

28 May 2021

All Employees - SummitCare Liverpool

Delivered: Kronos and Essendex

Dear all,

Notification of Proposed Changes at SummitCare Liverpool

As part of SummitCares' history in the Residential Aged Care sector and our ongoing commitment to excellence in care we constantly assess our centres to ensure that they remain fresh, modern and able to offer the best of services to our residents and staff.

In order to maintain the highest standards of privacy, dignity and wellbeing of our residents we have commenced reducing the resident numbers in each room to 1 or 2 people only depending on the size and configuration of the rooms.

To this end following a recent review of our Liverpool 155 facility we have made the very difficult decision to close the home.

This may impact the staffing levels within the home. Moving forward hours will be based on a balance of operational requirements and the needs of our residents. We will be aligning the master roster to our current staff that we have at our facility to determine how this change may impact each of you.

There are currently vacancies across SummitCare including at our flagship Baulkham Hills site, where we anticipate a number of our Liverpool residents will move to.

Baulkham Hills is our newest site and opened in November 2017 and offers our staff a great place to work in a modern home and our residents single or twin accommodation with ensuite bathrooms, beautiful gardens and other extras including an onsite cafe.

We will be holding staff meetings to further discuss this plan and answer your questions on **8 June 2021 at 2.30 pm**.

We are currently exploring suitable redeployment opportunities for you within SummitCare. Following on from the staff meetings if you would like to move across to Baulkham Hills or there are any special circumstances that you wish to bring to our attention regarding your relocation to another SummitCare facility please put your request in writing to your General Manager letting us know by 5.00 pm on 15 June 2021 and we will give such matters due consideration.

Please note all employees who transfer across to Baulkham Hills will remain covered by the SummitCare Enterprise Agreement, so all terms and conditions will remain the same.

We will not close Liverpool 155 until all residents have transitioned successfully to their new homes. We will keep you updated on further developments.

In order to maintain confidentiality, you must not discuss the issues or content of the meeting with any person (other than your support person for explanatory purposes); utilise social media or any other form of commentary regarding this matter. Please direct any correspondence to me in relation to this matter.

We understand that this may be a difficult time for you and please feel free to speak to your Manager in the first instance. We would also like to take this opportunity to remind you that we offer you access to SummitCares' Employee Assistance Program (EAP) 24 hour phone line 1300 663 155. This is open to you to give you the opportunity to talk to a free professional counselling service outside the workplace. The EAP gives you an opportunity to discuss, confidentially, personal or workplace issues that may arise within or external to the workplace.

Finally, we would like to thank you for your contribution and dedication to Summit Care over the years.

Yours sincerely,

Pavan Sharma

Pavan Sharma
General Manager

CC Health Services Union
NSW Nurses and Midwives' Association
Actevate EAP Provider