



**THIS IS  
A SECRET  
BALLOT**

# **VOTE NO**

## **TO UNFAIR WAGES AND ALLOWANCES**

**Bolton Clarke's offer will keep  
aged care nurses and carers  
below industry standard.**



# REJECT LOW WAGES AND ALLOWANCES



**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

ANMF has been negotiating your wages and conditions with your employer, Bolton Clarke, since early 2024, and since early 2023 for RSL and RDNS covered employees who are also part of the proposed agreement. Bolton Clarke is now putting a sub-standard offer to a vote without agreement from ANMF.

## ANMF (VIC BRANCH) RECOMMENDS THAT YOU **VOTE NO** TO BOLTON CLARKE'S PROPOSED AGREEMENT

# YOUR VOTE IS ANONYMOUS

### HOW DOES THE VOTE WORK?

All Bolton Clarke nurses and personal care workers employed under this agreement have the opportunity to vote. To stop this unfair agreement, more than 50 per cent of the employees who vote, must VOTE NO.

### WILL BOLTON CLARKE KNOW HOW I VOTE?

No, voting is anonymous.

### WHAT IS BOLTON CLARKE'S PROPOSED WAGE RISE?

Bolton Clarke's proposed wage increase is 3% on the current Allity rates, less the 1% they should have paid you in October last year, but didn't! Then the increases are 2.5% in 2025 and 2.5% in 2026 but the date of payment is uncertain.

Employees with higher rates than the proposed agreement rates will get to keep their rate and the wage increases above will be applied to that rate during the agreement. The lower proposed rates will apply to all new employees.

### HOW DO BOLTON CLARKE'S PROPOSED WAGES COMPARE WITH OTHER VICTORIAN NURSING HOMES?

Poorly. Bolton Clarke (Allity) pay rates are already low out of 150 Victorian aged care providers (including about 35 networks). Most other large providers have much higher starting rates than Bolton Clarke (at July 2024) and are offering at least 3% in annual increases.

How much less you will earn, compared to your Victorian aged care colleagues, depends on your classification.

If you're a Cert III carer (less than 4 years' experience), you're at least \$20 to \$50 behind other major networks each week. Only Cert III carers with four or more years of experience will achieve an industry standard rate by accessing a new Senior Cert III classification.

Enrolled nurses are \$20 to \$50 per week behind other major networks.

If you're a registered nurse you will be paid \$30 to \$80 less per week depending on classification.

**Many of these better-paying employers are just down the road from your Bolton Clarke facility. These are significant pay differences. You may be thousands of dollars a year worse off working for Bolton Clarke. The weekly and hourly rates in the table below are from mid-2024 for each provider.**

	Bolton Clarke 2024 proposed rate	Aust. Unity	Baptcare	Blue-Cross	Calvary	Bupa	Estia	Mercy Aged Care	Opal	Uniting Agewell	Vasey RSL
PCW Cert III top rate	\$1222.84wk	\$1263.12	\$1270.85	\$1248.47	\$1263.12	\$1242.04	\$1234.33	\$1249.88	\$1244.57	\$1255.78	\$1274.64
	\$32.18hr	\$33.24	\$33.44	\$32.85	\$33.24	\$32.69	\$32.48	\$32.89	\$32.75	\$33.05	\$33.54
PCW Cert IV top rate	\$1308.34wk	\$1352.80	\$1318.43	\$1295.43	\$1310.24	\$1287.66	\$1280.29	\$1296.12	\$1290.53	\$1303.27	\$1323.33
	\$34.43hr	\$35.60	\$34.70	\$34.09	\$34.48	\$33.89	\$33.69	\$34.11	\$33.96	\$34.30	\$34.82
EN top rate	\$1469.46wk	\$1494.54	\$1508.17 (+ \$58 med allowance)	\$1513.99	\$1518.48	\$1489.67	\$1483.99	\$1507.01 (+ 4% med allowance)	\$1499.73 (+ 4% med allowance)	\$1531.65	\$1494.74
	\$38.67hr	\$39.33	\$41.21	\$39.84	\$39.96	\$39.20	\$39.05	\$41.24	\$41.05	\$40.31	\$39.34
RN Level 1/ Grade 2 top rate	\$1820.96wk	\$2123.82	\$1901.13	\$1907.69	\$1907.22	\$1872.85	\$1863.76	\$1865.21	\$1877.21	\$1903.90	\$1873.78
	\$47.92hr	\$55.89	\$50.03	\$50.20	\$50.19	\$49.29	\$49.05	\$49.08	\$49.40	\$50.10	\$49.31
RN Level 3C/ Grade 5 top rate	\$2254.54wk	\$2370.44	\$2321.55	\$2331.31	\$2323.32	\$2280.30	\$2289.09	\$2290.55	\$2280.84	\$2336.96	\$2338.91
	\$59.33hr	\$62.38	\$61.09	\$61.35	\$61.14	\$60	\$60.24	\$60.28	\$60.02	\$61.50	\$61.55

## IT'S NOT JUST THE WAGES – LOOK AT THE ALLOWANCES

A huge issue with the proposed agreement is the low shift and on-call allowances.

Bolton Clarke proposes a PM shift allowance of \$29.65 per shift for nurses and \$25.65 for carers and aged care employees. These rates are about \$4 to \$7 per shift behind other aged care providers. For a nurse/carer doing 100 PM shifts a year this is around \$500 less than they would earn at another provider.

For night shift allowance Bolton Clarke proposes \$59.33 for nurses and \$51.28 for PCWs and aged care employees. These rates are at least \$9 to \$13 less per shift than are paid at most aged care networks. For a nurse/carer doing permanent night shifts (say 180 a year) this is over \$1700 to \$2200 less than you would earn with another provider. When added to the lower wage rate this all adds up!

**Below is a comparison of Bolton Clarke proposed allowances with other major providers where we know the rates for 2024:**

	Bolton Clarke 2024 proposed rate	Arcare	Baptcare	Blue-Cross	Calvary	Estia	Mercy Aged Care	Opal	TLC	Uniting Agewell	Vasey RSL	Villa Maria Catholic Homes
PM RN	\$29.65	\$34.16	\$37.24	\$34.70	\$35.23	\$34.40	\$34.43	\$34.64	\$37.30	\$34.16	\$33.64	\$36.25
PM EN	\$29.65	\$31.71	\$32.02	\$32.19	\$32.38	\$31.93	\$32.34	\$32.15	\$31.86	\$31.22	\$30.78	\$32.86
PM PCW	\$25.65	\$29.99	\$30.96	\$30.21	\$30.88	\$29.91	\$29.98	\$30.16	\$28.94	\$28.82	\$30.08	\$29.45
Night shift RN	\$59.33	\$68.32	\$74.47	\$69.41	\$70.47	\$68.80	\$68.87	\$69.28	\$74.60	\$68.33	\$67.36	\$72.50
Night shift EN	\$59.33	\$63.41	\$64.05	\$64.38	\$64.68	\$63.86	\$64.68	\$64.29	\$63.72	\$63.37	\$60.80	\$65.71
Night shift PCW	\$51.28	\$59.98	\$61.92	\$61.58	\$61.54	\$59.83	\$59.95	\$60.33	\$57.88	\$57.64	\$60.14	\$58.89
On call RN	\$31.94 Mon-Fri and \$41.20 on weekends and public holidays	\$68.32	\$74.47	\$69.41	\$67.15	\$68.80	\$51.79	\$74.41	\$74.60	\$36.59	\$67.36	\$72.50

## WHAT ABOUT ENTITLEMENTS - ANY IMPROVEMENT THERE?

The conditions in the proposed Bolton Clarke agreement are reasonable. Our protected industrial action has forced Bolton Clarke to offer many items that weren't in their original offer. For example:

- 10 weeks paid parental leave
- 15 days family and domestic violence leave
- excellent long service leave (LSL) provisions which give access to take LSL at seven years and recognises unpaid parental leave as service
- 5 weeks base annual leave and 6 weeks for all shift worker RN and ENs.

**But these conditions are what we expect of all better aged care providers and Bolton Clarke is not exceptional. The current wages offer means nurses and carers will have wage rates and allowances lower than industry standards. This is an unacceptable outcome which ANMF cannot support.**

There are some very disappointing aspects to the offer, including:

- **Over 600 McKenzie employees lose up to 5 days personal leave** – down from a maximum of 21 days leave to the proposed 16 days plus access to a pooled serious illness/injury fund if they run out of leave. Initially Bolton Clarke said they would grandfather 19 days for McKenzie employees who came across to Bolton Clarke/Allity – but then reneged when they increased their wages offer in July.
- Bolton Clarke would not agree to lift professional development leave from the low 3 days to industry standard of 4 or 5 days.
- There is no certainty about when overtime will be paid, if at all. Bolton Clarke say it will only be after 10 hours work unless they direct you to perform additional hours above your rostered shift. This is unfair.

## WHAT HAPPENS IF WE VOTE NO?

You will be sending Bolton Clarke a strong message that you will not accept unfair wages and allowances. Your employer will be under pressure to return to the negotiating table with ANMF (Vic Branch) so talks can continue for a wage rise and an agreement that values, recognises and rewards your important work. We can't guarantee what the outcome will be, but nothing better is possible if the agreement is voted up.

**If you vote 'yes' ANMF will not be able to pursue fairer wage increases and allowances in the Fair Work Commission. You will end up with this unfair agreement for the next three years.**



**VOTE NO**

**BOLTON CLARKE  
NURSES AND  
PERSONAL CARE  
WORKERS ARE  
WORTH MORE**



**Australian<sup>®</sup>  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

**[ANMFVIC.ASN.AU/BOLTONCLARKE2024](https://ANMFVIC.ASN.AU/BOLTONCLARKE2024)**

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