

**Private & Confidential**

11 July 2023

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

By email: [Gerard.Hayes@hsu.asn.au](mailto:Gerard.Hayes@hsu.asn.au)  
[Lauren.Hutchins@hsu.asn.au](mailto:Lauren.Hutchins@hsu.asn.au)

Dear Mr Hayes

**Re: Catholic Healthcare – Consolidation of Residential Aged Care Services at Dubbo**

I am writing to advise of a workplace change impacting our employees at St Mary's Villa Aged Care Home, Dubbo and the employee consultation process we are implementing regarding this change.

To enable Catholic Healthcare to provide quality aged care services for the Dubbo community into the future, we have decided to consolidate our residential aged care services to Holy Spirit Aged Care Home, Dubbo. The consolidation process will result in the closure of St Marys' Villa Aged Care. St Mary's Dubbo will continue to operate until all residents have found suitable accommodation.

Today we held a meeting with our employees to advise of the consolidation of services, the reasons for the closure of St Mary's Villa, Dubbo, and to advise of the next steps. All employees were invited to an individual consultation meeting, to be held over the next week, to discuss the impact of this decision on their individual circumstances. Employees have also been advised that they may bring their Union Representative to this meeting.

Where we have roles that we are unable to redeploy to Holy Spirit, Dubbo, employees within these roles will be advised their position may be redundant. All steps will be taken to look at suitable redeployment options to avoid redundancy, where possible.

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, tomorrow and Thursday (11<sup>th</sup>, 12<sup>th</sup> and 13<sup>th</sup> July) 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