

## Attachment of Formal Notice

28<sup>th</sup> March 2022

Secretary,  
Health Services Union NSW/ACT  
Level 2 - 109 Pitt Street  
Sydney NSW 2000

Attention: Gerard Hayes  
Email: [Gerard.Hayes@hsu.asn.au](mailto:Gerard.Hayes@hsu.asn.au)

Dear Mr Hayes



Suite 301, 1b Homebush Bay Drive  
P.O. Box 3561  
Rhodes NSW 2138

T 1800 005 484

[hello@freshhopecare.org.au](mailto:hello@freshhopecare.org.au)  
[www.freshhope.org.au](http://www.freshhope.org.au)  
ABN 41 041 851 866

### Re: Proposed Closure of McCauley Lodge Residential Care Facility, Fresh Hope Care

This letter advice is to inform the HSU that Fresh Hope Care plan to close the McCauley Lodge Residential Care facility located at Thirroul. We aim to relocate residents, and most if not all of our staff members to alternative residential care facilities.

Fresh Hope Care intends to cease operations at McCauley Lodge from the 21<sup>st</sup> August 2022.

We wish to consult with the HSU and affected staff on the reasons for the planned closure, discuss how the change may affect our staff, and obtain both HSU and staff input so we are best placed to address any employee concerns.

Fresh Hope Care has actively provided residential aged care and retirement living communities to the Thirroul community since 1965. Last year we shared with staff, residents and families that we were taking steps to review our site to design and build a new residential aged care and retirement living communities to replace our current one, which is in need of a major upgrade.

Unfortunately, changes to requirements of aged care buildings means we will not be able to continue to accommodate residents as we pursue our Development Application. As we will not compromise on the safety and health of our residents, we are left with no option but to propose the closure of McCauley Lodge Residential Care Service by 21 August 2020. Those living in our Tasman Court Retirement Community will not be impacted by the August closure.

We aim to provide most, if not all, of our residential care staff at McCauley Lodge alternative suitable roles in one of our nearby residential care facilities within reasonable travel distance of the site. These facilities are Ashwood at Pendle Hill and Clelland Lodge at Nowra. Support will be offered to ensure that, wherever possible, employees secure alternative suitable employment.

An employee would be required to accept a reasonable redeployment offer into a role with commensurate responsibilities and remuneration at one of these alternative service locations within reasonable distance from where they live at time of announcement. Where employees cannot be re-deployed and are to be made redundant as they are surplus to requirements, we will take reasonable steps to support the staff member including the provision of out placement support with resume writing and interview coaching. In such cases they would be paid their accrued leave entitlements, and where eligible, a redundancy severance payment in accordance with the Fresh Hope Care, Residential Care Enterprise Agreement 2017.

We have commenced the consultation period today. Staff will be provided with information about the planned changes, including the nature of the changes, the expected effects and what actions will be put in place to minimise the impact on staff.

You will be advised of any significant developments. I will make phone contact to arrange a mutually convenient consultation meeting with the HSU to obtain your input and discuss actions to mitigate the effects on staff.

In the meantime, should you wish to discuss or have a question please feel free to reach out to me directly [Arianna.mason@freshhope.org.au](mailto:Arianna.mason@freshhope.org.au).

Kindest regards,

A handwritten signature in black ink, appearing to read 'Arianna'.

**Arianna Mason**

General Manager of People and Culture

**Fresh Hope is a Ministry of Churches of Christ in NSW and the ACT**

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