



Stat Report 2015/09

Easter Saturday, Easter Sunday (a public holiday in 2015) and ANZAC Day

With Easter fast approaching the Union has prepared this advice regarding your entitlements for Easter Saturday, Easter Sunday (a public holiday in 2015) and ANZAC Day. Please note that this advice applies to members working in the public sector. If you're working in the private sector please contact the Union on 9623 9623 to discuss your entitlements.

Working Part-time? Not Rostered to Work on Easter Saturday, Easter Sunday and/or Anzac Day?

Public sector members who work part-time the following applies for Easter Saturday, Easter Sunday and ANZAC Day.

If it's a day you would normally work, you get the day off and are paid for the day – simple as that.

If it's a day where you're not normally required to work, you get paid on a pro rata basis. How this works is outlined in clause 69.5.2 of the Public Sector EBA as follows:

Average weekly hours over the previous six months are to be determined and a pro-rata payment made, regardless of whether the employee would ever work on that day of the week. Example:

Average Hours	Shift Length	Base Payment	Penalty	Payment
24/38 hours	X 8 hours (Where the ordinary shift length is 8 hours)	5.05 hours	T 1.0	5.05
20/38 hours	X 10 hours (Where the ordinary shift length is 10 hours)	5.26	T1.0	5.26 hours

Working Full-time? Not rostered to work?

Public sector members who work full-time, the following applies.

Easter Saturday:

If you ordinarily work Monday to Friday and don't work on Saturdays, you are entitled to one day's pay or, by agreement with your employer, you may take one day off in lieu within four weeks following the date, or have one day added to your annual leave.

If you are a full-time shift worker and are not required to work on Easter Saturday (and Easter Saturday falls on your Rostered Day Off) you are entitled to receive one and half day's pay in addition to the weekly wage, or one and half days off at a time convenient to the Employer without loss of pay in lieu.

Easter Sunday & ANZAC Day:

If you work full-time Monday to Friday: You are entitled to receive one and half day's pay in addition to the weekly wage or one and half days off at a time convenient to the Employer without loss of pay in lieu.

If you are a full-time shift worker and are not required to work on Easter Sunday you are entitled to receive one and half day's pay in addition to the weekly wage, or one and half days off at a time convenient to the Employer without loss of pay in lieu.

If you have any concerns or questions please contact the Union on 9623 9623

Dorevitch Enterprise Agreement Negotiations

Negotiations with Dorevitch Pathology for a new enterprise agreement resumed on 24 March. It is worth remembering that this is the latest in a series of negotiations that started in early 2007. The last enterprise agreement increase for MSAV members employed by Dorevitch was in July 2007.

Whilst committing itself to ongoing negotiations for a replacement agreement, the MSAV has made a formal claim for an immediate "upfront" wage increase of 10%. We put that this amount is in large part catch-up for nearly 8 years of wage freezes. We are waiting for Dorevitch's formal response to this claim.

Unfortunately Dorevitch Pathology management has shown repeatedly over the years its willingness and preparedness to ignore the need for a well-paid professional workforce; a workforce which delivers its profits.

At the 24 March meeting, despite our best efforts to work out ways we could restart negotiations with Dorevitch, it was clear the junior management types Dorevitch sent had no authority to respond to our claims or make any form of offer – not the best of starts.

We will keep members informed as developments occur.

A year after ARCBS became a "manufacturer"

The first year anniversary of the Red Cross Blood Service being a so-called manufacturer is just around the corner so we're calling on members to share with us their experiences of the Red Cross Blood Service in the last year.

The Union has been receiving reports about a number of significant issues. As such we felt it is time to gather as much information as we can to try and put together an accurate picture of the actual impacts that have emerged from this change.

You won't be identified but it's vital that the public know what's really happening at the Red Cross Blood Service.

Send your experiences to: enquiry@msav.org.au

It would interest people to read a timely article about further changes at ARCBS with assistants to be used to take peoples' blood rather than qualified nurses. As we raised at the time, and continue to raise with government agencies, the ARCBS is putting the entire health system at risk with its insistence on not employing qualified scientists to test and process blood donations; or qualified nurses to take blood donations.

Read the article in The Age ["Assistants without nursing qualifications to take blood from donors"](#)

Healthscope's suicide threat risk policy puts VPA members at risk

It has come to the Union's attention that Healthscope has introduced a new policy about suicide threat risk for its non-mental health facilities. The policy will require members to breach confidentiality in circumstances of an expression of suicidal ideation prior to any risk assessment. That is before a risk of imminent harm can be properly established.

Our members advise that the policy is problematic for two reasons:

Firstly our members have advised that such a breach of confidentiality conflicts with their ethical obligations under the applicable code of ethics potentially exposing them to professional discipline.

Secondly and arguably more importantly once the policy is explained to patients a risk is created that patients will not report ideations at all and escalates without clinicians becoming aware of it.

Confidentiality is central to the way psychologists work with their clients.

The Union is also concerned that Healthscope has undertaken to introduce such a policy without notifying or consulting with members. There are also possible concerns that this policy change could potentially result in referrals to AHPRA as a result of Healthscope failing to understand the regulatory framework which psychologists operate within.

It's especially concerning that management at Healthscope don't understand the regulatory frameworks for which its staff operate within.

Professional Development Seminar for VPA Members

The VPA is holding its next Professional Development seminar on **Wednesday 13 May 2015, at the Treacy Centre Parkville**. For venue information click [here](#).

The afternoon will begin at 12:30pm with light refreshments before the first session commences at 1pm.

The topic for the Professional Development seminar is "What every psychologists can do to help clients with substance abuse issues", which will be presented by Dr Nigel Alexander from 1pm.

Dr Nigel Alexander is a Clinical Psychologist who works with the Substance Use Mental Illness Treatment Team (SUMITT) from NorthWestern Mental Health. SUMITT is also part of the Victorian Dual Diagnosis Initiative. Nigel has worked in the AOD treatment sector for the last fifteen years and also runs a private psychology practice.

Seminar Title:

What Every Psychologist Can Do to Help Client with Substance Use Issues

Seminar Abstract:

Alcohol and Other Drug Use is common in our society. Not everyone who uses substances

experiences problems, however significant numbers of people do. Approximately 50% of people suffering from a mental disorder also have a co-occurring substance use disorder. Despite this the rates of screening and assessment for substance use problems in health services are low, and interventions provided are even lower.

This workshop will discuss the substances of concern in our community and what treatment options are available. Participants will be introduced to a screening tool to assist them in ascertaining if their clients have a substance use issue and learn how to provide a brief intervention.

Seminar Program:

Time	Program
12:30pm to 1pm	Light Lunch
1pm to 2:30pm	First Session
2:30pm to 2:45pm	Afternoon Tea
2:45pm to 4pm	Second Session
4pm to 4:20pm	Plenary

Make sure you save your place by sending us your RSVP by 5pm on 6 May to alexs@msav.org.au.

Note that sessions times may vary slightly upon confirmation. If you have any questions regarding this Seminar please contact VPA Inc on 9623 9625.

Annual Conference 2015 – Save the date

After the success of last year's Annual Conference, the Union will be holding an Annual Conference in 2015. The Union is working on the theme and lining up some great guest speakers.

We're sure that this year's Annual Conference will be huge!

So make sure you save the date – Friday 29 May – for Annual Conference

More details will be published in the next edition of STAT Report.



Union closed for the Easter Break

The Union will be closing its doors for the Easter break from Friday 3 April and reopening on Wednesday 8 April.

Join the campaign – No Pay? No Way!

Show your support for the campaign by downloading & using one of our graphics for your email signature.



Union Aid Abroad-APHEDA 2015 Raffle

Support the Union Aid Abroad-APHEDA Raffle and stand with workers around the world fighting for justice and safe and decent work.

[Buy your tickets online](#) or FREECALL 1800 888 674 today.

Don't miss out on your chance to win an \$8000 travel voucher or a great Gazelle Ultimate T-1 bicycle valued at \$2,199. Tickets only \$2. Booksellers' prizes also available.

The Union Aid Abroad-APHEDA 2015 Raffle is kindly sponsored by Turner Freeman Lawyers.

Worth Reading: Health Check: the good and bad of Easter eggs, chocolate and hot cross buns

“Australians love Easter but it seems we love Easter eggs more, spending more than A\$185 million on chocolate over the holiday break.

Painted or dyed eggs were given traditionally at Easter to symbolise new life. Chocolate Easter eggs first appeared early in the 19th century, followed by hollow Easter eggs in 1875, when manufacturing advances allowed chocolate to flow into moulds.

These days we don't have much restraint when it comes to eggs made out of chocolate, but how many regular hen eggs are okay to eat? And what about the other Easter favourite: the hot cross buns?”

Read the entire article by Clare Collins, Professor in Nutrition and Dietetics at University of Newcastle, on The Conversation at: <http://theconversation.com/health-check-the-good-and-bad-of-easter-eggs-chocolate-and-hot-cross-buns-37920>

Worth Reading: The Australian government can't safeguard Putin's data. That means yours isn't safe, either

“One of the questions I've been asked most in recent months is whether members of parliament will have their metadata stored under the government's mass surveillance regime. The answer? Absolutely.

Almost every Australian has skin in this game. including some people who really shouldn't. given

the government and opposition's protestations that this regime is a vital issue of "national security".

During February's Senate Estimates, we learned that Dennis Richardson, secretary of the Department of Defence, who works alongside the minister and the chief of the Australian Defence Force, [doesn't use an encrypted phone](#).

It's a fair bet that senior people in our defence and security organisations who work alongside him who will also be among the 23 million of us who have their metadata stored for two years.

You'd expect that regardless of its nature, the information of senior defence personnel (or say, world leaders) would be held under tight security by government and agencies that have access to it, to avoid the risk of it being compromised."

Read the entire article by Scott Ludlam on The Guardian at:

<http://www.theguardian.com/commentisfree/2015/mar/31/the-australian-government-cant-safeguard-putins-data-that-means-yours-isnt-safe-either>

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There is more information about a range of other benefits union members can access at <http://www.memberconnect.com.au/> or you can call ACTU Member Connect on 1300 362 223.



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