



7 April 2021

To: All staff of Bundaleer Care Services Ltd

Dear Staff Member,

Re: Johnstone Street Aged Care Facility, Wauchope.

I write to advise that over recent years it has become clear, for a variety of reasons, that the Johnstone Street facility is strategically no longer appropriate for residential care services. As such, the Bundaleer Care Services (BCS) Board of Directors has decided to relocate residents and employees, and repurpose the Johnstone Street facility.


Recently, you may have become aware that we commenced consultation processes with Trade Unions (NSW Nurses and Midwives Association and the Health Services Union) regarding proposed changes to BCS operations. This process is part of the required standard consultation arrangements outlined in your Enterprise Agreement.

It is our intention to meet with representatives of the Unions in the week commencing 12 April 2021, to provide them with details of our transition plans. Following this meeting we propose to hold a general staff information meeting for all staff. This meeting will provide details of the transition plans and will ensure that all staff are fully informed of the proposed changes, options and timetables.


Subsequently, individual meetings will be organised with each member of the Johnstone Street staff to discuss the impacts, timeframes and options. One of our primary objectives is to minimise, as much as possible, the impact of these changes on our staff. More information will be provided on the arrangements for the individual meetings in due course.

The purpose of this letter is to advise that *Anchor Excellence – Experts in Aged Care Quality and Compliance Management* (Ingrid Fairlie, Cynthia Payne & Claire Ward) and *Realise Performance – Specialists in Human Resources and Industrial Relations* (Chris Westacott & Gail Sulicich) have been engaged to work with the BCS Management team through a Governance Committee to manage the proposed changes to the Johnstone Street Aged Care Facility.

The Governance Committee will be meeting regularly to oversight our ongoing

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responsibilities to residents, families and employees, and support transparent communications with all stakeholders. In particular, to ensure our obligations under the Aged Care Act and communications with the Department of Health and The Quality & Safety Commission are met.

Please be advised that we are working on a complex staged plan, which includes communication with a wide range of stakeholders, including employees and Unions, affected residents and their families and our broader network, including the community.

We seek your assistance to work with us. As we hear your comments or concerns, and work to ensure an appropriate response and communication plan, we are committed to a transparent approach to this important matter, ensuring that all staff are fully informed of the facts.

The BCS Board is also committed to regularly provide information to staff and as such there will be further staff information sessions as we work through the proposed changes.

Should you have any questions prior to the meeting please contact Raymond Gouck, Interim CEO on 02 6585 2811 or email: Raymond.Gouck@bundaleer.org.au.

Yours faithfully,



Ms Jane Evans

Chair, Bundaleer Care Services Ltd

CC: Ashvini Ambhaipahar - NSWNMA, Karen Wiles - HSU