



14 May 2024

Rosedurnate Aged Care Centre – Staff Information Sheet

1. Why is Rosedurnate Aged Care Centre, and Rosedurnate Retirement Village closing and on-site provision of NDIS activities ceasing?

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 the provision of holistic services, and other relevant factors.

Our findings indicated that the Centre and the Village, and their facilities, no longer meet the needs and expectations of the local community, nor do they align with our aspirations to provide high-quality accommodation for current and future residents. Building misalignment with TSAAC's Strategic Plan, coupled with other alignment challenges, led us to explore the possibility of selling both Moyne Aged Care Centre ("Moyne") and Rosedurnate Aged Care Centre ("Rosedurnate"), as well as Rosedurnate Retirement Village, to other providers.

Both Moyne and Rosedurnate and Rosedurnate Retirement Village were put to market in late 2023. Moyne 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 close Rosedurnate 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 last 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 Rosedurnate Aged Care Centre and Rosedurnate Retirement Village cease Operations?

The Salvation Army Aged Care will be working with all residents to ensure they have suitable alternate accommodation as a consequence of the decision to close Rosedurnate. The Salvation Army Aged Care will have a dedicated staff member on-site, should residents require assistance for the next three months. Both Rosedurnate Aged Care Centre and the Rosedurnate Retirement Village will continue to operate as residents are assisted to find suitable alternate accommodation.



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

We are exploring all possible options to minimise the impact on you. This includes opportunities for redeployment within The Salvation Army, and assistance with finding alternative employment. This includes any potential job opportunities at Moyne. Other local aged care providers will be contacted regarding job opportunities. This information will be provided to staff.

4. Will staff be consulted on the change individually?

Yes, all staff will be consulted individually between 15 May 2024 and 28 May 2024. You will receive an email from The Salvation Army's Human Resources team which will include a link to an online form. In the online form you can nominate three times that best suit you to hold a consultation meeting. Confirmation of your consultation time will be sent to you via email. Those consultation meetings will be run with either a member of management, Human Resources, or both, and you are able to bring a support person into the meeting. Redundancy estimates will be provided during each individual consultation.

5. What will the staffing profile at Rosedurnate look like from this point onwards?

The Centre will close following the transfer of residents to other suitable alternate homes. Residents will not all depart at the same time. This means the number of staff required to care for the residents will gradually decrease in line with resident departures. For this reason, staff will not all cease working at Rosedurnate on the same day.

Discussions around timings will take place during individual consultation meetings.

6. 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.

There will be a \$75.00 per day closing allowance effective 14 May 2024. It will operate for a period of three months (cease 14 August 2024). The allowance is in recognition of the effects of the closure on your work, and personal leave. This discretionary allowance will be paid for each shift worked of at least 7 hours duration and will apply to permanent employees only. It does not apply to for any periods of leave or other accrued entitlements.