

## Scalabrini: Lyons Road Closure

Dear Member,

The HSU has just received the attached letters from Scalabrini, notifying of the closure of the Scalabrini Lyons Road facility in September of this year.

Understandably, this may be a very stressful time for all workers concerned.

The HSU will be visiting the worksite in the coming weeks to discuss the closure and how we can support members during this difficult time.

It is very important that members take time considering their preferences for the future, including redeployment options and/or redundancy. Members should not feel any pressure to make a decision and we advise members to get financial advice.

The HSU will be available to represent members throughout the process. If you have any particular questions or concerns please email [agedcare@hsu.asn.au](mailto:agedcare@hsu.asn.au).

We will only be representing HSU members throughout this process. Encourage your workmates to join and get support by visiting [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phoning 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

6 June 2019

Mr Gerard Hayes  
Secretary  
Health Services Union

Via Email: [Gerard.hayes@hsu.asm.au](mailto:Gerard.hayes@hsu.asm.au)

Dear Mr Hayes

**Closure of Scalabrini Drummoyne at 1a Lyons Road, Drummoyne**

With reference to clause 31 of the Scalabrini Village Ltd, NSWNMA-ANMF NSW Branch and HSU NSW Branch Enterprise Agreement 2017-2020, please find attached communications sent out today to all staff and residents at Scalabrini Drummoyne. The attached outlines the difficult decision made by the organisation to decommission the facility at 1a Lyons Road by the end of September 2019.

The facility currently employs 132 staff, of which 10 are casually employed. Our plan is to retain as many staff as possible through redeployment within other Scalabrini services.

We are happy to meet with you at your convenience to discuss our process and progress as we transition the site.

Please feel free to contact Clare Bayliss, our Director People, Learning and Culture, on 02 8876 6832 should you have any questions in the meantime.

Yours sincerely



Chris Grover  
Chief Executive Officer

6<sup>th</sup> June 2019

Dear Colleague

**Re: Scalabrini Drummoyne**

You may be aware that the organisation has been reviewing the future of our operations at Lyons Road for over two years. With the building now over 60 years old, it is increasingly difficult to maintain, and daily operations are challenged in an environment which is no longer aligned with our service philosophy.

Having considered all possible options over many months (including minor and major renovations while the service remained open), it has been determined operations will cease and the service will close, effective September 2019.

This has been a very difficult decision to make and was made after considerable reflection. In all my visits to Lyons Road, I see a service which is vibrant and in demand, which is a fabulous recognition of the wonderful work you do every day. The recent volunteers lunch I attended was a wonderful testament to the connection the service has with the community. This vibrancy is the foundation for the experience we seek to deliver to our residents. However, over time our buildings and public spaces degrade and the designs which were at one time acceptable are now not fit for purpose.

I know this is difficult news for you to receive and there are many questions you will have now and over the next period as we work through this together. The executive team and I are finalising the details of the next stage of the process but felt it was important to disclose the decision to you as soon as it was confirmed. As a result, there may be some specific questions we may not be able to answer in the short term. However, at this stage we can confirm:

- Scalabrini Drummoyne will be closing, with the final day of operations in September 2019.
- There will be a resident relocation period of 4 to 6 weeks commencing in August 2019 (this period may be earlier for some residents).
- Scalabrini will seek to accommodate residents in our 5 other Sydney villages. Residents will also be supported as they move to other aged care homes.
- There are no specific plans for rebuilding on the site at this stage.
- Whilst this will have an impact on your employment with Scalabrini – our aim through this process is to retain as many of our staff as possible, and to redeploy staff to other Scalabrini villages.
- During this period, staff vacancies across Scalabrini will be monitored centrally to ensure that staff at Lyons Road are supported to access suitable employment opportunities internally.



- We have scheduled several staff meetings to give you the opportunity to come together as a group and discuss the contents of this letter with me. I encourage you to attend one of these meetings:
  - Friday 7<sup>th</sup> June: 11.00 am
  - Tuesday 11<sup>th</sup> June: 6.30 am
  - Tuesday 11<sup>th</sup> June: 11.00 am
  - Tuesday 11<sup>th</sup> June: 8.00 pm
- Over the next several weeks face to face meetings will be arranged to talk to you about the options open to you after the closure of the service.

Our Employee Assistance Program representative is available to you on site today and tomorrow and will continue to be available to you by phone on 1300 360 364. You can also provide feedback or ask questions about the decision by contacting the People Learning and Culture team: **Clare Bayliss 02 8876 6832, Sam Coley 02 8876 6822** or via **lyons.road@scalabrini.com.au**

Finally, we have not communicated this news to our residents yet. To best support them, the news will be delivered verbally in a resident meeting tomorrow (Friday the 7th of June). Acknowledging that it's a difficult message for everyone and in the interest of our residents' wellbeing, could I ask staff to treat this news sensitively until we meet with the residents tomorrow.

We are committed to supporting you throughout this process and will keep you informed as we progress through this together.

Yours sincerely

Chris Grover  
**Chief Executive Officer**