

**From:** Alana Rafter <Alana.Rafter@ablawyers.com.au>  
**Sent:** Monday, December 11, 2023 5:37 PM  
**To:** Chambers - Hatcher J <Chambers.Hatcher.J@fwc.gov.au>  
**Cc:** Penny Parker <PParker@mauriceblackburn.com.au>; Mia Pantechis <MPantechis@mauriceblackburn.com.au>; Justin Go <justingo@mauriceblackburn.com.au>; Layla Cachalia <LCachalia@mauriceblackburn.com.au>; Nick White <nwhite@gordonlegal.com.au>; Philip Gardner <pgardner@gordonlegal.com.au>; Nigel Ward <Nigel.Ward@ablawyers.com.au>; Besemeres, Clare <Clare.Besemeres@ags.gov.au>; Larissa Harrison <Larissa.Harrison@unitedworkers.org.au>; Ben Redford <Ben.Redford@unitedworkers.org.au>  
**Subject:** Work value case - aged care industry - AM2020/99, AM2021/63 & AM2021/65 | Re: Further Document Tendered by the Joint Employers

OFFICIAL

Dear Associate,

We refer to the call for documents made by the Joint Employers during the cross-examination of Ms Virginia Ellis on Tuesday, 5 December 2023. In response to that call the **attached** email was produced.

We confirm the Joint Employers seek to tender that document.

Yours faithfully,

Alana

**Alana Rafter**  
Senior Associate  
Australian Business Lawyers & Advisors

8 Chifley Square, Sydney NSW 2000  
Dir: [02 9466 4563](tel:0294664563) | Mob: [0482181223](tel:0482181223)  
Tel: [1300 565 846](tel:1300565846) | Web: [ablawyers.com.au](http://ablawyers.com.au) | [in](https://www.linkedin.com/company/ablawyers): [LinkedIn](https://www.linkedin.com/company/ablawyers)



Experts make things simple

WORKPLACE & EMPLOYMENT

**Workplace Relations and Employment Law  
Team of the Year**  
2021 | 2019 | 2018 | 2016



This is an email from Australian Business Lawyers & Advisors Pty Limited (ACN 146 318 783). It is confidential to the named addressee and may contain copyright and/or legally privileged information. No-one else may read, print, store, copy, forward or act in reliance on all or any of it or its attachments. If you receive this email in error, please telephone us on +612 9458 7005 or email [ablawyers@ablawyers.com.au](mailto:ablawyers@ablawyers.com.au). We do not accept liability in connection with computer virus, data corruption, delay, interruption, unauthorised access or unauthorised amendment. Liability limited by a Scheme approved under the Professional Standards Legislation. Legal practitioners employed by or being directors of Australian Business Lawyers & Advisors Pty Limited are members of the Scheme. This notice must not be removed.

**From:** Lucinda Shields <[lshields@uniting.org](mailto:lshields@uniting.org)>

**Sent:** Thursday, November 16, 2023 9:54:51 AM

**Subject:** Uniting Springwood: Increased Covid-19 precautions - Masks and RAT testing now required

Dear Families, friends and staff,

You may be aware that the Government is reporting increased community transmission of COVID-19. NSW Health has stated that the risk of transmission of COVID-19 has now increased to 'moderate' and along with local health districts, have asked that residential aged care providers take additional precautions in response to this change.

As of today, Thursday 16<sup>th</sup> November, we are asking all employees and visitors to take the following precautions.

#### **Employees**

- **Wear surgical masks whilst in close personal contact with residents (e.g. when assisting with transfers, when providing personal care, meal support or speaking one to one with residents).**
- **Undertake a Rapid Antigen Test (RAT) on every second shift when arriving at the home.**

#### **Visitors**

- **Wear surgical masks whilst in close personal contact with residents.**
- **Take a RAT upon arrival at the service, or at every second visit if they are regularly visiting each week.**

These steps are purely precautionary and no other restrictions are in place unless there is an active outbreak. We will continue to monitor advice from local health services and adjust our precautions if needed.

It's also important that I emphasise the following NSW Health guidelines:

- Stay home if you have cold or flu symptoms.
- Stay up to date with your COVID-19 vaccinations.
- ATAGI has advised that the vaccination is recommended if you are aged 65 – 74 years or are 18 - 64 years and are immunocompromised or have no history of having COVID-19 and haven't had a COVID-19 vaccine in the last 6 months.
- A COVID-19 booster vaccination is recommended for all people aged 75 years and over if it has been more than 6 months since your last dose.

Whilst we are not experiencing an increased incidence of outbreaks at our services, we believe it's important to take these precautions in response to the advice from NSW Health to minimise risk and severity of potential outbreaks and keep everyone safe and well. We will closely monitor the advice from NSW Health and if the risk ratings or recommendations change, we will revise our precautions.

As always we sincerely appreciate your ongoing support and flexibility in managing COVID risk within the service.

If you have any questions please don't hesitate to contact me.

**Lucinda Shields**

Service Manager | [Uniting Springwood](#)

# Uniting

...to inspire people, enliven communities and confront injustice

381 Great Western Highway

Springwood NSW 2777

PH: 02 4752 2000 FAX: 02 4752 2009

M: +61 434 365 853

E: [lshields@uniting.org](mailto:lshields@uniting.org) | [www.uniting.org](http://www.uniting.org)



*I pay respect to the Traditional Custodians of the land, past, present and future. Honouring our Elders and nurturing our youth.*

*This email and attachments are intended for the person it's addressed to. If it wasn't meant for you, please let the sender know and delete it straight away. At Uniting, we care about confidentiality and privacy and appreciate your respect and cooperation. Thanks for your help with this. P.S. Please consider the environment before deciding to press print.*