



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

**MEMBERSHIP APPLICATION**



victorian psychologists association inc.



Cover: Laura Peterson, Clinical Psychologist.  
Lina Forlano, Neuropsychologist and  
R. Anne Howell, Neuropsychologist

**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 VPA Inc.

## **How the VPA 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 VPA 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.

## **VPA helps you to help others**

The VPA represents psychologists in public and private hospitals, mental health services and community health centres.

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



Patricia Miach, Clinical Psychologist

## 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 VPA:

## Why you should join the VPA:

- 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 roundup of current issues of relevance to you

**Together, we're stronger!**



Anne Arnott, Clinical Psychologist

## 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 VPA job representative or call the VPA 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 the enterprise bargaining agreement which the VPA 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 VPA.

## 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 VPA Inc.

## **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 VPA
- 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 VPA office on **9623 9625**, email **enquiry@vicpsych.org.au** or check out our website at **www.vicpsych.org.au**

Remember your union fees are tax deductible.

**FRONT PAGE OF APPLICATION FORM**

**DO NOT PRINT THIS PAGE - USE ROLL FOLD**

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