

Closure of Bega Valley Private Hospital

Dear Member,

Please see attached correspondence received from Healthcare in relation to the closure of Bega Valley Private Hospital effective Friday 29 June 2018.

Your Union has made immediate contact with Mr Andrew Newton, Chief Executive of Southern NSW Local Health District, to see if the Local Health District would be able to help with staff.

Mr Newton contacted the management at Bega Valley Private Hospital to offer assistance with all Staff and any Patients.

Starting the week 25 June 2018, there will be a representative from Southern NSW Local Health District, Human Resource Department speaking with all Staff of what employment options exist within South East Region Public Hospital and other facilities within the LHD.

The union's Private Health team is working hard to place our members in secure employment in response to this unfortunate circumstance. This highlights the benefit of union membership. We have the ability to consult on your behalf with other organisations, including NSW Health, to assist when you need it most. If you have any concerns or queries relating to this newsletter, please don't hesitate to contact Private Health Divisional Manager, Jodie Cowdrey on email jodie.cowdrey@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

healthcare

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19 June 2018

Mr Gerard Hayes
Secretary
Health Services Union - NSW

Via email: Gerard.hayes@hsu.asn.au

Dear Mr Hayes,

Re: Bega Valley Private Hospital

I write to inform you of a significant change affecting all employees at Bega Valley Private Hospital.

Today, Healthcare has made the final decision to permanently close Bega Valley Private Hospital. The closure will be effective Friday 29th June, 2018.

Mr Geoff Sam, a director of Healthcare, will be travelling to the site this afternoon to meet with staff and advise of the decision.

All staff will be offered a redundancy under the terms of the relevant industrial instrument.

I have attached for your reference a copy of the impact statement.

Yours Sincerely,



Andrew Mereau
General Manager – People and Innovation

People First. People Always.

Hospital Closure Impact Statement

Site: Bega Private Hospital

Date: 19 June 2018

1. Description of Change

Following the purchase of Pulse Healthcare by Healthe Care Australia, a decision has been made to close the hospital after being identified as a non-viable going concern. The hospital will close on Friday 29th June 2018 and no longer provide services after this date.

2. Reason for Change Proposal

Following the acquisition of the Pulse Health Group in May 2017, Healthe Care has worked to improve the operational viability of Bega Valley Private Hospital. While we appreciate and recognise the efforts of the hospital staff to improve the performance of the hospital, due the significant capital investment required in both the facility and in new surgical equipment and upgrade to the CSSD, we have been unable to improve the ongoing viability of the hospital.

Healthe Care has been diligently looking for, and held discussions with, another potential purchaser of the hospital. However, this has unfortunately not resulted in an alternative operator being able to take over.

Regrettably going forward Healthe Care cannot establish a viable business model that will allow for a significant capital expenditure in the short term that is required to accommodate existing surgical volume. In the best interests of all, we have decided not to renew the lease and subsequently close the Hospital so that it does not further impact the business and the quality of patient care it provides.

3. Proposed Situation

We are proposing to announce the closure of the hospital on Tuesday 19th June 2018.

This decision impacts all staff at Bega Private Hospital.

4. Effects of Change Proposal on affected Employees

The staff affected are as follows:

- 6 permanent full time / part time nurses
- 4 permanent full time / part time health support staff
- 4 permanent full time / part time administration staff
- 16 casual employees

All permanent staff whose roles are redundant will be provided with a redundancy payment as per the relevant award.

From the Wednesday 20th June, staff will have the opportunity to seek a transfer to a similar role at another Healthe Care facility. All available positions will be posted on noticeboards and updated regularly. As the anticipated positions available at other facilities will be fewer than required to accommodate all affected staff, selection of staff for transfer will be based on expression of interest and application.

As many Healthe Care facilities are located across Australia, any staff member expressing an interest in a vacancy and successful in their application, will be provided with a relocation package.

Our aim is to minimise the impact to staff where possible to reduce redundancies.

5. Retrained to Achieve Proposal

As the positions offered at other facilities will be of an equivalent nature, it is not anticipated that job re-training will be required.

The required orientation and site specific training will be provided to affected staff.

6. Measures to Avert or mitigate Effects on Employees

We will openly communicate with all staff on the reasons for the proposed decision, as well as the foreseen effects on staff. Impacted staff will receive a letter with their redundancy and leave payment calculations, as well as an outline of re-deployment process to other Health Care hospitals.

Written FAQs to be provided to affected staff and placed on staff communication boards

We will provide Employee Assistance counselling to all staff which will be available to the end of July 2018.

7. Effects of Proposal on Service Provision/Employees

All roles and positions at our other sites will be posted from Wednesday 20th June 2018 and staff will be provided the option to transfer to other sites.

Redundancy payments will include a period of pay in Lieu of notice.

8. Timeframe and Dates for Proposed Change

We are planning to announce the hospital closure on Tuesday 19th June 2018. On Wednesday 20th June 2018 individual meetings with staff will be scheduled between 12 – 2pm with the Claire Thurwood, General Manager – Day Surgeries.

The final day of operation for the hospital is planned for Friday 29th June 2018.



Mr Andrew Mereau
General Manager – People and Innovation
Healthcare Australia