

23rd January 2023

Change Impact Statement Hospital Conversion from Rehabilitation to Mental Health

1. Description of Change

- Commercially, a decision has been made to change Hirondelle Private Hospital's service profile from rehabilitation to mental health.
- Accordingly, Hirondelle will be decommissioned as a rehabilitation hospital on the 5th of February 2023.
- Over the next months, we be undergoing a period of renovation whilst we tailor the site to offer mental health services.
- This decision impacts all staff, but all efforts will be made to minimize the impact where possible.

2. Reason for Change

- We cannot continue to operate sustainable business in its current service format due to several reasons including following:
 - Whilst Hirondelle Private Hospital commenced provision of Geriatric Medical Services and rehabilitation Services since 1960, during the last few years a number of new modern hospitals were open.
 - We have historically inadequate funding rates that cannot be adequately improved due to the current Private Health fund increase trends.
 - Increase wages cost over last few years due to historically low wages.
 - Cost of supplies have excessively increased over last few years due to the pandemic

3. Current staff impacted

- The staff headcount across permanent and casual employment types are:

5	Management
4	Administration/Finance staff
45	Nursing staff
21	Allied Health Staff
17	General Services Staff
92	Total

- Of these 92 employees 56 are permanent employees.

4. Change Approach

- A consultation period will be entered into with all staff employed by Hirondelle Private Hospital from 23rd January 2023.

- All staff available will attend a “Town hall” staff meeting on the 23rd January 2023, or if not available/ on shift, receive this change impact statement from CEO.
- All staff will be scheduled an individual meeting with the CEO and HR Executive where they receive a letter outlining the impact to their position.
- A list of redeployment opportunities with the Aurora Group and the accompanying process will be provided to all employees however positions available at other facilities will be fewer than required to accommodate all impacted staff.
- Selection of staff for redeployment will be based on vacancies available, required skills and experience and subject to selection policies based on merit.
- All permanent staff whose roles are made redundant and are unsuccessful in redeployment will be paid redundancy payments including notice and relevant entitlements as per the relevant EBA’s aligned to their employment.

5. Measures to mitigate effects on employees.

- At such time as the facility is reopened and operational under a mental health license, staff will be invited to apply for the vacancies at the time.
- For staff who may be redeployed to another Aurora Healthcare facility they will receive an offer letter detailing their new employer and role and that employment will be ongoing.
- For staff whose positions are being made redundant a letter will outline their entitlements including relevant redundancy pay and leave balances.
- All staff will have access to the Employee Assistance Program (EAP) who will be on-site during the notification days.

6. Timeframe and Dates for Proposed Change

- The hospital conversion to mental health and cessation of rehabilitation services will be announced on 23rd January 2023.
- For those who express an interest in redeployment opportunities, redeployment will be explored from 23rd January until the 3rd February 2023.
- The final day of operations as a rehabilitation hospital will be Sunday 5th February 2023.

Kind regards,



Daria Simic
Chief Operating Officer Australia
Aurora Healthcare



Cathy Wilks
Executive General Manager Human Resources
Aurora Healthcare



Laura Barnett

**Chief Executive Officer/Director of Nursing
Hirondelle Private Hospital**