

10/09/2024

Dear Team Member,

We are excited to announce that, after a careful selection process, in October 2024 Mercy Community will be transitioning:

- its Supported Independent Living (**SIL**) services to **Achieve Australia (Achieve)**
- its disability accommodation and the management of that accommodation to **Inclusive Housing Australia (IHA)**.

Both Achieve and IHA are registered National Disability Insurance Scheme (NDIS) providers.

Achieve has been providing quality care and disability support services for more than 70 years. A not-for-profit organisation, Achieve champions social inclusion and expert person-centred support services for people with disability. If you would like to know more about Achieve, you can visit their website: www.achieveaustralia.org.au

IHA is an established Specialist Accommodation Provider (**SDA**) of quality housing creating innovative accommodation options that better connect people with disability to their communities. You can visit IHA's website to find out more: www.inclusivehousing.com.au

We believe that Achieve and IHA are a natural fit for our SIL and disability accommodation services and the people we support.

Mercy Community has worked hard to find the best option for the people we support and our employees. As part of the transition, Mercy Community confirms that you will be offered employment with Achieve, as the new provider of supports. Your length of service and entitlements will transfer with you.

As the offer of employment will be made to you on the same or substantially the same terms and Achieve will recognise your service with Mercy Community, if you choose not to accept the offer of employment with Achieve, your employment with Mercy Community will terminate however, you will not be entitled to any payment with respect to redundancy.

What does this mean for you?

What **WILL** change

- Once you accept the offer of employment, your employer will become Achieve from the transition date, late in October
- Your reporting line may change
- Equipment (you may get a new laptop etc.).
- Log in details and email address
- Any Mercy Community loading, or retention payments will stop from the date you commence your employment with Achieve

What **WON'T** change

- Who you support
- What you do for a job
- Your regular pay and pay cycle
- The Award you are employed under (SCHADS)

What's next?

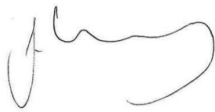
- Very soon, you will receive an email in your Mercy Community Inbox with a welcoming letter from Achieve plus an invitation for a face-to-face meeting where you will receive your employment offer. The Achieve team will be happy to answer any questions you may have.
- Mercy Community will continue to your employer until the day that the transition happens on or around **21 October 2024**.

If you require support, you can contact:

1. our HR Team at questions@mercycommunity.org.au
2. Executive General Manager Mission, Shane Dwyer, for pastoral support at shane.dwyer@mercycommunity.org.au
3. our Employee Assistance Program (EAP) for free and confidential assistance on 1300 307 912 or through www.peoplesense.au/4QC-57K

On behalf of the Board of Mercy Community, thank you for your hard work and dedication to Mercy Community and the people we support. Mercy Community is sure that you will enjoy working for Achieve.

Yours sincerely



Justin Lorenz
Chief Executive Officer