



## Stat Report 2015/10

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

It may seem strange to include this advice for a third STAT Report in a row but judging by the large volume of calls about Easter weekend we thought it was important to include again. We are also aware that some health services have been receiving bad advice about their obligations regarding the Easter weekend this year.

We have been busy ensuring that health services are aware of their obligations and where necessary we are directly following up with management to ensure you're receiving your full entitlements.

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:*

<b>Average Hours</b>	<b>Shift Length</b>	<b>Base Payment</b>	<b>Penalty</b>	<b>Payment</b>
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)	5.26	T1.0	5.26 hours

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

## Healthscope – Vic Rehab

The VPA congratulates Job Reps from Healthscope - Vic Rehab

Our members sought changes to a new policy that at first reading required psychologists at non-mental health facilities to share confidential information regarding suicidal ideation of clients with next of kin and other persons prior to establishing a high degree of risk of suicidality.

With the persistence of members and staff the Union was able to:

- clarify that Healthscope staff were not expected to differ to the old policy
- negotiate changes to the wording such that risk assessment comes prior to disclosure & next of kin are not automatically informed

Our members are now able to be sure that at Healthscope they can work within the boundaries of their professional code of ethics.

Thank you to Heidi Newitt & Mary Sandilands for their work and persistence.

In related news: The recently negotiated EBA for Healthscope Psychologists and Dietitians has been approved by the Fair Work Commission.

## A year after ARCBS became a “manufacturer”

Next week is the first year anniversary of the Red Cross Blood Service being a so-called manufacturer. In that year we have received numerous 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: [paule@msav.org.au](mailto:paule@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”](#)

## 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:**

<b>Time</b>	<b>Program</b>
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](mailto: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.



## 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: Anti-penalty rates campaign backfires

“The ad itself makes no sense whatsoever.

It's a picture of, I guess, an employer holding her hands in front of her face. I'm assuming she's shielding her face from the cameras, in much the same way as those who are leaving courts shield their faces from the camera.

Do you imagine that any savings would be passed on to you, the consumer?

Clearly, she's left her hoodie at home. And then, on the palms of her hands, she's written, "I'm" on one hand and "sorry" on the other. Well, sister, if you've done the crime, you do the time.”

Read the entire article by Jenna Price in The Age at:

<http://www.theage.com.au/comment/antipenalty-rates-campaign-backfires-20150407-1mfblu.html>

## Worth Reading: Easter penalty poster campaign backfires with wedding party cancelled

“A campaign to raise awareness of the high penalty rates paid to workers over the Easter long weekend appears to have backfired for some Newcastle businesses.

Several cafes and restaurants displayed posters apologising for being closed over Easter, saying they simply could not afford to pay staff penalty rates and urging them to lobby Canberra for change.”

Read the entire article on ABC at: <http://www.abc.net.au/news/2015-04-07/easter-penalty-poster-campaign-backfires-with-wedding-party-can/6374824>

## 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](#)

## Benefits for Union Members

As a union member, you can take advantage of the collective buying power of more than 1.9 million members to get discounts on a great range of products and services.

ACTU Member Connect makes sure the products and services are from companies you can rely on to deliver high-quality products with reliable customer service.

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.



## Share STAT Report

Is there a copy of STAT Report on your Union noticeboard or in your staff room?



**APAN**  
Australia Palestine  
Advocacy Network

If not print out a copy and leave it on the noticeboard or in the staff room for your colleagues.

## Study Tour to Palestine

**Register now!**

**Tour dates:**

**22 Aug—5 Sep 2015**

**23 Jan—6 Feb 2016**

*Registrations due 29/05/2015 for August 2015 tour,  
and due 30/10/2015 for January 2016 tour.*

**“I couldn't think of a better introduction to the ‘on-the-ground’ realities faced in Palestine.”**

**– Peter, Study Tour participant,  
January 2015**



**Registrations & further info:**  
Contact **Lisa Arnold, Tour Coordinator,**  
at [lisa@apan.org.au](mailto:lisa@apan.org.au) OR 0409329570

[www.apan.org.au/study\\_tour](http://www.apan.org.au/study_tour)

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Authorised by Paul Elliott, Executive Officer, Level 1, 62 Lygon St, Carlton South. Medical Scientists Association

(03) 9623 9623 Association of Hospital Pharmacists (03) 9623 9624 Victorian Psychologists Association Inc (03) 9623 9625 Fax (03) 9663 8109 Email [enquiry@msav.org.au](mailto:enquiry@msav.org.au) A.B.N. 30 345 343 541 (MSAV), 72 520 393 213 (AHP), 87 851 818 075 (VPA Inc).

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