

## St Hedwig's village sold to Catholic Healthcare

Dear Member,

The Health Services Union has received notification (see attached) from your employer that the facility has been sold to Catholic Healthcare.

As with any change process, it is very important that members are aware of their rights and are able to protect their rights.

We strongly advise members to:

- Ensure your contract is up to date including your classification level and contracted hours (the new employer will only honour your contracted hours)
- Ensure you have a written copy of all your leave balances and that the leave balances are accurate.

With any change of ownership, there are likely to be many changes over time in relation to rosters, structures and pay scales.

We can only represent HSU members through any change process, **encourage your workmates to join the HSU online [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.**

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



# ST HEDWIG VILLAGE

ABN 24 003 159 224

140 Reservoir Road, Blacktown NSW 2148

PO Box 457, Blacktown NSW 2148

Telephone: (02) 9831 4744 Fax: (02) 9831 7440

email: admin@sthedwigvillage.com website: www.sthedwigvillage.com

11 0 SEP 2019

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9<sup>th</sup> September 2019

General Secretary  
Health Services Union  
Level 2  
109 Pitt Street  
SYDNEY NSW 2000

Dear Sir/Madam,

## **ST HEDWIG VILLAGE TRANSFERS TO CATHOLIC HEALTHCARE**

We are writing to inform you of some exciting news regarding the positive future for St Hedwig Village, Blacktown.

As part of a detailed strategic review, the Board of St Hedwig Village recently explored opportunities with a like-minded provider who could continue our Mission of providing quality care and accommodation for the aged, consistent with our Values.

After an extensive evaluation process, we are pleased to announce that Catholic Healthcare, a leading not-for-profit specialist aged care provider, will take over ownership and management of St Hedwig Village's residential aged care, community care, and retirement living services. The transfer to Catholic Healthcare is expected to be finalised in early 2020.

Catholic Healthcare has a strong track record of providing quality care for seniors and shares our value of focusing on the whole person, and on supporting employees to be passionate about enhancing the lives of those in their care.

This is a great outcome for residents, families, employees and the broader community with a high-quality specialist aged care organisation committed to continuing the proud history of St Hedwig Village supporting both the German speaking population of Sydney, as well as the local area.

Members of the St Hedwig Board and Church communities will retain a close involvement with St Hedwig after the transfer, with the establishment of an Advisory Committee – to be known as The Friends of St Hedwig Village. This Committee is being created to ensure the culture developed in the Village over many years continues into the future.

The transfer includes safeguards to protect residents and employees. Resident agreements will continue under Catholic Healthcare, and Residents will not face any extra residential accommodation costs. At transfer, all employees retain their existing roles at St Hedwig's under the same terms and conditions. Please find attached important information in the form of a Question and Answer sheet.

Aged care has changed a lot since St Hedwig's began 33 years ago. We now operate in a highly regulated environment. St Hedwig's believes that employees and residents will benefit from a larger, specialist aged care provider that can continue to invest in refurbishment, development, quality systems, technology, and maintain the focus on delivering the highest standards of care.

We strongly believe this decision is in the best interest of the people we serve, including our aged care residents, and the wider community of Blacktown.

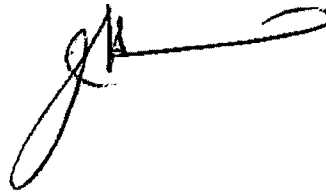
If you have further questions please contact me on (02) 8822 9903.

Yours sincerely,



**Kathy Eberl**

*Chief Executive Officer*



**Jack Hanich**

*Board Chair*

## FREQUENTLY ASKED QUESTIONS

### St Hedwig Village joining with Catholic Healthcare – important information for employees

After an extensive evaluation process, we are pleased to announce that Catholic Healthcare, a leading not-for-profit specialist aged care provider, will take over ownership and management of St Hedwig Village's residential aged care, community care, and retirement living services. The transfer to Catholic Healthcare is expected to be finalised in early 2020.

Catholic Healthcare has a strong track record of providing quality care for seniors and shares our Values of focusing on the whole person, and on supporting employees to be passionate about enhancing the lives of those in their care.

This is a great outcome for residents, families, employees and the broader community. Becoming part of a high-quality specialist aged care organisation like Catholic Healthcare means that we can continue the proud history of St Hedwig Village supporting both the German speaking population of Sydney, as well as the local area.

Members of the Board and Church communities will retain a close involvement with St Hedwig after the transfer, with the establishment of an Advisory Committee – to be known as The Friends of St Hedwig Village. This Committee is being created to ensure the culture developed in the Village over many years continues into the future.

QUESTION	ANSWER
<b>Why is St Hedwig transferring its aged care and retirement village services?</b>	<p>As part of a detailed strategic review, the Board of St Hedwig Village recently explored opportunities with like-minded providers who could continue our Mission of providing quality care and accommodation for the aged consistent with our Values.</p> <p>Aged care now operates in a highly regulated environment. We believe employees and residents will benefit from a larger specialist aged care provider that can continue to invest in refurbishment, development, quality systems, technology and training.</p>
<b>Who is St Hedwig being transferred to?</b>	<p>After an extensive evaluation process, which included assessing organisations based on their values and track record of quality care, the Board has chosen Catholic Healthcare.</p> <p>Catholic Healthcare is a leading not-for-profit provider of residential aged care, community services, retirement living and healthcare in Australia. Catholic Healthcare operates 40 residential aged care homes and eight retirement living communities, two healthcare services and provides services to around 4,000 people in the community.</p> <p>As a mission-based organisation, Catholic Healthcare promotes life in all its fullness by providing aged, health and community service inspired by the Catholic tradition.</p> <p>Catholic Healthcare has a long history of successfully joining together more than 35 services over the past 25 years.</p>

QUESTION	ANSWER
<b>What will happen to the Village and the Homes?</b>	The name St Hedwig Village will remain in place and the Village and Homes will continue to celebrate and serve both the German and broader community.
<b>When will the transfer happen?</b>	We expect Catholic Healthcare to take over ownership and management of St Hedwig Village from January 2020.
<b>Is my job secure?</b>	At transfer, you and your colleagues will be offered continuing roles at St Hedwig's under your existing terms and conditions. Closer to the transfer date you'll receive a personalised letter that details the change and what that means to you.
<b>Will I receive the same pay, allowances and conditions of employment under Catholic Healthcare?</b>	Yes. At transfer, you will be offered a continuing role at St Hedwig's under your existing terms and conditions. After the transfer the current St Hedwig's Enterprise Agreement will remain in place and will continue to guide your terms and conditions of employment.
<b>Will I still have access to my accrued entitlements such as personal and annual leave?</b>	Yes. All of your accrued leave entitlements will be preserved and will transfer to Catholic Healthcare and be available for your use.
<b>Am I entitled to redundancy pay?</b>	No, there will be no redundancies payable. At transfer, you and your colleagues will be offered continuing roles at St Hedwig's under your existing terms and conditions. Should any employee choose not to take up the offer of continuing employment with Catholic Healthcare then they will be taken to have resigned their employment. Catholic Healthcare hopes you will stay and take up your offer.
<b>What if I leave before the transfer?</b>	We hope that you will continue working here. Friendly and familiar faces are important to our residents, especially at a time of change. If you do decide to resign prior to the handover, then normal resignation processes will apply.
<b>Will salary packaging still be available?</b>	Yes, any current salary packaging arrangements that you have in place will remain unchanged.
<b>Will my work location change?</b>	No. At transfer, your work location will remain unchanged.
<b>Will my hours of work or roster change?</b>	No, there will be no changes to your hours of work or roster at transfer. As has always been the case, should roster changes be needed over time then this will be discussed with you.
<b>Will the way that I am currently paid change?</b>	No. At transfer our current payroll arrangement will remain in place.
<b>What happens to the payment of my superannuation?</b>	After transfer, Catholic Healthcare will be responsible for paying your Super as your new employer. Your current Superannuation arrangements will remain in place unless you choose to change them.

QUESTION	ANSWER
<b>Will I get a new uniform? Do I have to pay for it?</b>	At the right time after transfer, a Catholic Healthcare uniform will be made available at no cost to you.
<b>How will the transfer affect residents?</b>	<p>The transfer includes strict safeguards to protect residents. Resident agreements will continue under Catholic Healthcare. Residents do not need to leave the Home and will not face any extra or increased costs as a result of the transfer.</p> <p>Catholic Healthcare is very sensitive of St Hedwig's proud history of caring for residents with German heritage and will continue to celebrate and embrace the unique needs and traditions of each individual.</p>
<b>How are residents and families being informed?</b>	We understand that residents and families may have questions. We have written to residents and families and provided them with a fact sheet that provides extensive background information. A Resident & Relative meeting has also been arranged with the CEO of St Hedwig's, Kathy Eberl and the Managing Director of Catholic Healthcare, David Maher.
<b>What can I tell residents about the transfer?</b>	<p>Change can be upsetting for seniors, so it is very important that residents receive accurate information. If a resident or family member asks you about the transfer, please feel free to let them know that residents will not be financially disadvantaged in any way and will have ongoing tenure here at the Village and Homes. Residents may also want to know that St Hedwig's expects current employees will remain under Catholic Healthcare.</p> <p>You can let them know that an information session for residents and families will be held where they can ask any questions.</p> <p>If any resident or family member is upset or has questions that you cannot answer, please ask them to speak with Kathy Eberl on (02) 8822 9903.</p>
<b>Will St Hedwig's Directors and Members stay involved?</b>	The Parish communities have been invited to be a Member of Catholic Healthcare, and an Advisory Board will be established to maintain involvement with the Home and Retirement Village.
<b>What will happen to St Raphael's Church?</b>	A new Chapel will be built in the new redevelopment, as provided for in the Development Application.
<b>What will happen to the Parish Priest?</b>	The Parish Priest will continue his regular involvement at St Hedwig's, as will all other visiting Ministers and Clergy.
<b>Will Mass continue?</b>	All current services will be maintained.
<b>What will happen to Pastoral care?</b>	Pastoral Care will continue at St Hedwig's. Pastoral care is an integral part of Catholic Healthcare's Model of Care.
<b>What will happen to the activities and lifestyle programs?</b>	Catholic Healthcare is committed to enabling residents with enriching and meaningful activities and has a national Lifestyle program that staff will be able to draw from going forward.

QUESTION	ANSWER
<b>What will happen to our current suppliers?</b>	All supplier agreements will be transferred to Catholic Healthcare.
<b>How can I get more information?</b>	<p>As more information becomes available, we will update you, but in the meantime, there are a number of ways for you to receive more information:</p> <ul style="list-style-type: none"> <li>• You can speak to your immediate manager in the first instance.</li> <li>• Attend an employee information session with the CEO of St Hedwig's, Kathy Eberl and the Managing Director of Catholic Healthcare, David Maher.</li> <li>• Or speak directly to Kathy Eberl on (02) 8822 9903.</li> </ul>