



**‘MSAV works for me
...and will for you too!’**

MEMBERSHIP APPLICATION



msav

medical scientists association of victoria



Cover: May Whitaker, Medical Physicist
Helen Haysom, Medical Scientist and
Peter Gambell, Medical Scientist

These are challenging times, with new and repressive industrial laws, constant restructuring, contracting out, management changes, job cuts, and tough negotiations over pay and conditions.

You need the security that comes from membership of an organisation that is dedicated to protecting one of your greatest investments – your job.

Why you should join the MSAV

How MSAV protects you

You may need advice on your rights at work, or someone to represent you or argue your case. In negotiations with your employer, you will need the collective strength that comes from working together to secure the best deal for yourself and your colleagues.

That's why people join us. The MSAV is your Union. It is independent and is not affiliated to any political party. Its objective is to protect and further the interests of members.


MSAV helps you to help others

The MSAV represents a diverse group of science-based professionals including medical scientists, medical laboratory technicians, dietitians, sleep scientists, respiratory scientists, perfusionists, medical physicists, genetic counsellors, audiologists and hospital pharmacists. Our members work in public health services, community health centres, private hospitals, private pathology laboratories, radiation oncology services and research institutes.

Professional indemnity insurance cover

MSAV is a component association of the Health Services Union (HSU) Victoria No. 4 Branch. When you join the MSAV, you will also become a member of the HSU. There is no additional cost associated with joint membership. Professional indemnity insurance cover comes as part of your membership of the HSU.

MSAV offers many benefits to members. Complete and forward to us the application form attached to this booklet to ensure that you have the peace of mind which comes from job protection.



Elena Ungureanu, Medical Physicist

Additional benefits:

- + **DISCOUNTED SHOPPING THROUGH UNION SHOPPER**
Savings on a variety of home and personal goods.
This includes a personalised motor vehicle buying service.
- + **LEGAL ADVICE**
Access to a free initial consultation and free standard wills.
- + **MEMBERS EQUITY BANK**
Low-cost banking for union members, including low-cost home and personal loans.
- + **WORKCOVER ASSISTANCE**
Access to Union Assist, a specialist service for union members providing expert advice and representation on WorkCover matters.

The key benefits of joining the MSAV:

These are just some of the benefits the MSAV has won:

- Professional rates of pay
- Career structures
- Higher qualification allowances
- Penalty rates, generous leave provisions
- Redundancy protection
- Safer and healthier workplaces
- Study, Conference and Professional Development leave

As a member you will have access to many services, including:

- Advice and representation when you're in trouble, including if necessary, representation before the courts or tribunals
- A telephone advisory service
- Detailed website information
- A weekly newsletter with a round-up of current issues of relevance to you

Professional indemnity insurance

Your MSAV membership includes protection against legal liability or financial loss arising out of your employment. Because we purchase professional indemnity insurance at a group rate, it is more comprehensive than most individual policies. It includes limited cover for members with a private practice. You must complete the Professional Indemnity Insurance Declaration on the application form to ensure that you are covered.

Together, we're stronger!



Chris Fox, Medical Physicist

3 simple rules for surviving at work are:

- 1 **DON'T PANIC!** Listen and understand what is being put to you. Ask questions. Do not commit to anything. Do not sign anything. Tell them you want to get advice.
- 2 **SEEK ADVICE.** Contact your MSAV job representative or call the MSAV office. Any discussions remain confidential until such time as you decide otherwise.
- 3 **DECIDE HOW TO RESPOND.** Ultimately it is you who decides. You can only make a sound decision if you are properly informed and advised. You may also want representation.

Your rights at work

Your rights are derived from your individual contract, award and enterprise bargaining agreement which the MSAV negotiates with your employer. In addition, you have statutory entitlements such as superannuation. Some employers may offer Australian Workplace Agreements (AWAs) which often cut wages and conditions. The Union can give you advice and act as your bargaining agent if you are offered an AWA. Make sure that you tick the box on the application form nominating us as your bargaining agent.

Your rights are complex. They are of course also meaningless unless you understand them and can enforce them. That's when you need the MSAV.

GOT A PROBLEM? WE'RE HERE FOR YOU

Many difficulties can arise at work. You, like many others before you, may need our help in some of these all-too-common situations:

Underpayment

You may find that you have been incorrectly paid but the pay office won't budge.

Organisational Change

Your employer may want to change your hours or days of work, impose additional duties without compensation or reduce your pay.

Redundancy/Redeployment

You may be selected for redundancy or redeployment without good reason. Or the employer may not have followed proper processes or may not have paid you your correct entitlements.

Discipline/Formal Warnings/Performance Management

Your employer may use disciplinary processes unfairly, with consequential damage to your professional reputation.

Unfair Dismissal

You may have your employment terminated unfairly or unlawfully. Not only would this mean loss of livelihood but also loss of professional reputation, which could damage your future employment opportunities.

These issues are complex and emotionally charged, and it is therefore vital that you have access to professional advice. If need be, we will provide you with legal representation.

Why you should be a member of the MSAV

BARGAINING POWER

A union of workers is exactly that! A union. It is an organisation of people who work together to achieve common goals.

ADVICE AND REPRESENTATION

There are, however, limits to how effective any union can be by simply using legal and regulatory resources. That's why unions primarily rely on the one thing that gives us the capacity to effect change... You! Employees who become members, and particularly active members, are the greatest resource a union has. After all, the members are the Union.

WHAT YOU SHOULD DO NOW

- Join the MSAV
- If you know any of your colleagues who are not members, get them to join
- Become an active member

If you would like more information, then please call the MSAV office on **9623 9623**, email **enquiry@msav.org.au** or check out our website at **www.msav.org.au**

Remember, your union fees are tax deductible.

FRONT PAGE OF APPLICATION FORM

DO NOT PRINT THIS PAGE - USE ROLL FOLD

BACK PAGE OF APPLICATION FORM

DO NOT PRINT THIS PAGE - USE ROLL FOLD

**Medical Scientists
Association of Victoria**

3rd Floor, Rear Building
Trades Hall
54 Victoria Street
Carlton South VIC 3053

Tel: 9623 9623
Fax: 9663 8109

Email: enquiry@msav.org.au
Web: www.msav.org.au



msav

medical scientists association of victoria