

Dear Valued Employee,

We are excited to announce Healthcare Australia (HCA) have reached an agreement to purchase First Choice Care from PeopleIn.

HCA is a dedicated healthcare company that prides itself on delivering great care. We pride ourselves on a strong set of values, a strong focus on clinical governance and doing the right thing by our clients and our people.

HCA has a rich history spanning over 50 years. We are a leader in many areas and our broad-ranging services across the country, including:

- Agency nursing and rural and remote nursing services
- Locum Doctors, including specialist advisory services
- Community support workers into the NDIS sector
- Corporate health services including vaccinations, skin checks and mental health
- Allied health professionals across the majority of aged care facilities nationally
- Direct care provider nationally into Home Care and NDIS
- Full primary healthcare services to large government contracts
- Permanent recruitment services
- Healthcare education in both public and private sectors.

What changes?


We invite you to visit www.healthcareaustralia.com.au and take a look at who we are and what we do. In time, we hope to make some of these benefits available to you, including quickpay, referral bonuses, reward and recognition programs plus much more.

What doesn't change

Edmen and First Choice Care will continue to operate normally for the time being, including:

- Operating through the same office teams as today
- Your daily contacts will remain the same
- Day-to-day shift rostering remains the same
- Uniforms, contracts, ID badges and other branded items will remain the same

We are confident that our combined resources and an even broader customer base will provide more opportunities for you. These opportunities now expand Australia wide for any of you seeking a working holiday or location change.



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Family Services House, 0136 Level 1 Suite 1.03
211 Lake Entrance Road, Shellharbour City Centre

We hope to build upon the strength of both our brands to provide greater opportunities for our nurses, support workers and the customers that we service.

In the interim, we have prepared some answers to the pre-empted questions you may have. Please do reach out if you have any other questions that have not been addressed.

Kind regards



Marlyn Soulakelles
Divisional CEO- Healthcare, Community & Education



John Pappalardo
CEO Healthcare Australia



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Frequently Answered Questions:

Why have First Choice Care (FCC) and Edmen been sold?

- A. PeopleIn has made the decision to sell these businesses so that the company can concentrate on non-healthcare markets.

Why did HCA buy First Choice Care and Edmen?

- A. HCA is solely a healthcare company with a strong focus on people, customers and clinical governance. HCA does not operate any non-healthcare businesses. HCA views FCC and Edmen as strong brands in the market and firmly believes that customers, staff and healthcare workers will each benefit from being part of a market leader.
- B. HCA does not currently operate in the areas that Edmen operates, and this will be complementary for our broader business. We believe that HCA can help the Edmen business grow further.

Who is HCA and what do they do?

- A. HCA has a rich history spanning 50 years. We commenced our journey as a small nursing agency in Malvern VIC and today we are the market leader in the supply of agency nursing, disability support workers and allied health professionals. We work across the acute, aged care, disability and government sectors, both as a provider of workforce, but also directly as an NDIS Provider, a Home Care Provider, Primary Healthcare Provider and a healthcare education provider. We invite you to visit www.healthcareaustralia.com.au and learn more about HCA.

Will my entitlements or pay rate change?

- A. Both your entitlements and pay rates will remain unchanged

Will this affect my work choices and my current bookings?

- A. There will be no changes to your current work choices and your bookings will continue the same. In fact, we expect HCA to provide you with even more opportunities in the near future.

What benefits does HCA offer?

- A. HCA offers a number of rewards programs beyond pay rates. These include new uniforms, education opportunities, regular promotional giveaways rewarding you for shifts worked and a loyalty program. We will communicate to you once this is finalized and ready for launching. In addition, you will have access to quickpay, referral bonuses and working holiday opportunities Australia wide if you choose.
- B. If you would like to work across our large Rural and remote nursing operations, we have many contracts available for placements.
- C. Access to permanent recruitment opportunities via our Permanent recruitment team.

Will this affect my existing benefits with First Choice Care and Edmen?

- A. Your existing benefits will remain unchanged

Will this create more work opportunities?

- A. We will build upon the strength of both our companies to provide greater opportunities for our nurses, support workers and the customers that we service. We are confident that our combined access to technology, resources and a broader customer base will provide more opportunities for you.

Do I need to re-register, re-apply, or submit documents again?

- A. No. Compliances will be run in the current processes.

Will I still be rostered by the same staff?

- A. Your daily contacts with FCC and Edmen will not change.

Will my uniform change?

- A. There will be no changes to uniforms, ID badges or other branded items at this stage.

Does the frequency of my pay change?

- A. The frequency of your pay remains unchanged

If you have any further questions, you can email us via hca.info@healthcareaustralia.com.au