescribed a different antibiotic, which also may not work. Maybe nothing works.

This is what happens when bacteria develop resistance to drugs designed to kill them, putting modern medicine at risk, and making everyday infections deadly.

Climate change is accelerating the emergence and spread of these "superbugs", which thrive in warm, wet conditions."

Read the entire article by Branwen Morgan in The Conversation at: <https://theconversation.com/climate-change-is-fuelling-the-rise-of-superbugs-what-can-we-do-to-save-ourselves-200707>

Worth Reading: A Voice to Parliament will not give 'special treatment' to Aboriginal and Torres Strait Islander Australians. Here's why

"Since Prime Minister Anthony Albanese released the draft wording for a referendum on an Aboriginal and Torres Strait Islander Voice to Parliament, there has been some misinformation and disingenuous arguments put forward by those in the "no" camp. Let us examine some of their claims.

The first is that there is not enough detail. The necessary information is in fact out there – certainly in sufficient detail for the Coalition junior partner to decide to oppose the Voice.

Still, the Voice has been variously and erroneously mischaracterised as a "third chamber" of parliament, or as a body that would give Aboriginal peoples "special treatment". Others claim the Voice will have the power of veto. These ideas, perhaps while emotionally appealing, do not accord with current constitutional arrangements, nor with the idea of a Voice to Parliament as proposed by the government."

Read the entire article by AJ Wood in The Conversation at: <https://theconversation.com/a-voice-to-parliament-will-not-give-special-treatment-to-aboriginal-and-torres-strait-islander-australians-heres-why-200650>

Worth Reading: Super tax breaks were already well due for retirement

"There are no self-funded retirees in Australia – there are just those the government supports through the age pension and those that get government support via tax concessions for superannuation.

Of course millions of people collectively spend billions on tax and legal advice trying to get both.

In Australia today a retired couple with up to \$935,000 in assets, in addition to owning their own home, can still get a part pension. It's very generous of Australian taxpayers to 'top up' the retirement incomes of millionaires, but our generosity only stretches so far."

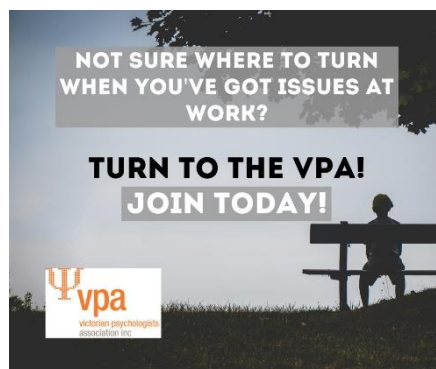
Read the entire article by Richard Denniss in The New Daily at:

<https://thenewdaily.com.au/finance/2023/03/07/super-tax-breaks-retirement/>

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