

## Questions and Answers

Question	Answer
<b>Why are we making changes?</b>	<p>Since 1951, Endeavour Foundation has existed to support people with disabilities, continually changing and adapting to help <i>make possibilities a reality</i> for the people we support. We must keep adapting to continue to support them long into the future.</p> <p>Under the NDIS we have faced significant financial challenges in fulfilling this mission and no organisation can continue to have adverse financial outcomes over the long run.</p> <p>Faced with these challenges, we need to make some difficult decisions to ensure we can keep providing quality services for the people we support over the long term.</p>
<b>What does this mean?</b>	<p>This means we will be making some changes to the way we work, and how we provide our services. These changes are not just necessary – we believe they are the right thing to do to uphold our commitment to the people we support.</p>
<b>How do we make changes?</b>	<p>For the best changes to the way we work, and how we provide our services, we consult with teams and people impacted by the proposed changes.</p> <p>It is important to hear from those impacted as they have valuable insights into what is working, what could be improved and how change could be best implemented.</p>
<b>Who has been consulted?</b>	<p>In June, we have been consulting with teams from Enabling Functions, Community Solutions and BRACE as well as Ayr and Innisfail social enterprises.</p>
<b>What changes have been accepted after consultation?</b>	<p>After carefully considering feedback, the following decisions have been accepted:</p> <ul style="list-style-type: none"> <li>Reshaping how teams within our <b>Enabling Functions</b> deliver some services which also includes changes to our <b>Service Design</b> and <b>Practice, Quality and Impact</b> functions.</li> <li>Integrating <b>Community Solutions</b> into the Work and Home &amp; Community divisions.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Reviewing <b>BRACE</b> education and training offerings.</li> </ul>
<p><b>What changes are still under consultation?</b></p>	<p>We have begun:</p> <ul style="list-style-type: none"> <li>• Consulting with people to propose closing our <b>Ayr social enterprise</b> site by 30 September 2025.</li> <li>• Reaching out to the community to find new employment opportunities for employees at our <b>Innisfail social enterprise</b>, with the goal of improving outcomes for the people we support in the region.</li> </ul>
<p><b>Have Ayr and Innisfail employees we support and their families been told about these proposed changes?</b></p>	<p>Conversations are underway with our teams in Ayr and Innisfail. We will continue to support our teams, employees we support and their families every step of the way.</p> <p>This news does not impact our other services in Ayr and Innisfail.</p>
<p><b>Do these changes mean redundancies for some staff?</b></p>	<p>Redundancies may be an option for some people; options will be discussed directly with people impacted. All relevant entitlements will be honoured in full.</p>
<p><b>When do these changes come into effect?</b></p>	<p>Once the consultation period has ended and feedback has been carefully reviewed, the changes can be accepted.</p> <p>Teams will work through the details to be implemented. This may take some time, so please be patient as we work through it together.</p>
<p><b>What support is being provided for people?</b></p>	<p>We understand that change can be challenging, and support is available for anyone who needs it.</p> <p>We'll keep providing regular updates to keep everyone informed and encourage people to talk with their leader, connect with our EAP provider (<a href="#">Converge International</a>) or reach out to their People &amp; Wellbeing Business Partner.</p>
<p><b>Are these the only changes we can expect?</b></p>	<p>The always changing environment in which we operate means we need to continue to change and evolve to help <i>make possibilities a reality</i> for the people we support.</p> <p>We promise that any proposed changes will continue to be handled with care, clarity, and support for those impacted.</p>

Question	Answer
<p><b>What does this mean for the work we deliver for our supported employees, clients and services?</b></p>	<p>The people we support rely on us, and that doesn't change. Even though this is a difficult time, we are asking everyone to keep showing up with care and continue to live our values.</p> <p>Some roles and responsibilities might shift as we work through these changes, but we're not expecting anyone to do more with less.</p> <p>Our focus is on what matters most - making sure the people we support continue to get the care and outcomes they deserve.</p> <p>If you're unsure about your workload or any specific tasks, please speak with your leader.</p>
<p><b>Do these proposed changes impact pay, leave entitlements, or other employment conditions?</b></p>	<p>There are no changes to pay, leave entitlements, or other conditions as part of the proposed changes.</p>
<p><b>What do I say if I get a call from the media?</b></p>	<p>Please follow our usual media process and refer the journalist to Kirrily Boulton on 0429 077 886. Alternatively, take their contact details, the specifics of the questions and call or email details to Kirrily Boulton, Chief Corporate Relations Officer.</p> <p>Please do not make any comment to a journalist – there's no such thing as "off the record".</p>
<p><b>If I have a question, who can I ask?</b></p>	<p>Please reach out to your leader, Executive Leader or to the People &amp; Wellbeing team.</p>

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