

# Agreement with SA Government regarding Private Hospital Arrangements

**Date:** 17 April 2020  
**To:** All SA Private Hospitals - All Staff  
**From:** Martin Bowles, National CEO | Sharon Kendall, Regional CEO South Australia

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The COVID-19 situation in Australia continues to evolve. This period of uncertainty has caused a significant amount of anxiety for our staff and VMOs, and we would like to acknowledge these concerns.

The flexibility of staff in response to rapidly changing requirements in a time of uncertainty has been excellent. We thank you for your dedication to our patients and their family members who rely on us for the care we provide.

As you will be aware, Calvary has been working closely with the South Australian Government to reach an agreement that ensures SA Health has the necessary resources to respond to acute demand should COVID-19 cases and non COVID-19 cases exceed the capacity of the public system.

The agreement is part of the Commonwealth Guarantee for Private Hospitals, announced by the Federal Government a fortnight ago. It means Calvary will receive a viability payment, provided by the Commonwealth, and paid to Calvary by the SA Government for access to the beds, theatres, equipment and staff the State may require in the case of an escalating COVID-19 scenario.

We can confirm that yesterday, 16 April 2020, Calvary secured this agreement with the South Australian Government. This will ensure the viability of our South Australian hospitals and, most importantly, it provides reassurance for our staff, during this difficult time, regarding employment.

Our hospitals are required to be ready to accept patients and be fully operational under the agreement. This is our paramount responsibility.

Given current demand conditions, we expect that, initially, we can also involve our staff in opportunities to improve the systems and processes that we have in place to provide even better care to our patients, residents and clients at the conclusion of the COVID-19 crisis.

In the event of increased demand for activity in the public system, this may result in requests being made of our hospitals by SA Health, to treat those patients.

The agreement also provides new obligations and responsibilities to SA Health. For some of our staff, may mean redeployment to the public system, as necessary, to meet increased critical care demand.

We know the recent changes to life as we know it, due to the pandemic, may make you feel uncertain and anxious, but we have worked very hard to secure the agreements to provide viability for our hospitals. We know we can rely on you in this time of uncertainty to assist us in various ways.

While we have secured an agreement that will ensure the viability of our SA hospitals, due to ongoing restrictions on elective surgeries, our current activity remains low.

In the event our South Australian hospitals are not called upon by the public system to provide support, together with SA Health, we will do what we can as an organisation to ensure that our people have the opportunity to be engaged in meaningful work and cross-training to increase skill levels.

As an example, this may mean, for some staff, being invited to apply for a redeployment to other Calvary care sectors where there is increased need, including our Residential Aged Care and Community Care businesses.

Such redeployment will not be large scale and be temporary in nature, but will provide an opportunity to assist in caring for the most vulnerable in our community. We will always need to ensure that our staff can be recalled at short notice should we be required to provide support to the South Australian health system.

Let us assure you that wherever a Calvary employee is invited to redeploy to a new and temporary role, there will be no adverse impact on their salary and conditions. Furthermore, we will ensure that all staff who redeploy to different parts of the organisation will have the adequate training and support to be successful.

Calvary is working with SA Health in relation to shaping the pandemic response, and the role our Calvary hospitals and staff will play. At this stage, this work is still evolving – we will keep you informed as this progresses.

We ask that staff remain patient as we continue to manage the obligations under the agreement, look at training opportunities in the hospitals and implement possible redeployments and opportunities that will benefit the people in our care across all Calvary care sectors.

This is all about continuing serving the South Australian community we have served for the past 120 years and the hard work and effort that you provide for Calvary every day.

We understand that this news may not relieve the anxiety some staff are experiencing. If for whatever reason you are finding this uncertain time distressing, please discuss your concerns with your Manager in the first instance. If you require additional support, please make contact with your Employee Assistance Program (EAP) provider at:

<http://connect.calvarycare.org.au/EmployeeEssentials/Conditions/pages/Employee-assistance-program.aspx>

For up-to-date information for all staff, check in to Calvary's COVID-19 Information and Resources site for staff regularly at: [www.calvarystaffupdates.org.au](http://www.calvarystaffupdates.org.au)

Thank you for all that you do in the interest of caring for the most vulnerable South Australians.

Sincerely,



**Martin Bowles**  
National CEO



**Sharon Kendall**  
Regional CEO - South Australia