



## Stat Report 2023/06

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## Psychologist Progression and Pharmacist Weekend Work

There are a couple of big-ticket items arising from our new Public Sector Agreement.

One of those big-ticket items is a significant change in the new Public Sector Agreement for psychologists to enable progression from P2 to P3. The other big-ticket item is the arrangement surrounding rostering of weekend work for pharmacists.

If you're a psychologist, your first question is likely to be "how do I start the process and what do I need to know"?

The simple answer is you will have to notify your employer, in writing, requesting that they consider your application for progression from P2 to P3.

We have to point out early on though that to be eligible, you need to satisfy the following criteria:

- an endorsement from the PBA in an Area of Practice (if you work in Mental Health, see additional criteria below);
- a minimum of 5 years' experience as a generally registered Psychologist;
- you must perform complex clinical work of a psychological nature, as part of normal duties; and
- you must be a Psychology Board of Australia approved Supervisor.

Importantly, it is assumed under our Agreement that someone with an area of endorsement will already possess advanced knowledge and skills and that an application for progression is warranted.

Psychologists wanting to pursue an application for progression from P2 to P3 are strongly encouraged to download our information sheet, which will help members navigate the process. The information sheet can be [downloaded from here](#).

For pharmacists, rostering of weekend work has always been an important issue and one the Union has stridently worked to ensure members are protected from.

However, from 1 July 2023, pharmacists can be rostered for ordinary working hours on weekends, but there are rules about its operation with strong protections built in for members.

If you're a pharmacist who was employed before 1 March 2023, the changes in our new Agreement mean that existing Pharmacists, student Pharmacists and Pharmacist interns can either opt-in or opt-out of the Weekend Ordinary Hours Roster.

Under the previous Agreement, Pharmacists could only have ordinary hours rostered between Monday and Friday. This means, that all work on weekends is overtime and all workers can refuse to work overtime hours under our Agreement.

A Pharmacist may choose to work any part of their ordinary weekly hours on a weekend in accordance with protocols the Union included as part of the negotiations for the new Public Sector Agreement.

Simply put, you cannot be directed to work (or have an employer request) ordinary hours be worked on a weekend roster.

However, if you're a new Pharmacist, that is someone who is employed after 1 March 2023, your employer can roster ordinary hours on a weekend roster *but* only after you have completed appropriate training and/or orientation, which may take up to three (3) months to complete.

This is important given Pharmacists are likely to be working with less supervision on weekends, which means it's absolutely vital you are "signed off" as having the relevant competencies before you're working outside of normal hours.

Given the complexities of this arrangement, we have prepared an information sheet for Pharmacists to help navigate requests for to be rostered for weekend work. You can find the [information sheet on our website here](#).

We strongly encourage psychologists seeking P2 to P3 progression that are facing issues having their application considered or the process has stalled, to contact as soon as possible.

Likewise for pharmacists, we strongly encourage you to download our information sheet and contact us if you have any questions about how weekend work rostering will operate and how it affects you.

This is a great time to congratulate our pharmacist members at Melbourne Health for their significant occupational health and safety win. Pharmacists raised with us the very dangerous situation they faced having to use wheeled stools in order to reach items on high overhead shelves.

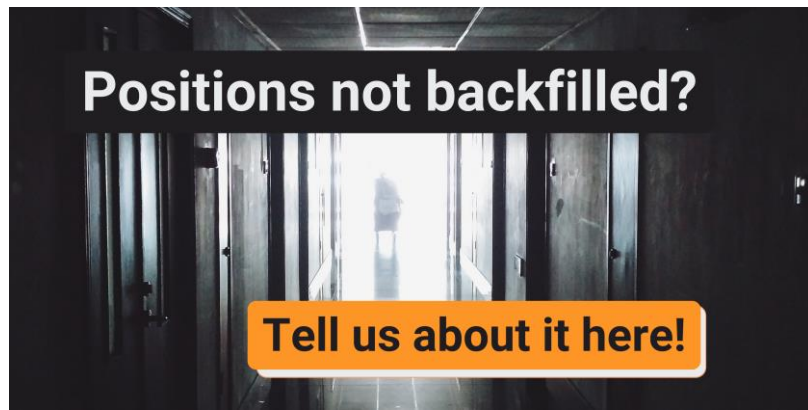
Because members stood together, and refused to back down, Melbourne Health was forced to do the right thing; read all about it in *Union Round Up*.

Finally, I want to remind members that last Monday was Labour Day, a public holiday.

Since Monday was a public holiday it means members could be eligible for public holiday pay. There is information about how your public holiday pay should be calculated 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](mailto:enquiry@msav.org.au) or through the [Member Portal](#).

In solidarity  
Matt Hammond  
Secretary



## Union Round Up

### **Dorevitch Pathology – vote NO on management’s offer**

The Union has received word that Dorevitch will put the proposed management Agreement out for a vote, commencing on Tuesday the 28th of March, with the vote closing on Monday the 3rd of April.

The Union strongly recommends a NO vote!

The offer is a paltry 3.3% wage increase in May 2023, 2.25% in May 2024, and 2.25% in May 2025.

They are not offering any progression from Grade 1 to Grade 2 for Scientists.

They are 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; and refusing to increase the Parental Leave entitlement from 6 weeks to 14 weeks.

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, it is essential that we vote NO until they agree to our claims about scope, pay, leave, and career progression.

Finally, if you currently work at ASAP Pathology, Genomic Diagnostics, or you know someone who does, please contact Angus at [angusm@msav.org.au](mailto:angusm@msav.org.au)

### **Occupational Health and Safety Win**

Our pharmacist members at Melbourne Health raised occupational health and safety concerns with us earlier this year regarding the use of unsafe wheeled stools. Pharmacists were expected to climb onto the wheeled stools in order to reach items stored on high overhead shelves.

After we raised this as a serious and unnecessary risk, Melbourne Health agreed to review the workspace. Initially they proposed to just have the items stored on lower shelves so that pharmacists could reach them.

While that was a great start, it left the unsafe stools in the workspace and maintained an unnecessary risk that at some point they would be climbed on again. After we insisted that the safety of these stools be reviewed more thoroughly, Melbourne Health finally agreed to remove the stools altogether and replace them with safer and more stable step ladders.

Under the Occupational Health and Safety Act, employers owe their employees a duty to maintain a safe workplace, and safe work practices.

They are obliged to eliminate risks where reasonably practicable, or otherwise reduce the risks so far as is reasonably practicable. This means creating methods of work that do not require taking unnecessary risks, or in scenarios where some level of risk is absolutely necessary, then putting all safeguards in place to mitigate the risk.

No one should be injured at work!

If you are concerned about health and safety in your workplace, contact us at [enquiry@msav.org.au](mailto:enquiry@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](mailto: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](mailto: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](mailto: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](mailto:alexs@msav.org.au)



## Labour Day and Public Holiday Pay

Last Monday was 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](mailto:enquiry@msav.org.au)

## VPA Professional Indemnity Insurance covers 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.

## 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](mailto:enquiry@msav.org.au)

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**INSURANCE**



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## 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 17 March.**

### Cases

3,960 (+20%) total cases for the past week	3,374 total active cases
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### Current cases in hospital

114 (+21%) cases in hospital (7-day rolling average)	4 cases in ICU (7-day rolling average)
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### Total tests and total cases

3,327 PCR tests (7-day rolling average)	472 positive RAT tests (7-day rolling average)	1,219,487 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](mailto: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

### WRAP Fest 2023

Check out what's on during Women's Rights At Work (WRAP) Fest 2023!

### Winning Pay Transparency

**22 March** 6pm to 7pm

RSVP: [https://www.weareunion.org.au/wrap\\_pay\\_transparency](https://www.weareunion.org.au/wrap_pay_transparency)

For details about WRAP Fest visit: <https://www.weareunion.org.au/wrap23>

## 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](https://www.weareunion.org.au/wraw_fest_yes)

Want to do more? Get involved at: [https://www.weareunion.org.au/voice\\_campaign](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: Want to support companies that support women? Look at your investments through a 'gender lens' – here's how

"Gender equity continues to be a significant problem in business globally. We all know the story: the gender pay gap is a persistent issue and female-dominated industries tend to be lower paid.

Female representation in senior leadership and board positions remains low in many countries, particularly in Aotearoa New Zealand. Women comprise only 28.5% of director positions across all NZX-listed companies and just 23.7% at companies outside of the NZX's top 50.

Change is slow despite the well-established evidence showing the merits of improving gender equity for businesses – including better firm performance – and excellent initiatives such as Mind The Gap."

Read the entire article by Ayesha Scott, Aaron Gilbert and Candice Harris in The Conversation at: <https://theconversation.com/want-to-support-companies-that-support-women-look-at-your-investments-through-a-gender-lens-heres-how-201292>

## Worth Reading: The 'great resignation' didn't happen in Australia, but the 'great burnout' did

"You've probably heard about the "great resignation" which saw large numbers of people resigning from their jobs in the US in 2021 and 2022.

We didn't see resignations over and above what is normal in Australia. However, we did see workers resisting the post-COVID return to the office.

To better understand these trends, we conducted a study of 1,400 employed Australians in 2022 to see how they were faring two years after the start of the pandemic.

And the answer is: not great."

Read the entire article by Leah Ruppanner, Brandan Churchill and David Bissell in The Conversation at: <https://theconversation.com/the-great-resignation-didnt-happen-in-australia-but-the-great-burnout-did-201173>

## Worth Reading: Three years into the pandemic, it's clear COVID won't fix itself. Here's what we need to focus on next

"On March 11 2020 the World Health Organization classified COVID as a pandemic. Three years on, it remains just that.

As much as we don't want it to be, and as much as it is off the front pages, COVID is still very much with us.

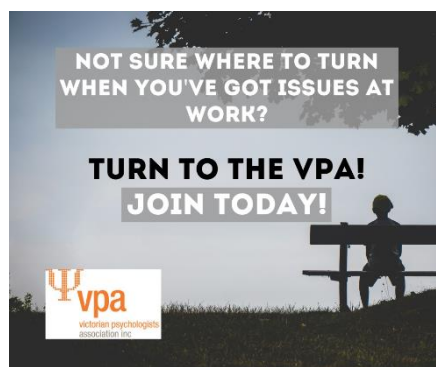
But how bad has it really been? And, more importantly, what have we learned that could help us accelerate a real and sustained exit?"

Read the entire article by Michael Toole and Brendan Crabb in The Conversation at: <https://theconversation.com/three-years-into-the-pandemic-its-clear-covid-wont-fix-itself-heres-what-we-need-to-focus-on-next-201181>

## 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.