

YMCA update for staff and volunteers - Thursday 23 July

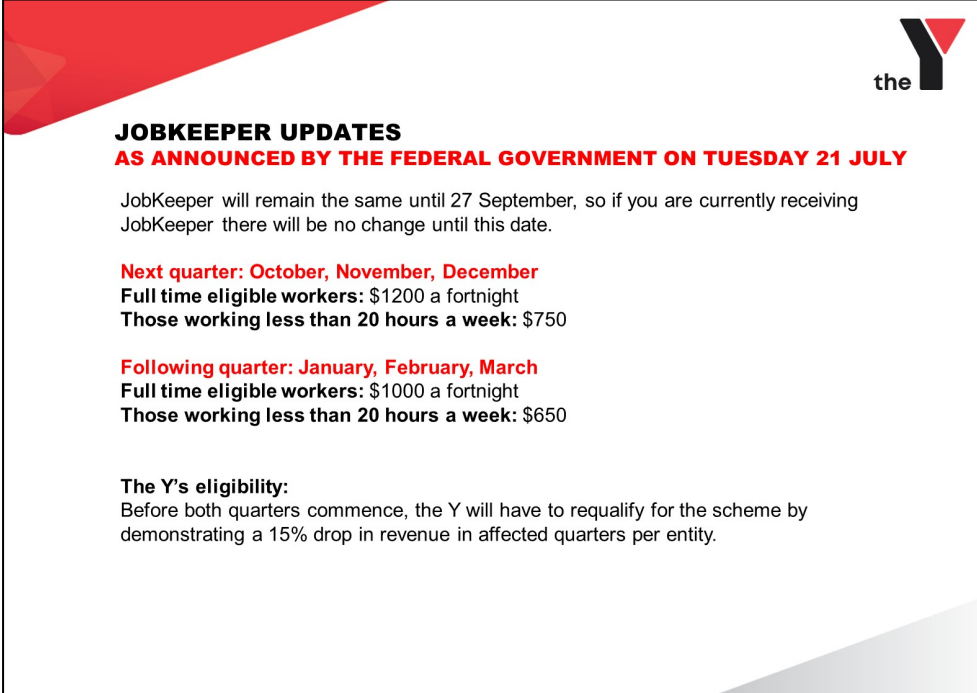
Speakers: Carolyn Morris, Amanda Locke and Peter Cargin



Carolyn

- Hi everybody and thanks for joining us today.
- I'd like to acknowledge the Traditional Owners of the land on which we meet and pay my respects to Elders past and present.
- I'm joined by Amanda Locke and Peter Cargin. I will be providing an update on the latest government announcements, Amanda a Children's Programs update, and Peter will cover a financial overview of the Y.
- As always we will move into Q+A after we have provided our updates.
- I'll start with JobKeeper as I'm sure many of you will be wondering what the latest update from the Federal Government means for you and the Y.

- On Tuesday this week, Prime Minister Scott Morrison announced that JobKeeper will continue until March next year, but it will be at a reduced amount over the December and March quarters – and many businesses will no longer be eligible as they have recovered from COVID-19, particularly those outside of Victoria.



JOBKEEPER UPDATES
AS ANNOUNCED BY THE FEDERAL GOVERNMENT ON TUESDAY 21 JULY

JobKeeper will remain the same until 27 September, so if you are currently receiving JobKeeper there will be no change until this date.

Next quarter: October, November, December
Full time eligible workers: \$1200 a fortnight
Those working less than 20 hours a week: \$750

Following quarter: January, February, March
Full time eligible workers: \$1000 a fortnight
Those working less than 20 hours a week: \$650

The Y's eligibility:
Before both quarters commence, the Y will have to requalify for the scheme by demonstrating a 15% drop in revenue in affected quarters per entity.

- JobKeeper will remain the same until 27 September, so if you are currently receiving JobKeeper there will be no change until this date.
- As we move into the December quarter – meaning October, November, December – the JobKeeper payments will be reduced and will be delivered under a two tiered system.
- Wage subsidies will be reduced from \$1500 to \$1200 a fortnight for eligible full-time workers after 27 September and reduced to \$750 for those who were working less than 20 hours a week in the last two fortnights in February 2020.
- For the March quarter - meaning January, February and March - JobKeeper will be further reduced to \$1000 for full-time employees and \$650 for part-time workers.
- Before both quarters commence, the Y will have to requalify for the scheme by demonstrating a 15% drop in revenue in affected quarters per entity.

JOBKEEPER UPDATES

CONTEXT FOR THE FEDERAL GOVERNMENT'S CHANGES

Over the coming six months, it is anticipated that the number of businesses that require JobKeeper support will reduce. This is on the basis that more and more businesses recover and no longer require government assistance. Across Australia:

Since JobKeeper was implemented
3.5 million eligible workers have received payments

Next quarter: October, November, December
Estimated to fall to 1.4 million eligible workers

Following quarter: January, February, March
Estimated to fall to 1 million eligible workers

Why the two-tiered system?

The new amount of \$750 for those working less than 20 hours a fortnight seeks to address the issue of the 875,000 people that began to earn more than they did before the crisis.

- As Scott Morrison explained, around 3.5 million workers have received JobKeeper – this wage subsidy scheme was designed to keep employees linked to employers during the pandemic.
- The government estimates the number of JobKeeper recipients will fall to 1.4 million in the December quarter and one million in the March 2021 quarter. This is estimated on the basis that more and more businesses recover and therefore no longer require government assistance.
- The new amount of \$750 for those working less than 20 hours a fortnight seeks to address the issue of the 875,000 people that began to earn more than they did before the crisis.
- We're really pleased that the Federal Government has committed to providing the JobKeeper subsidy ongoing until March next year. At this stage we will not know whether we will remain eligible until we conduct the calculations at the end of September by entity.
- According to our current understanding you will not need to do anything to remain eligible for JobKeeper, but we will keep you posted.

- In anticipation of Y entities being eligible we will calculate and communicate to those people who will move to the part time tier, that is, those who worked an average of less than 20 hours per week in the last two fortnights of February.
- To reiterate, nothing will change for your JobKeeper payments until after 27 September. We will keep you updated in the coming weeks as we work through JobKeeper 2.0. There is of course an exception for Children's Programs and some Vacation Care staff, whose JobKeeper payments finished on 20 July as per the government's criteria. Amanda will provide further update on this in a moment.
- The Prime Minister also announced changes to JobSeeker in that the fortnightly payment will be reduced from \$1100 to \$815 a fortnight. This is still an increase from the normal \$565 a fortnight.

Face coverings

- The next big update from the Victorian Government is the mandatory requirement to wear a face mask when we leave the house effective beginning today.
- This means that everyone living in Metropolitan Melbourne and Mitchell Shire must cover their mouth and nose using a cloth mask, shield or surgical mask when they leave their home for one of the [four permitted reasons](#). Victorians living outside those restricted areas should wear a mask when they are unable to practise safe social distancing.
- Children aged under 12 are not required to wear a face covering. Face coverings should never be placed on children aged under two due to choking and strangulation risks.
- Please note that if you have a medical condition such as problems with your breathing, a serious skin condition, disability or mental health condition, you are not required to wear a mask or face covering. If this applies to you, you will need to provide medical clearance to your manager.
- While social distancing and washing your hands are the best defences against COVID-19, wearing a mask will provide an additional physical barrier and will help reduce community transmission of the virus.
- YMCA Victoria will provide disposable masks at workplaces for staff and volunteers. In addition, staff who are working will receive two reusable masks to allow for appropriate laundering and usage.

- We are currently ordering stock of the reusable masks and will distribute these to sites as soon as possible. In the interim, please use the disposable masks that are available.
- We understand that these new restrictions are concerning for some people, especially for people who are deaf or hard of hearing. You can remove your face covering if you are communicating with a person who is hearing impaired, however please ensure you maintain a physical distance of 1.5 metres.
- Yesterday you will have received an email detailing the specific requirements for wearing a face mask for each sector at the Y.
- The only exception is for our Children's Programs staff. In our early learning centres, it is not mandatory for our educators to wear a face covering **while working with children**, but those who wish to, can.
- Staff are required to wear face coverings when not working with children **in other areas** of the service (for example, in reception areas, staff rooms and foyers, when providing first aid or taking temperatures), and when travelling to and from your service.
- Parents will be required to wear face coverings at drop-off and pick-up times.

**IF YOU ARE WORKING AND AWAITING COVID TEST RESULTS
GOVERNMENT SUPPORT IF YOU DON'T HAVE SICK LEAVE**

Daniel Andrews' announced yesterday that **53% of people awaiting test results for COVID-19 have not been self-isolating.**

If you need to get tested for COVID-19, are working, and you don't have any sick leave:

While you are awaiting the test result

The Victorian Government will provide a **\$300 payment.**

If you test positive and need to self-quarantine for 14 days:

The Victorian Government will then provide an additional **\$1500 payment.**

If this applies to you, you need to call the Department of Health and Human Services COVID hotline to process your application.

Simply Google 'COVID hotline Victoria' to find the phone number – 1800 675 398

Doing the right thing

- In Premier Daniel Andrews' press conference yesterday, he announced that 53% of people awaiting test results for COVID-19 have not been self-isolating. This is a really high figure, and I was certainly surprised.
- I'd like to remind anybody who needs to take time off work due to waiting for a COVID-19 test result, that if you don't have access to sick leave, there is government support available to you.
- Just this morning, the Victorian Government announced that those who do not have sick leave and need isolate while waiting for their COVID test results will be entitled to a \$300 payment.
- The government will then provide an additional \$1500 payment for those who can't go to work because they have tested positive and need to self-quarantine for 14 days.
- If this applies to you, you need to call the COVID hotline to process your application.

- If you are found to be at work with symptoms you will of course be sent home, so while I'm sure none of us have been doing this, I just want to make it really clear that coming into work right now if you feel unwell is simply not an option.
- So please continue to lead by example by washing your hands, practising social distancing and wearing a face mask whenever you leave your home.
- I'll now handover to Amanda for a Children's Programs and Kingswim update.

Amanda

Children's Programs

- Thanks Carolyn. JobKeeper finished for staff working in Children's Programs on Monday 20 July.
- What this means is that under the JobKeeper scheme, Childcare was entitled to eight fortnight's worth of payments. For those who work in this sector, your eighth and final payment of JobKeeper was made on **8 July**.
- There are also a number of staff who work in Vacation Care at our recreation centres. These roles are considered to be an employee of a Child Care Subsidy approved provider. Under the JobKeeper scheme, if these roles are your primary employment, i.e. majority of your hours worked are in Vacation Care, the same rules apply as they do for our Children's Programs staff.
- The people who have received an assessment that the majority of their hours worked are in Vacation Care have been contacted directly by People and Culture, and are being supported through the process.
- We know that this has only recently been communicated and may have come as a shock.
- We are really disappointed by the Government's position on this and are still hopeful that further support will be provided for the childcare sector in the months to come.
- Melinda Crole, CEO at YMCA Australia, is still busy advocating on our behalf with senior leaders within government and is doing her utmost best to achieve a positive outcome for our people.

- I know it hasn't been easy, and I know the news that JobKeeper has ended is really disappointing.
- As an essential service, I really want to express my admiration and acknowledgement to all of our staff working in Children's Programs during this period. Thank you for continuing to provide care for families, especially families of other essential workers who have their children in our care.

Kingswim

- For our Kingswim centres in Canberra, New South Wales and Queensland, all are now back for their Term 3 programs.
- We've seen some really strong numbers across all three states, and while occupancy has dropped a little, all area managers are working closely with the centre managers to get these numbers back up.
- In Victoria, I'd like to acknowledge those Kingswim staff, and of course all YMCA staff, who returned to work only to go back into lockdown a matter of days later. I understand the disappointment and frustration you would have felt and really thank you for your resilience during this time.
- Thanks everybody, I'll now handover to Peter for a finance update.

Peter

Financial Update

- Thanks Amanda and hi everybody. My name is Peter, I'm the Chief Financial Officer for YMCA Victoria.
- Eight weeks ago when I presented at the staff webinar, I highlighted the pre-COVID financial position of the Y, and the immediate impact that COVID-19 had. I mentioned that you just can't plan for such events, and that the organisation had to take some drastic but required action to ensure the Y, firstly survives, but then has the financial resources to enable it to relaunch out of the COVID-19 phase.

FINANCIAL POSITION OF YMCA VICTORIA **MANAGEMENT AND STAFF ACTIONS**

- We continue to negotiate with each and every council to support the operating costs of all recreation centres during the period of reduced operations and closure.
- We continue to negotiate with all our landlords for rental relief across our sites.
- With the assistance of Y Australia, we continue to lobby at all levels of government with regards to specific financial support across various sectors.
- We pursued, secured and implemented major government incentives that other businesses have opted out of, like JobKeeper.
- We secured a bank overdraft to utilise if required (so far haven't needed to use this).
- And YOU have made a massive contribution by taking annual and long service leave. This has helped by **\$2.7million**.

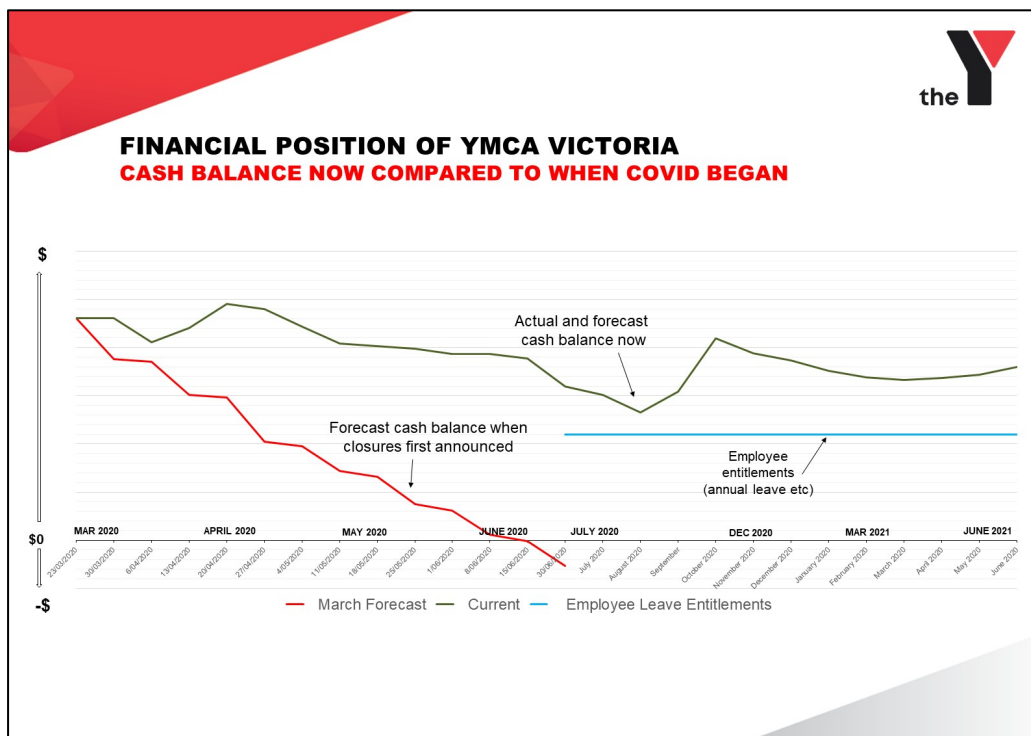
Thank you!

- I also highlighted some of the management actions we were undertaking – and continue to undertake - to stabilise the financial position of the Y.

These include:

- We continue to negotiate with each and every council to support the operating costs of all recreation centres during the period of reduced operations and closure.
- We continue to negotiate with all our landlords for rental relief across our sites.
- With the assistance of Y Australia, we have been lobbying at all levels of government with regards to specific financial support across various sectors.
- We've pursued, secured and implemented major government incentives that other businesses have opted out of due to the significant costs and administration involved (a great example of this is JobKeeper).
- We've leveraged our strong banking relationship and secured a bank overdraft to utilise if required. I should point out we have not had to draw on that overdraft to this point in time

- Finally, there is also the direct, positive impact that a lot of you have had on the Y through annual and long service leave that has been taken. This has helped by approximately \$2.7million over the past four months.
- Well, eight weeks is a long time in COVID, and while we are not completely out of the woods...I'm pleased to provide you with a further update as to our financial position.



- From a Cash perspective, we are certainly in a better position now compared to what our first forecast highlighted back in March
- As you will see from the graph:
- The red line is the forecast cash balance when the impact of Covid-19 first hit us. It showed that we had approximately 13 weeks of cash left to pay our bills before we ran out of cash. This would have been the impact had we not undertaken all those actions I highlighted on the previous slide.
- As a result of all those actions, you can now see our actual cash balance position, and our forecast out to June next year, as represented by the green line.

- This does assume that our sites in Victoria begin opening up in September, and we have continued support from our Local government partners.
- As you will see we are in a substantially better financial position than where we were back in the middle of March this year.
- And just to give you all some comfort, the graph also highlights that our cash balance at all times during the year is well in excess of the total employee entitlements, that is all those amounts owed to you – that’s the blue line.
- As Carolyn highlighted there were some announcements made concerning JobKeeper last Tuesday that relate to October 2020 – March 2021.
- Our eligibility in this second round of JobKeeper will be dependent upon our actual turnover for the June, Sept and December 2020 quarters. We are currently assessing our initial eligibility based on our forecast data and should be able to provide an update in a few weeks.
- Once again however, eligibility will be based on our actual turnover – so we won’t be able to tell you until early October.
- Thank you, and I’ll now hand back to Carolyn.

Carolyn

- Thanks Peter. Before we move into Q+A...
- You wouldn’t expect it, but over the last few months we have been applying for a large amount of tenders in multiple sectors including recreation and Children’s Programs at the Y.
- For example, we have been approached to take on an OSHC service in the Bendigo region, have submitted two live tenders for OSHC and a large Children’s Services portfolio in the City of Wyndham. We have been partnering with Y Whittlesea and Ballarat to support tenders such as Wyndham and Mill Park.
- We are still working really hard to grow our businesses and secure our future.
- And speaking of tenders, I’m really pleased to announce that we have won the tender to continue the management of Benalla Aquatic Centre. This is

such fantastic news and I want to congratulate the whole team at Benalla, and of course the team involved in submitting the tender.

- Excitingly, Y Ballarat recently won a massive tender for 36 new kindergartens and some Y Vic staff are helping with this project. In relation to this, Y Ballarat have some job vacancies coming up which you can find on their website.
- Now let's move into the Q+A.

Q+A

Thank you

- Thank you everybody for your time today, and thanks to Amanda and Peter for joining me.
- If you haven't already, I encourage you to register to Virtual Y and check out some of the amazing content the team have created to keep you connected and engaged during the lockdown. So far we have thousands of registrations and would love for you to show your support for this new platform by signing up and having some fun.
- Until next week, take care.