



28 January 2026

Gerard Hayes
Secretary HSU NSW.ACT.QLD
Level 2, 109 Pitt Street
Sydney NSW 2000
Email: secretary@hsu.asn.au

Dear Mr Hayes,

Notification of Workplace Change

We write to advise that Anglicare has made a definite decision to implement workplace change at our Residential Care Homes across the 23 sites. This decision follows a review of our Residential Homes and the recent Aged Care Act and will focus specifically on our operational needs in relation to our Education and training and meeting requirements for the introduction of Higher Everyday Living Services (HELFS) to ensure that Anglicare is meeting resident needs while managing and meeting our legislative requirements.

It is anticipated that twenty-three (23) of our Workplace Trainer positions will be impacted by the change, with these roles no longer required to be performed in the current form. The decentralised Workplace Trainer function will be replaced with a centralised model, consisting of one (1) Senior Capability Manager, four (4) Regional Workplace Trainer positions and two (2) Clinical and Care Assessor positions. The new centralised model will strengthen accountability for training and capability, streamline mandatory education and compliance, improve support to homes through clearer roles, and reduce duplication while improving access to training resources.

While twenty-three (23) roles will be directly impacted, Anglicare will be taking all reasonable steps to explore redeployment opportunities with impacted staff.

Impacted staff have been advised of this change and provided with details in writing. They will also be invited to individual meetings as part of our consultation process. All staff will be afforded the opportunity to have a support person of their choice present at their individual meeting, including a Union representative.

Should you require any additional information in relation to these meeting arrangements, please do not hesitate to reach out to myself Amanda Borg at amanda.borg@anglicare.org.au.

Yours sincerely,

Amanda Borg

Amanda Borg
HR Project Lead
Anglicare