

**THAW YOUR  
FROZEN HEART  
BOLTON CLARKE**

**THURSDAY 15 AUGUST 2024**

# **BOLTON CLARKE EBA UPDATE**

Congratulations on the strength you have shown by taking industrial action since 15 July. You are sending a message loud and proud to Bolton Clarke management that ANMF members will not accept a sub-standard enterprise agreement that doesn't fairly recognise your work and the work of your colleagues.

## **PROTECTED INDUSTRIAL ACTION**

Remember that tomorrow, **Friday 16 August:**

**All ANMF members employed across Home and Community Services** (including Homeless Persons' Program and clinical advice line) **will stop work for the last two hours of their rostered shift and ANMF members on PM shift will stop work for two hours at a time of their choosing** during their shift.

AND

**ANMF Members employed at Bolton Clarke Newmans on the Park and other Bolton Clarke aged care facilities within 30 minutes travel from Newmans on the Park will stop work and rally at Newmans on the Park (33 Newmans Road, Templestowe) from 1pm to 3pm.**

Members employed across Home and Community Services engaging in stop work action or on a day off are encouraged to attend the rally at Newmans on the Park if you can.

**All stage 1 bans remain in place.** Continue to implement wearing of t-shirts, writing on cars, email tags, data bans (start and finish times in Procurer, odometer readings for Bolton Clarke vehicles, taking all breaks, only working within rostered hours, no overtime etc.).

## **PROTECTED INDUSTRIAL ACTION NEXT WEEK**

The following stoppages will take place from Monday 19 August.

**Monday 19 August:** Southern hub 10am to 12noon, Homeless Peoples' Program last two hours of shift

**Tuesday 20 August:** Northern hub last two hours of shift

**Wednesday 21 August:** Western hub 10am to 12noon

**Thursday 22 August:** Eastern hub last two hours of shift (including clinical advice line and associated nurse-led advice lines)

**Friday 23 August:** stop work from 1pm to 3pm for Bolton Clarke Avonlea (3-7 Patty Street, Mentone) and all surrounding residential facilities. All Bolton Clarke members from the Home and Community Services Southern Hub and Homeless Persons' Program are encouraged to attend the rally at Bolton Clarke Avonlea. And the last two hours of shift for all HCS hubs.

## **PAY DOCKING**

**Please** document each episode of pay docking, your communications with your clinical team manager/ops manager and any offers you made to do alternative work etc. Please save and set aside any emails, texts etc and keep a copy of each pay slip. We will be trying to recover docked pay for members in due course.

Please also remember that the ANMF Hardship Fund is there to support you. Whilst it is not an income replacement fund, it will provide significant support to members who face hardship as a result of the protected industrial action. Please use it by lodging an application, including your pay slip, date of docking, classification and expired enterprise agreement (Allity, RSL Care or RDNS). If you have had your pay docked, you are



encouraged to make an application via [anmfvic.asn.au/bchardshipform](https://anmfvic.asn.au/bchardshipform) or scan the QR code. (Please note: you will need a copy of your pay slip outlining the docked pay to make an application.)

## **NEGOTIATIONS**

The ANMF has continued to meet with Bolton Clarke to progress negotiations – including on 7, 9, 13 and 15 August. The Fair Work Commission has also convened

two bargaining dispute conferences here in Melbourne on 8 August and 14 August at which ANMF and Bolton Clarke have participated.

We have made a lot of progress, **but the agreement rates proposed by Bolton Clarke remain low in comparison to industry rates.** ANMF continues to seek an equitable and competitive pay rate for ALL nurses and carers in the replacement agreement not a continuation of variable rates depending on when you started work at Bolton Clarke.

On the current Bolton Clarke wage proposal new staff may be paid significantly less than a colleague who is doing the same job.

Effectively Bolton Clarke has offered 3% in the first year, 2.5% in 2025 and 2026 – this will apply to an existing employee's current individual rate of pay and the rate published in the agreement.

#### **It remains unacceptable.**

Even the new proposed rates (a significant improvement on those previously proposed) remain around 1.5% below industry which would mean that Bolton Clarke rates are amongst the lowest in the Victorian aged care industry. With these starting rates in the agreement, 2.5% per annum thereafter will keep Bolton Clarke employees at the bottom of the industry.

#### **You deserve more.**

In addition, Bolton Clarke has not committed to ensuring that all agreement wage increases will apply to any uplifted rates as a result of stage 3 decision of the Aged Care Work Value Case. We know that Bolton Clarke did not give their Allity staff a promised (and much needed) 1% wage increase in October last year, instead pocketing this themselves! This was despite Commonwealth Government guidance that enterprise agreement increases should be applied to rates uplifted in 2023 because of the Aged Care Work Value Case, so workers received the intended benefit of the additional government funding, not their employers. Your pay rates will be even lower against industry standard if Bolton Clarke does this again.

There is still no movement on shift allowances and on-call allowances. As reported in our last EBA campaign update, Bolton Clarke's proposed PM shift allowance is \$5 **per shift** below other providers and the proposed night shift allowance is \$11 per shift below other providers. The on-call allowance amount proposed is still half of the rate other providers pay.

Bolton Clarke continue to refuse to honour their previous commitment to grandfather higher RDNS and McKenzie personal leave – everyone will go to 16 days personal leave plus access to the serious injury/illness leave pool. We note however that Bolton Clarke have agreed to increase the serious injury/illness leave pool to 10,000 hours per annum (from 7,000) with a commitment to review need.

There are a range of other outstanding matters such as professional development leave, classification matters

(to ensure that nurses are paid at the correct level and not undervalued), ensuring that those required to use private vehicles are adequately supported and overtime to name a few. These matters need to be resolved positively to achieve a fair and reasonable agreement.

**Please keep up the amazing work you are doing out there. Remember we are all in this together, including the Clinical Team Managers and some Ops managers who are also ANMF members. So be firm but kind to each other as we campaign for a fair EBA outcome.**

#### **NEW CAMPAIGN POSTERS FOR AGED CARE FACILITIES - TRANSLATIONS**

ANMF Organisers will be distributing a new poster for members in Bolton Clarke's residential aged care workplaces. The **'Your employer is exploiting you' poster has been translated into five languages – Filipino, Hindi, Nepali, Punjabi and Simplified Chinese.** The poster explains the campaign for fairer wages and the enterprise agreement process for members who may have English as a second language.



The posters are available on our Bolton Clarke campaign resources page via [anmfvic.asn.au/bcresources](https://anmfvic.asn.au/bcresources) or scan the QR code .

#### **HOW TO CONTACT ANMF (VIC BRANCH)**

Please email records [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au) if you have any concerns with the protected industrial action or other matters, please contact your Industrial Organiser for your hub or residential facility.

- 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