



**THAW YOUR
FROZEN HEART
BOLTON CLARKE**

TUESDAY 30 JULY 2024

BOLTON CLARKE EBA UPDATE

ANMF MEMBERS MEETING

ANMF will hold an online members meeting on Tuesday 30 July, 4.30pm – 5.30pm to discuss protected industrial action bans on assessment and admission of new clients at Home Community Support (formerly At Home Support) commencing 31 July.

Members will find the link to join this members meeting in the email version of this EBA update.

HOW TO APPLY THE ASSESSMENT AND ADMISSION BANS

This newsflash is to clarify the application of the bans related to the assessment and admission of new clients following some confusion at our ANMF members meeting on Thursday 25 July.

Notice of the ban was given to Bolton Clarke management on Tuesday 23 July and should commence from 7am, Wednesday, 31 July.

ANMF Job Reps and industrial staff have discussed how to implement this action clearly and consistently. Our advice follows and will be the subject of the 4.30pm meeting.

The protected industrial action is:

A ban on the assessment and admission of new clients within Home Community Support (excluding MEPACs, palliative care, oncology and paediatrics).

This protected action means that:

1. Other than MEPACs, palliative care, oncology and paediatrics clients, ANMF members should not admit new clients for HCS (formerly AHS) services from 7am, 31 July.
2. Other than MEPACs, palliative care, oncology and paediatrics clients, ANMF members should not undertake clinical assessments in relation to the admission of new clients.
3. 'Assessments' include all admission-related assessments including Consent, SAT, PURA, Vitals, Charter of Rights, Allergies, Service Plan, MAC Referral, Baseline, Wellness Plan and other relevant assessments.

4. The ban is not only on the first visit assessment, but on all assessments related to admission, regardless of whether it is a first or a subsequent admission visit (noting that some admissions take multiple visits to complete).
5. The ban includes a ban on the readmission of previous Bolton Clarke clients. However, as discussed in the members meeting last week, the general guide is where the client has been discharged from Bolton Clarke for less than 28 days (e.g. for hospital treatment or respite) then you should readmit. If the discharge period is greater than 28 days then the ban will apply (unless they meet one of the exemptions - MEPACs, palliative care, oncology and paediatrics clients or there is some).
6. The ban includes all PAC/TAC/TCP and other fee-paying clients (unless the exemptions above apply). It also includes those being admitted to HPP.
7. Any post-acute care patient that needs a CHSP/PYP admission and who was admitted prior to Sunday 28 July can be formally admitted and have assessments completed.
8. The ban includes pre-admission assessments/checks by the Better Health and Quality Team.

At the ANMF members meeting last week the question arose concerning what should happen if/when Bolton Clarke puts a client into admission status with none or only some of the assessments being completed. It is probable that ANMF members will be scheduled to attend further appointments to complete assessments and provide care.

Our advice is that there is a ban on attending any new client visit where the full admission has not been completed (including all relevant assessments).

To ensure that refusing to attend new clients (where admission has not been completed) is protected industrial action, ANMF further notified Bolton Clarke last Friday that from **7am on Monday 5 August**, ANMF members would engage in:

A stoppage or stoppages of work for the scheduled visit time in relation to any client admitted on or after

Sunday 28 July who has not had all admission-related assessments (including site assessment, baseline assessment, associated clinical assessments, risk assessments, charter of rights and other admission related processes) completed.

For clarification, this further protected industrial action is to be read in conjunction with previously notified protected industrial action, namely "The ban on the assessment and admission of new clients within At Home Support (excluding MEPACS, palliative care, oncology and paediatrics)" which applies from Wednesday 31 July at 7am.

You should check the dated notes each day to ascertain:

- a. the date each scheduled client was admitted; and**
- b. whether all assessments have been completed**

Where the client was admitted on or after Sunday 28 July and all admission-related assessments have not been completed then you should advise the scheduler and the CTM that you cannot attend the client because it is banned and is protected industrial action. It is open to you to advise the scheduler or CTM that you are available to attend another client who has been fully admitted and assessed in place of the scheduled new client visit.

You will be effectively undertaking a stoppage of work for the duration of the scheduled visit (e.g. 30 minutes, 1 hour or 2 hours) where the admission assessments have not been completed. Bolton Clarke may respond by docking pay for the duration of the scheduled visit.

Please note:

1. That if you are rostered to complete multiple admissions in any day/week, then please use your discretion about which new client visits to proceed with (we don't expect individual members to bear a disproportionate load).
2. The ANMF Hardship Fund is available to assist with any hardship arising from taking this protected industrial action. Members can make an application via anmfvic.asn.au/bchardshipform or scan this QR code .
3. If you face any adverse action, intimidation or harassment please report it immediately to the ANMF via anmfvic.asn.au/bcindustrialactionform or scan this QR code .



If you have any queries or need support then please contact your industrial organiser Bill Foord-Engelsman via records@anmfvic.asn.au or your Bolton Clarke hub Job Rep.

FOR NSC/DNLS/CTMS:

1. Client-facing staff should be warning new clients about the protected industrial action and the potential for delay/disruption to admission and assessments. It will be up to management to decide whether there is capacity for Bolton Clarke to assess and admit potential clients. You may need to deliver the message to the potential client.
2. DNL staff should have the discussion with each hospital (either yourself or through the DNL Team Leader. If you need ANMF support if there is pressure from the hospital because of the effect of protected industrial action on referral and admission, then please contact us via records@anmfvic.asn.au.
3. As a manager if you are unable to allocate new admissions to non-ANMF members and there are capacity constraints then this should be escalated to your Operations Manager.
4. We are all in this together. The enterprise agreement and the low wages offer affects all staff, including you. We appreciate that some members will be affected more than others by these bans (DNLs, NSC staff, CTMs, DNAs and Care Managers, for example). Please be firm about upholding these bans, try to be flexible and escalate where appropriate. Please support each other.

REMINDER METRO REGION RALLIES AND STOP WORKS

Stop work rallies will be held:

- Friday 2 August: **Allity Glendale (Werribee)/ Western Hub**, 12.30-3pm (notifying a two-hour stoppage of work 1pm-3pm) at Glendale 265 Heaths Road Werribee; and
- Friday 9 August: **McKenzie Aged Care Rosebrook (Rosebud)/Southern Hub**, 12.30-3pm (notifying a two-hour stoppage of work 1pm-3pm) at 441 Waterfall Gully Road, Rosebud.

Further stop work rallies will be announced for Fridays in August and September.

All HCS members in work groups within 40 minutes travel of the two facilities above should attend. For example:

Glendale: all HCS members in the Werribee, Hoppers Crossing, Trugannina, Tarneit Altona, Altona Meadows, Point Cook, Deer Park, Derrimut, St Albans, Ravenhall areas should attend.

Rosebrook (Rosebud) all HCS members in the Mornington Peninsula, including Frankston, should attend.

It is vital that we keep the pressure on Bolton Clarke to revise their wages offer. Negotiations are continuing on the agreement and some progress is being made. However, your continued support for bans, stop works and rallies is crucial.