



THIS IS
A SECRET
BALLOT

BOLTON
CLARKE
NURSES AND
CARERS ARE
WORTH MORE

VOTE NO TO LOW WAGES & ALLOWANCES

WEDNESDAY 28 AUGUST 2024

BOLTON CLARKE EBA UPDATE

Balloons and cupcakes don't pay the bills: ANMF recommends you VOTE NO

ANMF is recommending all Bolton Clarke members, in residential aged care, Home and Community Support and Homeless Persons' Program, **VOTE NO** to the proposed enterprise agreement.

Bolton Clarke's agreement is sub-standard and should be rejected. Don't be fooled by management spin. Cupcakes and balloons don't pay the bills.

Many members will be thousands of dollars worse off compared to colleagues working for other aged care organisations. Others will lose part of their entitlements. Bolton Clarke are in the bottom 10% of employers for pay and the worst for allowances. This is a non-profit company that made \$113.4 million in 2023!

The proposed agreement will keep your wages and allowances low for at least three years. It will keep new employees' wages and allowances even lower, leaving new nurses and carers paid less for the same work.

After 45 days of protected industrial action, you've reminded Bolton Clarke you must be respected and valued for your important work. **To secure fair wages for all nurses and carers you need to stick together and VOTE NO when the ballot opens from 7am Monday 2 September.**

LET'S BUST BOLTON CLARKE'S MYTHS

Is there any truth to Bolton Clarke's claims about wage increases they say they've paid?

NO, they're misleading you.

Only some food services assistants, laundry and cleaning staff received the Fair Work Commission annual wage review amounts of 5.75% in July 2023, 3.75% in July 2024 and the 3.5% uplift for non-direct care staff in October 2023.

They received those increases (or partial increases) because their wages were so low they needed to be topped up to stay above the legal minimum wages in the relevant national Award.

No carers or nurses received those increases. Bolton Clarke employees deserve better than the legal minimum. This is a claim of shame, not celebration.

Bolton Clarke-funded wage increases over the last five years, and the last two years in particular, have been miserable.

For example, carers and nurses at Allity only received 3 x 1% over the last two years and **Bolton Clarke stole the other 1%** you were scheduled to receive under the Allity EBA last October. They simply didn't pay it.

Is Bolton Clarke right in saying their offer of 2.5% in 2025 and 2026 is fair, even generous?

NO! Inflation is still well over 3% and they've given you no help or sympathy while you've battled 13 mortgage rate rises in 15 months.

If the starting rates in this agreement were as high as other providers, then 2.5% might be okay. But your starting rates in 2024 are amongst the lowest in the Victorian aged care sector. Low starting rates and 2.5% a year is unfair.

The ANMF does not support the proposed agreement for any group of our members. We urge all members to vote NO.

REASONS WHY MEMBERS SHOULD VOTE NO

Bolton Clarke claimed it couldn't afford any increases three months ago and offered 0 per cent, then suddenly found money for wage increases. Don't believe their spin now!

This is a company that is spending millions on slick advertising. It makes enormous profits each year from your hard work but spends it on new acquisitions and more consultants, rather than rewarding you properly.

In 2023, it posted operating earnings of \$113.4 million, up by 45% from \$78 million in 2022. Key management personnel were remunerated with a nearly \$6.9m (i.e. nearly 22%) increase. Yet they pay you peanuts and offer wage increases below inflation.

ANMF Organisers will be visiting workplaces to distribute two VOTE NO fliers to help members understand the detail of the proposal and why it is unfair. Please read and share this information with your colleagues.



Residential aged care via
anmfvic.asn.au/BCagedcareVOTENO



Home and Community Support via
anmfvic.asn.au/BCHCSvoteno

FREQUENTLY ASKED QUESTIONS

How does the ballot work?

This will be an electronic ballot run by Bolton Clarke's independent ballot agent CorpVote.

This is a ballot of all employees covered by the new proposed agreement (not just ANMF members and not just nurses and carers). Please talk to all your colleagues (e.g. food service, laundry, admin, gardening and maintenance) about why everyone should stick together and VOTE NO.

To stop this proposed unfair agreement, more than 50% of those employees who vote, must VOTE NO.

Key dates

- **Friday 23 August** – the minimum seven-day access period started. Bolton Clarke must provide you with the draft enterprise agreement and a key changes document.
- **Monday 2 September, 7am** – ballot opens. You'll receive the voting link via email and SMS from CorpVote.
- **Thursday 5 September, 5pm** – ballot closes.
- **Friday 6 September** – result declared.

Will Bolton Clarke know how you vote?

No, this is a confidential, anonymous ballot. If you are pressured to vote in a certain way, contact ANMF immediately via records@anmfvic.asn.au.

DON'T BE PRESSURED to vote yes.

DON'T BE PRESSURED to vote with others.

YOUR VOTE is your voice.

YOUR VOTE is confidential.

What happens if we achieve a successful VOTE NO outcome?

Bolton Clarke will be under pressure to return to negotiations with ANMF so talks can continue for improved wages, allowances and conditions.

ANMF will also be able to apply for an Intractable Bargaining Order which can involve the Fair Work Commission deciding the final outcome.

What happens if the majority of those who vote, vote yes?

ANMF will not be able to pursue improved wages and allowances and conditions in the Fair Work Commission. You will end up with this unfair agreement for the next three years.

GOT A QUESTION OR CONCERN?

If you have any workplace issues, please contact the Industrial Relations Organiser for your hub/facility via records@anmfvic.asn.au as follows:

- 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