

**THAW YOUR  
FROZEN HEART  
BOLTON CLARKE**

**THURSDAY 18 JULY 2024**

# **BOLTON CLARKE EBA UPDATE**

**STOP WORK AND COMMUNITY RALLY  
MONDAY 22 JULY, 1PM TO 3PM  
OUTSIDE BOLTON CLARKE HEADQUARTERS  
347 BURWOOD HIGHWAY, FOREST HILL**

Bolton Clarke members will hold a two-hour stop work rally on Monday 22 July, from 1pm to 3pm, as part of your protected industrial action to improve your wages and conditions.

We recommend members take their lunch break and morning tea break immediately before 1pm (so no work from 12.15pm). In at-home services, we have advised Bolton Clarke to seek confirmation from staff who will be present at work on Monday afternoon so they can roster those staff with urgent care clients and have confidence that those visits will be carried out. Some staff who are rostered until 4pm will be able to do one or two visits after the stop work and rally.

It is possible that Bolton Clarke will not allow Bolton Clarke vehicles outside your usual work group area to travel to Forest Hill. If you are travelling by car, we recommend that you carpool and take up to four other colleagues from your local area team (LAT) or your residential facility.

**Members planning to drive to the rally are advised to arrive early as there is limited parking on site and you may need some time to find suitable nearby parking.**

ANMF is organising buses to assist members with travel to and from the rally on Monday 22 July.



**To book your seat on the bus, please register via the link on our rally event page [anmfvic.asn.au/bcrally](https://anmfvic.asn.au/bcrally) or scan the QR code .**

**Bus 1, 12.20pm (this time has been updated)**

Glendale Nursing Home, 265 Heaths Road, Werribee

**Bus 2, 12.20pm**

Coles Uni Hill carpark,  
slip road bus stop at 224 Plenty Road, Bundoora

**Bus 3, 12.20pm**

Campbellfield Plaza,  
rear of Coles in Jeffrey's Street, Campbellfield

**Bus 4, 12.20pm**

Brimbank Aquatic & Wellness Centre,  
90 Taylors Road, Keilor Downs

**Bus 5, 12.30pm**

Homeless Persons Program,  
551 King Street, West Melbourne

**Bus 6, 12.40pm**

Cheltenham Moorabbin RSL,  
289 Centre Dandenong Road, Cheltenham

**Bus 7, 12.30pm**

Dandenong Square Shopping Centre,  
50-52 McRae Street, Dandenong, bus zone outside  
Holiday Inn Dandenong Plaza.

ANMF has provided Bolton Clarke with the required five-days' notice of intention to take this two-hour stop work meeting (which is protected industrial action item 25).

Item 25 on the protected industrial action ballot order reads: *single and/or consecutive work stoppages of up to four (4) hours duration including such stoppages to travel for and to attend stop-work meetings (including those organised and directed by the ANMF).*

## STATUS OF NEGOTIATIONS

Negotiations were held on Monday 15 July. ANMF is due to meet with Bolton Clarke on Friday 19 July to discuss the proposed classification structure and again on Monday 22 July to discuss the proposed agreement.

Bolton Clarke's two per cent wage offer and a one-year agreement has not changed. They have provided a draft classification structure and wage rates that attach to that structure. The rates are very low (except perhaps in relation to enrolled nurses). For example:

- \$1730 per week at RN Level 1 Year 8 (top rate), which is \$60 to \$80 a week below what Bolton Clarke currently pays RNs and \$70 below the rate in the RSL Care Queensland enterprise agreement. It is also \$110-\$180 below the pay rates of most aged care networks.
- \$1210 per week as the top rate for a Cert III PCW. Mediocre aged care networks pay \$1225 to \$1240 a week. Most of the better ones will pay in the \$1240 to \$1265 range as at 1 July.

ANMF continues to seek a minimum of four per cent per annum, over a four-year agreement, to achieve increased pay rates that are competitive with leading aged care providers.

Bolton Clarke argues it cannot agree to a four-year agreement because it is waiting for the implementation of the Aged Care Taskforce recommendations. The Albanese Federal Government and the Aged Care Minister Anika Wells are yet to respond to the taskforce's recommendations.

It is important to know that Bolton Clarke has received millions in Federal Government funding for aged care nurses' and personal care workers' pay rises and for the implementation of daily nursing and personal carer care minutes.

Bolton Clarke is the only Victorian aged care provider citing the taskforce recommendations implementation delay as the reason for refusing a multi-year agreement for improved wages and conditions.

Bolton Clarke continues to pay below the Victorian industry standard. Importantly it did not pass on all of the Federal Government funding for the stage 2 Fair Work Commission aged care work value case pay increase. Bolton Clarke passed on wage increases, but it did not increase allowances and penalties like all other Victorian private and not-for-profit aged care providers.

ANMF has also recently discovered that Bolton Clarke did not pay a one per cent increase in the Allity agreement scheduled for October 2023. Instead it absorbed that increase against the Federal Government funded aged care work value increase in July 2023.

In a speech on 16 March 2023, **the Federal Aged Care Minister Anika Wells said the federal funding for the aged care work value increases had to be passed on to staff and was 'not for budget repair' and 'was not for cross-subsidisation of services'.**



ANMF will write to the Minister to raise these issues.

Scan the QR code to read Minister Wells' speech.

## PROTECTED INDUSTRIAL ACTION BEGINS

Members across Bolton Clarke workplaces began stage one protected industrial action on Monday 15 July.

At this stage Bolton Clarke has not followed through on its threat to 'take employer response action under section 411 of the Fair Work Act 2009, by way of lockout.



Members can read Bolton Clarke's letter threatening a lockout via **[anmfvic.asn.au/bclockoutletter](https://anmfvic.asn.au/bclockoutletter)** or scan the QR code .

**We remind members that you are paid below industry standard and have a legal right to campaign for improved wages and conditions by taking this protected industrial action.**

Your action, which will not impact resident or client health, welfare or safety, has also been approved by the Fair Work Commission.

Don't underestimate the power of everyone wearing the red campaign t-shirt at your workplace.

Members who are harassed or intimidated into not taking industrial action can confidentially report this to ANMF via **[anmfvic.asn.au/bcindustrialactionform](https://anmfvic.asn.au/bcindustrialactionform)**

**Thank you to members uploading photos and video of their action to our Dropbox (via [anmfvic.asn.au/bcdropbox](https://anmfvic.asn.au/bcdropbox)) which we have been sharing on social media. These posts have been receiving great support from members of the public and your ANMF colleagues.**

Stay strong and support each other to achieve the wages and conditions that value your important work.

## THAW YOUR FROZEN HEART BOLTON CLARKE MOBILE BILLBOARD CAMPAIGN

ANMF's 'thaw your frozen heart Bolton Clarke' mobile billboards have been roving around Melbourne and visiting Bolton Clarke workplaces – nursing homes, the Homeless Persons Nursing Service office and the at-home nursing service hubs.

These billboards are another way ANMF is making sure the community, Bolton Clarke residents and clients and their families understand why members are taking industrial action.



If you see a billboard (like the one pictured above outside Charlesbrook, Templestowe) and can safely take photos or video, please upload to our campaign dropbox via [anmfvic.asn.au/bcdropbox](https://anmfvic.asn.au/bcdropbox)

### WHAT DO I DO IF I AM THREATENED FOR PARTICIPATING IN PROTECTED INDUSTRIAL ACTION?

If this does happen:

1. Make a written record of what occurred, while it is fresh in your memory.
2. If possible, contact your ANMF Job Rep straight away.
3. If not possible, contact ANMF as soon as you can on 9275 9333 or fill in our online form via [anmfvic.asn.au/bcindustrialactionform](https://anmfvic.asn.au/bcindustrialactionform)



4. ANMF will deal with Bolton Clarke directly and (unless you are happy to be named) confidentially, to ensure you are able to participate in what is your legally protected right.

5. Members can make a hardship fund application to be supported by your union via [anmfvic.asn.au/bchardshipform](https://anmfvic.asn.au/bchardshipform)

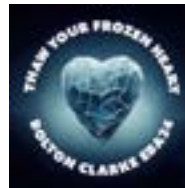


### HOW TO GET A RED T-SHIRT?

ANMF has distributed t-shirts, bumper stickers, dear resident/client letters, posters and bumper stickers to members. If your workplace requires materials, please speak with your ANMF Job Rep or contact ANMF via [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au) (see below for your Organiser's name).

### CAMPAIGN RESOURCES

Campaign resources including the dear resident/client letter, the members' speak out flyer, social media guidance, a Teams background, the email message, a social media profile pic, posters and the 'Thaw your frozen heart Bolton Clarke' online petition are available via [anmfvic.asn.au/bcresources](https://anmfvic.asn.au/bcresources) or scan the QR code.



Use this image as your social media profile picture during this campaign. It is available to download at [anmfvic.asn.au/bcresources](https://anmfvic.asn.au/bcresources)

### THAW YOUR FROZEN HEART BOLTON CLARKE ONLINE PETITION

Members are encouraged to share the online petition (which has over 4600 signatures) with their friends and family to ensure the wider community understands Bolton Clarke has very little heart when it comes to the way it values its nurses, personal care workers and midwives.



To sign the petition visit [anmfvic.asn.au/boltonclarkefrozenheart](https://anmfvic.asn.au/boltonclarkefrozenheart) or scan the QR code.

### TAKE PHOTOS AND VIDEO OF YOUR ACTION



Take photos and short video of members wearing the campaign t-shirts, writing campaign messages on cars, or reading their letter to the editor or Bolton Clarke management and we can share these on social media and in our publications. Please don't email photos or video as the quality will be reduced. Instead upload the original-sized files to our Bolton Clarke Dropbox folder via [anmfvic.asn.au/bcdropbox](https://anmfvic.asn.au/bcdropbox) or scan the QR code.

## ORGANISER CONTACTS

If you need t-shirts or have something to report, please contact the Industrial Organiser for your site via [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au) as per the details below:

- Allity - Camberwell Green, Toni Coughlin
- Allity - Claremont Terrace Hostel, Jo Petrini
- Allity - Glendale Aged Care Facility, Te Arahi Samakowidic
- Allity - Greenview Aged Living, Ann-Marie Thompson
- Allity - Highwood Court Aged Care, Mietta Van Dam
- Allity - Medina Manor Hostel, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Allity - Montclair, Jo Petrini
- Allity - Princeton View Aged Care, Jo Petrini
- Allity - Riddell Gardens Hostel, Cassia Drever-Smith
- Allity - Tannoch Brae Aged Care, Cynthia Salmons
- Allity - Templestowe Manor, Liana Coulthard
- Allity - Trevi Court, Lisa Harvey
- Allity - Head Office, Toni Coughlin
- Bolton Clarke (Head Office), Toni Coughlin
- Bolton Clarke - Avonlea, Jenna Nelson
- Bolton Clarke - Bayside, Jenna Nelson
- Bolton Clarke - Lexington Gardens, Jenna Nelson
- Bolton Clarke - Lilydale Residential Aged Care, Nicole Brown
- Bolton Clarke Central Office, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Eastern Melbourne Metropolitan Hub, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Homeless Persons Program, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Northern Melbourne Metropolitan Hub, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Rally Healthcare, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Southern Melbourne Metropolitan Hub, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Support Centre, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- Bolton Clarke Western Melbourne Metropolitan Hub, Bill Foord-Engelsman (backfilling Alana Ginnivan)
- McKenzie Aged Care - Charlesbrook, Liana Coulthard
- McKenzie Aged Care - Lynbrook Park, Nicole Semmler
- McKenzie Aged Care - Newmans on the Park, Liana Coulthard
- McKenzie Aged Care - Rosebrook, Kate Hyland
- McKenzie Aged Care - Sutton Park, Cassia Drever-Smith
- McKenzie Aged Care - The Ashley, Liana Coulthard
- McKenzie Aged Care Group - Head Office, Jo Petrini