



14 May 2024

Moyne Aged Care Centre – Staff Information Sheet

1. Why is Moyne Aged Care Centre being sold to another provider?

The Salvation Army Aged Care (“TSAAC”) has developed a new Strategic Plan to align our services more closely with The Salvation Army's mission to support the most vulnerable members of our community. This plan emphasises providing holistic services in locations where there is the greatest unmet need.

As part of this strategic shift, we undertook a comprehensive review of our service locations, including those in Central West NSW. This review assessed various factors such as the age and condition of the buildings, their suitability for evolving resident needs, strategic alignment with our goals for provision of holistic services, and other relevant factors.

Our findings indicated that the Centre and its facilities would not align with TSAAC's strategic direction. This, coupled with other alignment challenges, led us to explore the possibility of selling both Moyne and Rosedurnate Aged Care Centres, as well as Rosedurnate Retirement Village, to other providers.

Both Moyne and Rosedurnate Aged Care Centres and Rosedurnate Retirement Village were put to market in late 2023. Moyne Aged Care Centre was subsequently purchased by the Roshana Care Group. Unfortunately, despite extensive efforts, we were unable to find a buyer for Rosedurnate.

The Salvation Army Aged Care would like to emphasise that its decision to cease running Moyne in no way reflects the level of care provided to our residents. We acknowledge and sincerely appreciate every team member and recognise the outstanding level of care and dedication you provide to our residents. No greater recognition of your skill, ability and dedication to our residents came this year with all 8 standards (42 requirements) being assessed as met in the re-accreditation visit from the Aged Care Quality and Safety Commission.

2. When will Roshana Care Group take over operational management of Moyne Aged Care Centre?

Roshana Care Group will take operational management of Moyne on 28 June 2024. This means the last day of employment with TSAAC at Moyne will be 27 June 2024.



3. What will happen to my job as a result of the change?

We are pleased to inform you that all Moyne staff are being offered employment with Roshana on the same base terms that staff are currently on with TSAAC. Your service for the purpose of entitlements, such as annual leave, personal leave and long service leave is recognised with Roshana. Your position and contracted hours of work will not be altered as part of the transition to Roshana.

4. Will staff be consulted on the change individually?

Yes, a member of the HR Team and/or management will meet individually with every team member who wishes to attend an individual consultation meeting. You will receive an email today where you can express three suitable times to hold a consultation meeting with a member of management and/or the HR Business Partner. During the individual consultations from 14 -24 May 2024, we can discuss in further detail the transition to Roshana, transfer of leave balances and any other questions you may have.

During the consultation period you will also have the opportunity to meet with a representative from Roshana, specifically, HR Manager Akhil Babu, who will be onsite 14, 15 and 16 May. Akhil will be able to answer any questions you may have about their organisation. Furthermore, today Roshana will send out a letter of offer to all staff at Moyne and Akhil, will talk further to this process on 14 May.

5. How will staff be supported during the transition?

We are committed to supporting you through this transition. This includes access to our Employee Assistance Provider, Converge, who can assist with counselling, legal assistance, career assistance, and financial assistance. Our Chaplains will be available for spiritual and/or pastoral care. We will also be holding regular meetings to keep everyone informed and provide an opportunity for all staff to put forward any questions or concerns you may have.