

13 September 2022

Mr Gerard Hayes
Secretary
HSU (NSW Branch)
Level 2, 109 Pitt Street
SYDNEY NSW 2000

By email: Gerard.Hayes@hsu.asn.au
Lauren.Hutchins@hsu.asn.au

Dear Mr Hayes

Re: Catholic Healthcare – Transmission of Business, Healthcare Services Dubbo & Bathurst

I am writing to advise of a workplace change impacting our employees at Lourdes Hospital, Dubbo and St Vincent Outreach, Bathurst and the employee consultation process we are implementing regarding this change.

Today we held a meeting with our employees to advise that the Catholic Healthcare Health Division, that being Lourdes Hospital located in Dubbo and St Vincent's Outreach located in Bathurst, will transfer to form a part of Western New South Wales Local Health District (WNSWLHD).

Catholic Healthcare (CHL) and the Western NSW Local Health District (WNSWLHD) have a strong and collaborative partnership which has been built over many years to serve the needs of the local community. Since 2011, Catholic Healthcare has operated both inpatient and outpatient healthcare services at Lourdes Hospital in Dubbo and St Vincent's Outreach Services in Bathurst, funded through the WNSWLHD.

Following a recent review of the service agreement and changing community needs, both organisations have acknowledged an increasing need to focus service delivery in areas including aged care, rehabilitation, and effective chronic disease management in the community.

A mutual decision has been reached that the future needs of the community will be best achieved by integrating the operation of Lourdes Hospital and St Vincent's Outreach Services into WNSWLHD. The transfer of operations will take place from 03 October 2022. Both CHL and WNSWLHD remain committed to their longstanding, collaborative partnership, and to ensuring a smooth transition for patients, employees, and the community.

As a result, all employees of CHL Health Division will cease to be employees of CHL and their employment will transfer to WNSWLHD, effective 03 October 2022.

Employees accrued and unused leave balances will transfer to WNSWLHD. Additionally, employees service start date with CHL will be recognised as their service start date with WNSWLHD.

Following the meeting, employees have been provided with an information kit, which included:

- **Team Members Frequently Asked Questions** - capturing responses to common questions
- **Access EAP Flyer** – contact details to arrange a free and confidential counselling session
- **WNSWLHD Welcome Pack** - details on their new employer and payroll paperwork to be completed and returned by the employee

Employees will have the opportunity to discuss the individual impact of the transfer of their employment with a representative from our HR Team, Health Service Manager, and Regional Manager. Employees have also been advised that they may bring their Union Representative to this meeting.

We understand this announcement may cause some employees distress, so we have arranged for additional support to be provided by our Employee Assistance Program provider, AccessEAP. They will be available for our employees onsite today and tomorrow, (13th and 14th September 2022) and will also be available next week.

If you would like further information on these changes or to arrange a meeting, please contact Sandy Ferguson on 0490 440 985.

Yours sincerely



Catherine McMahon
Chief People Officer