



Carrington

LIVING • CARE • COMMUNITIES

enabled to care

Annual Report 2024-2025



Contents

Acknowledgement of Country.....	1
Who we are.....	1
CEO & Chair Report.....	2
Our Pillars.....	3
Our People.....	4
Our Staff.....	4
Our Volunteers.....	5
Our Residents.....	7
Living at Carrington.....	8
Leisure and Lifestyle.....	8
Riverview Assisted Living.....	8
Cuisine at Carrington.....	9
Residential Care.....	10
Community Care.....	10
Carrington Village.....	11
Pastoral Care.....	12
The Carrington Fair.....	13
Research and Development.....	14
Financial Review.....	15
Revenue.....	15
Our Investments.....	16
Carrington Estate.....	17
Resident Gardening.....	17
Environmental, Social and Governance.....	17
Waste Management.....	17
Energy.....	17
Solar Energy.....	17
Our Executive Team.....	18
Our Board of Directors.....	19
Future Focus.....	20
Woodland Assisted Living Apartments.....	20
Bush Regeneration.....	20
Smalls Road.....	20
Our Legacy.....	20

Acknowledgement of Country



Carrington Care acknowledges the Dharawal people as the Traditional Custodians of the land on which we work and live, and pay our respects to Elders past, present, and emerging. We recognise and celebrate their continuing connection to the land, the sea, and the community.

Carrington's work is grounded in care: for people, for place, and for community. As we walk alongside older Australians, we honour the First Nation's People and their enduring traditions of respect, healing, and kinship. We commit ourselves to nurturing wellbeing, belonging, and connection to the land.

Who we are

Carrington Care has dedicated 137 years to serving the older people of our community. We provide holistic, person-centred support to the greater Macarthur region, offering a range of aged care and health services including Community Care, Retirement Living, Assisted Living, Allied Health, and Residential Care. Our services are designed with flexibility in mind, so we can support older people to live their lives, their way.



CEO & Chair Report

It is our privilege to present this year's annual report for Carrington Care. As we reflect on the past year, we are proud of the achievements that have been made and are deeply grateful for the commitment of our staff, volunteers, and the support of our broader community. We are also fortunate to have the guidance and commitment of our Board, whose stewardship and wisdom have been vital in shaping our direction and ensuring Carrington continues to grow with strength and purpose.

The Aged Care industry is currently facing major changes in the legislation governing how operators will need to provide services to their customers. Details are still being finalised and bulletins are being issued progressively by the Australian Government. The challenge for providers will be to meet the new standards while maintaining a sustainable service model. **Carrington continues to operate efficiently and the Board is committed to ensuring that its services will continue and grow in the coming years.**

This year has seen significant progress in the development of our Master Plan, ensuring Carrington continues to develop in alignment with the natural environment and the needs of our community. Maintaining and enhancing our accommodation assets remains a priority, with a focus on creating spaces that are welcoming, functional, and reflective of the Carrington values. **By carefully stewarding our land and facilities, we ensure that Carrington remains both a home and a resource for the wider Camden community, now and into the future.**

At the heart of Carrington is our commitment to quality. We have strengthened our capacity to deliver evidence-based, person-centred care through the recruitment of skilled



team members across leadership, clinical care, governance, and quality roles, while also continuing to invest in the development of our workforce. Our partnerships with universities through student placements, research, and innovation have further enhanced our ability to embrace new ideas and approaches that place Residents at the centre of all we do. Feedback and insights from Residents, families, and staff have been invaluable in guiding continuous improvement, and we are proud of the way we have responded with compassion, professionalism, and a genuine focus on wellbeing.

The wellbeing of our Residents and our workforce has been a central focus throughout the year. We know that when our staff feel supported and valued, they are best placed to provide the highest quality of care. **We continue to build a culture that nurtures resilience, recognises the dedication of our people, and supports the health and happiness of the Carrington family as a whole.**

This year we have faced adversity together, with our people at the heart of our response. We have taken clear and decisive steps to strengthen protections and safeguards that go well beyond statutory requirements. **Our focus remains unwavering; to ensure that every resident at Carrington receives the highest**

quality care in an environment where they feel secure and respected.

Carrington’s connection to the wider community remains one of our greatest strengths. The recent Carrington Fair, our largest to date, was a true celebration of this spirit, bringing together Residents, families, staff, volunteers, and neighbours in an event that reflected the values we hold dear. In times of sadness and in times of joy, we have stood together as a community, grieving together when needed, and celebrating together when we can.

As we look to the future, we are confident that Carrington is well placed to thrive. We remain proud of our achievements and of the hard work and dedication of those who contribute so much to our community. With the support of our Residents, families, staff, volunteers, the broader Camden community, and the guidance of our Board, **Carrington will continue to be a place where people feel safe, valued, and at home.**

ALEK JANKOWSKI AND MARK TUTT

Our Pillars

We are shaped by the needs and aspirations of the older people we support, and our CARE values reflect that commitment:

Considerate, Attentive, Responsive, and Excellence – CARE in all that we do.



CONSIDERATE

Show concern for the feelings and wellbeing of others.

- Sensitive
- Respectful
- Mindful
- Understanding



ATTENTIVE

Pay thoughtful attention and being alert to the needs and wants of others.

- Aware
- Observant
- Listening
- Interested



RESPONSIVE

Be prompt and proactive in making things happen.

- Reliable
- Timely
- Effective
- Responsible



EXCELLENCE

Provide a seamless experience where the highest of standards are consistently maintained.

- Quality
- Compliance
- Innovation
- Benchmarking

Our People

OUR STAFF

Our people are the foundation of our excellence. Their commitment to providing professional, compassionate service represents our CARE values, and helps to build connections with our broader community.

This year, we had a number of our staff celebrate career milestones with us. They are dedicated to ensuring the wellbeing of the people in their care, but also to their co-workers. We are thankful every day for their extraordinary contribution to our community.

This year we had:

26 people celebrated five years

8 people celebrated 10 years

8 people celebrated 15 years

Michelle Boyd
 Cheryl Heaton
 Linda Edwards
 Vanessa Pohlmann
 Angela Thomson
 Zorica Markovic

celebrated **20** years

Janet Iler

celebrated **25** years

Michelle Hanratty

celebrated **30** years

EMPOWERING A NEW GENERATION

Carrington is always looking to create opportunities for younger people in our community. At 16 years old, **Keira Kayne** embodies the diligence and professionalism that Carrington staff uphold.



Keira Kayne

Keira is one of Carrington’s youngest staff members, and has been working in Carrington House as a Business Administration Trainee for almost 12 months.

Keira had been doing work experience to find the right career path for her and found an opportunity with us.

“A week and a bit into work experience here, I was offered a traineeship,” Keira said.

In conjunction with her traineeship, Carrington offered Keira the opportunity to study a Certificate Three in Business Administration. With her traineeship due to finish soon, Keira has lots of opportunities to work and study, but has chosen to stay with Carrington.

“I’m going to become a full-time employee here, and then choose what to study on the side.”

She said working at Carrington is like a “whole new world” for her. Despite being new to the team, Keira felt “very comfortable” at Carrington House.

“Everyone at work are nice, lovely people,” she said.

Keira felt very supported amongst the Carrington community. She even helped a friend find work as a Community Care worker, a role that supports an older person living in the wider community to live independently in their home.

“I told them it’s a great place to work, and everyone here loves their job,” Keira said.

She has big dreams, and would like to become the CEO of her own business.

Keira is just one example of how Carrington helps employees grow. By elevating our employees, we enhance the quality of our care.

TWO DECADES OF DEDICATED SERVICE

Michelle Boyd loves working with the Residents of our Mary Mackillop facility, so much so that she has dedicated 20 years of her career to making every day exciting.



Michelle Boyd

"I love what I do," Michelle said.

Michelle "gets to do all the fun things" in her role as a Leisure and Lifestyle Officer, planning all of the activities Residents take part in.

From the weekly highlight of Bingo, trips to the Nepean Belle Paddle-wheeler and to the stunning coastal town of Kiama, Michelle does her best to make every day different.

"I ask the Residents if there is anywhere they'd like to go, and then I try to make their wishes come true."

Michelle loves her job because of the effect she has on the Residents. Seeing them happy and fulfilled brings her joy.

"I just feel like I make a difference," she said.

Carrington has given her great opportunities for growth, she said.

She earned a Certificate Four in Aged Care through Carrington, and in December of 2012 she received her Certificate Four in Leisure and Lifestyle, and has been working Mary Mackillop ever since.

Michelle and the Leisure and Lifestyle Team work hard to keep our Residents socially connected with one another, but they also help them connect with friends and family using video chat.

"We recognise the great importance of keeping people connected," she said.

"I spend more time here at work with Residents of Mary Mackillop than I do with my own family. So, you become very close," Michelle said.

"We can learn so much from each other."

It's because of this passion for people, that team members like Michelle make such a valuable contribution to the lifestyle experience at Carrington.

OUR VOLUNTEERS

Volunteers play a crucial role in supporting Carrington's mission and vision. From fundraising and helping with activities or by building a social connection with Residents. Our volunteers come from all walks of life, with diverse backgrounds and life experiences and share a generous spirit that truly makes a difference.

70 Volunteers

700 Hours volunteered

2-6 Average hours of volunteering a week

OUR VOLUNTEERS PROVIDE A NUMBER OF SERVICES, INCLUDING:



Bus driving from the Village, Residential and Retirement Village Outings



Helping at the Kiosk



Social connection with our Residents



Musical entertainment



Supporting the Lifestyle Team with activities

VOLUNTEERING CLOSE TO HOME

Robert Patane

has been volunteering since he was 18 years old, when he started coaching soccer.

"I really loved it," he said.

He has volunteered throughout his life, even as a lawyer he worked as a legal aid for the underprivileged, so he didn't have to charge.

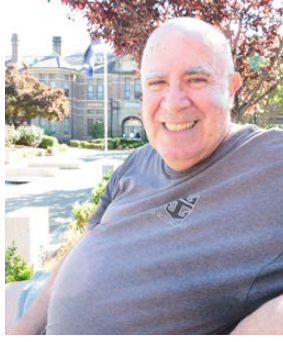
He began volunteering at Carrington at the same time he became a Resident in 2018, he is one of our most prolific volunteers, generously donating his time to serving his community.

Robert's wife Laurel has been volunteering on the estate for 14 years, that's how he discovered Carrington.

Though Robert's career as a volunteer began over 50 years ago, he's been volunteering in aged care facilities for 30 years.

In that time, he found his niche in music, and performs nine times a fortnight across multiple venues at Carrington.

He has a "real love" for performing for people who have Alzheimer's, because he likes to see the positive effect music creates in them.



Robert Pantane

"They call it music therapy, and people absolutely thrive from it," Robert said.

He is a self-taught guitarist, having learned a few basic cords that could get him through most songs.

"I'm not an accomplished guitarist nor am I a good singer, but I've learned over the years how to sound like one," he said.

He has refined his musical presentation and has really enjoyed the experience of working with Carrington's staff.

"They're magnificent. They're very focused on caring in the proper way, and that makes me feel part of a team with them," Robert said.

Volunteering fills most of his days now that he is retired, and that's just how he likes it.

"It's good to have a full calendar."

Robert has had plenty of other roles since he began volunteering at Carrington, helping to run stalls at the Carrington Fair, co-entertainer for Christmas in July events, sing-a-longs and fortnightly Christian worship services.

"What better place to help others than where I live?"

There's a myriad of things to do when it comes to volunteering at Carrington, and Robert believes there are benefits to donating your time.

"You build new skills and meet people. It's also rewarding to help others."

If you or someone you know is interested in volunteering with us, visit the Carrington website: carringtoncare.com.au



OUR RESIDENTS

FINDING PURPOSE

"If I wasn't living at Carrington North, I would be a mess," **Peter Boyce** said.

The social opportunities Peter has had since moving to Carrington have opened his world up since the passing of his beloved wife Ann.



Peter Boyce

Peter discovered Carrington during COVID. He and Ann were living in Sydney when his daughters Kylie and Megan said they were taking them for a drive.

That drive was to Carrington's Estate.

"They (my daughters) knew every part of this darn village," he said.

Like many children, Kylie and Megan had been worried about their parents and convinced them to make the move to Carrington.

Peter and Ann were reluctant to move at first, but a tour of the grounds changed their minds. **They loved the gardens and the privacy each unit was provided.**

"It's the openness," Peter said.

"I've looked at other villages, and they're too crowded."

He and his wife moved to Carrington in 2022.

He learned about the space below Rocksalt where Residents go to socialise, a place the community have named the 'Coffee Club', but never had time to properly get involved in activity groups because he was caring for Ann, who was ill.

"I still got around a little bit, but... I was just too involved (in Ann's care)," he said.

As Ann had a passion for quilting, Peter found himself acting as her assistant from time to time.

"I'd be crawling around the floor laying patches around and measuring (for her)."

At the end of 2024, Ann passed away.

Peter remembered sitting in his home alone, a week after her funeral and thinking "what am I doing here?"

"I thought, bugger it, and I went up to the Coffee Club," he said.

Peter sat down at the table, and listened to people he didn't know well talk about their days, when a woman came up and gave him a hug.

She said she was sorry she couldn't make it to Ann's funeral, and from there the community rallied around him.

"It's just like a rollercoaster," he said.

The support has meant a lot to Peter, whose days are now very busy. Whether it be with the Wood Working Club, lawn bowls, his four grandkids, or helping out with community events, he's always up to something.

"I'm never lonely," he said, "it's a place that's made me happy."

He and his friends at the Coffee Club have a name for their community.

"We call it the Carrington Family."

He hopes that people who are looking for a place at Carrington find the same potential he has.

A study out of Washington University found that volunteers age slower (Kim, Halvorsen, Potter, & Faul, 2025)

Living at Carrington

LEISURE AND LIFESTYLE

Life is all about connecting with the people you love, and doing the things you love, as often as you can.

Carrington has an abundance of things to do, from golfing, croquet, and lawn bowls, to restaurants, pool and gym facilities, and special events. We have group tours to the South Coast, Macarthur, Wollondilly Shire, and Sydney region for Residents looking to explore the verdant greenery and natural tranquillity that surrounds their home.

17 Activity groups

We have plenty of opportunities for our Residents to engage with wellbeing initiatives:

- Animal Therapy: Patty the Pony is a favourite in the community
- Laughter Care: we have a monthly visit from a clown named Archie
- Camden Men's Shed
- Yoga and Sound Bath Therapy

Riverview Assisted Living

FREEDOM AND SECURITY

We are always looking to improve the quality of life and care of older people through innovation and research, one of those newest improvements is Riverview Assisted Living apartments.

Assisted Living is new to the Aged Care industry but is a crucial step between Independent Living and Residential Care. If you find it difficult to clean, cook and do your own laundry, but still want the freedom of living independently, Assisted Living might be the right choice for you.

At Riverview Assisted Living, you can have your own car, come and go as you please, while still having essentials taken care of for you.

Lianne Rowles is one of Riverview's concierges who are on-hand 9am-6pm seven days a week to help Residents with anything they need.

"Assisted Living is for people looking to



41 Apartments in Riverview

12 Activities in Riverview



downsize, but don't need full-time care," Lianne said.

Her role at Riverview Assisted Living is similar to a concierge for a "five-star hotel".

"I'm the first contact point for the Residents and their families," Lianne said.

"I help book doctor's appointments, hairdressing appointments, I organise activities and I do case management."

Case management is an essential element of Riverview Assisted Living, as it gives each Resident an opportunity to talk about their support.

“Everyone’s an individual, and some have more complex needs than others,” Lianne said.

She is dedicated to serving the Residents and has developed a personal relationship with all of them.

One such Resident is Neta Holyoake, who has been living at Riverview since 2021.

Before Riverview, Neta had lived in a two-storey house with 80 acres of farmland and had been living alone since her husband, Warrick, passed away.

“I was living with a dog and had four unsuccessful hip operations. I felt I couldn’t stay there,” Neta said.

Neta toured Riverview and bought her apartment the very same day.

“I had acres of green at home, and I have that here.”

She had experience with Carrington before, her father lived in Paling Court,



and her mother was in Werombi Court for 10 years.

Neta recalled feeling “insecure” when she was first moving in, but said Carrington was a very comfortable space.

“Coming here after my husband died, I was feeling very frightened.”

Even though the space was unfamiliar, the security put her at ease, with a private resident carpark and swipe card access to every door and lift in the building.

Neta is often in the dining room playing board games with other Residents, but she also has a busy social life outside of Riverview, going to church at St. John’s in Camden, and visiting her twin sister.

“Your life doesn’t end because you come here.”

Neta said she has three families: her church, her children, and Riverview.

“It’s Aged Care with a bit of Luxury.”



Our Food Services Team provide 725,000 high-quality meals a year, all while managing to make each plate scrumptious and nutritious, six times a day.

This year, the Food Services Team earned the prestigious A Rating from the NSW Food Authority. This rating is a reflection of our commitment to the food safety and the health of our Residents.

CUISINE AT CARRINGTON

Our Hotel Services Team is dedicated to delivering high standards across food service, housekeeping, and laundry, every day without exception.

A community favourite is the live cooking program. Residents get to experience first-hand the fragrant smells, and mouth-watering flavours of dishes from all over the world that our expert culinary staff create in front of them.

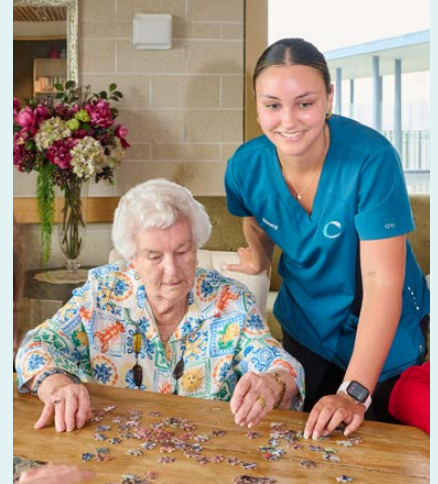


RESIDENTIAL CARE

Our Residents are at the centre of the services we provide, and are an integral part of our community.

We strengthened delivery of care with a dedicated Palliative Care and Dementia Care Coordinator. These experts provide support that ensures our Residents receive the specialised and compassionate care they deserve, and respects their individual needs and preferences.

These new coordinators, the dedication of our staff, and our commitment to upskilling and training reinforces our mission to serve the community and create a safe and supported environment for all of our Residents.



COMMUNITY CARE

Our Community Care services provide flexible support to older people, so they can feel comfortable and confident in their homes.

1,184

Number of older people supported

41,034

Total number of occasions of home service

57,436

Total number of home support hours delivered

268,108

Total kilometres travelled by care staff

61

Care staff providing direct services

We recognise the value of helping older people remain as independent as possible, while also getting extra support with daily activities like getting to appointments, and cleaning up around the house. Carrington serves these members of the community, and supports their wellbeing, while providing genuine human connection.



Across all four of our facilities, we service:



387
Beds in
total

130 in Paling Court

100 in Grasmere

64 in Werombi Court

93 in Mary MacKillop

In the past year, we have maintained **full accreditation in all four of our Residential Aged Care facilities**, reaffirming our commitment to superior, person-centred care.

CARRINGTON VILLAGE

Our Retirement Village is the beating heart of Carrington Estate. Home to almost 400 people, we strive to make the Village a place where everyone feels connected, supported, and safe. We pour our energy into creating a beautiful space, and lifestyle for our community.



351 Residents on the Carrington Estate

336 Residential dwellings on the Carrington Estate

The Carrington Courier is an essential part of that lifestyle. Our community newspaper plays a vital role in informing our community of activities available to them, changes going in the community, birthdays, new arrivals, and even profile pieces on their fellow community members.

INVESTING IN CONNECTION

Our community extends beyond the boundaries of our Estate, and investing in the greater community benefits the wellbeing of our Residents. We are always looking for new ways to build connections with the greater community.

Our intergenerational programs like "Through Your Eyes" provide a unique opportunity for younger people in the area to get to know our Residents.

8 Residents participated in "Through Your Eyes"

22 Students participated in "Through Your Eyes"

Our education partnerships and programs:

- Macarthur Workplace Learning Program where students gain experience in administration and lifestyle support
- Duke of Edinburgh Program with local schools
- Partnership with Western Sydney University aimed at giving third year students practical skills in residential engagement

Community engagement programs:

- Our Lunch & Tour Program showcases our services to local community organisations like Probus, the Rotary Club, the Lions Club, and the Men’s Shed.
- Camden City Council’s Chat Link event and Wollondilly’s Café Connect are the go-to place for older people in the local region. Carrington attends these events to speak about the potential that Carrington has as a community for them.
- We never miss an opportunity to sponsor the Camden Show as “Champion Sponsors” and serve our mouth-watering scones in the Style Pavilion.

RESIDENT SUPPORT AND WELLBEING SURVEY

Communication with our Residents is important to their wellbeing and is part of our commitment to their care. We conducted a survey with our Residents to find out if the services we provide for them are enough. The results provided precious insight into their needs, and ultimately resulted in the Residents gaining immediate services for gaps they identified in their surveys.

Our amenities are not just for the benefit of our Residents; community groups often use our spaces. The Macarthur Singers, Toastmasters, and Macarthur Garden Club are often taking advantage of our Estate.

PASTORAL CARE

Carrington is dedicated to fulfilling the emotional, and spiritual needs of our Residents. Our Pastoral Care Team is run by a dedicated coordinator and a team of trained staff, backed up by incredible volunteers, who provide quality support to our Residents.

“ Pastoral care has had a positive impact on my wellbeing and experience here. I feel supported. It’s nice knowing there is always someone I can turn to.”



“ New pastoral volunteer feels like a “better person, more caring and thoughtful.”

MENTAL HEALTH SUPPORT

Continuing to be Me (C2bMe) is a Government-funded program we offer to our Residents. The program aims to improve day-to-day life, strengthen their sense of identity and purpose, and restore a sense of hope. Our Pastoral Care Team also play a crucial role in this program, offering immediate to short-term support during times of distress, and are essential to identifying when additional or longer-term mental health support is needed for a Resident.

END OF LIFE (EOL) SUPPORT

Our Pastoral Care Team support Residents and family members alike. This year, Carrington implemented palliative care kits and trollies. We distributed them across our facilities to offer a reprieve from the emotional demands that come along with the death of a loved one.



THE CARRINGTON FAIR

Our most anticipated annual event, the Carrington Fair is an opportunity for us to show off the talents of our Residents who sell plants, knitwear, arts and crafts, books and pre-loved clothing, all painstakingly created and sourced by them. It's also an opportunity for local businesses to set up stalls, sell their products and a chance for us to fundraise, with the proceeds going towards providing for our Residents.

The 2024 Carrington Fair was held on September 14, and **raised \$35,000** for our Carrington community.





Research and Development

Carrington's mission is to ensure older people feel safe, supported, and comfortable. We know achieving that mission requires constant innovation and improvement to the standard of care we offer. Our Allied Health Team are undertaking an innovative research program to improve the early detection and management of chronic Oedema in older people.

We have been working closely with industry professionals on two projects that help us detect Oedema in patients, the first of which evaluates the reliability of pitting tests when performed by non-clinicians after they have completed an e-learning module. The goal of this is to create a platform by which we can utilise non-clinicians to identify early Oedema and refer them for follow up care.

The second project is screening work of the nearly 400 Residents across our facilities. This screening work revealed a high prevalence of Oedema, and the need for earlier intervention.

Our Clinicians have been upskilled and mentoring pathways have been made available to strengthen this practice so they can detect oedema earlier. This practice now supports

a therapy approach that connects Residents with intervention much sooner. These interventions can include compression therapy, exercise, and wellbeing programs.

Using a SOZO bioimpedance machine, we can use data to monitor and provide personalised care that supports the mobility and independence of our older people. This new research aims to establish a care model for early identification, prevention and management of chronic Oedema in the community and Residential Care.

This proactive approach not only supports better quality of life for Residents but also reduces the need for complex wound care and associated health costs of Oedema.

This has the potential to transform current practice, set a new benchmark in care, and drive improvements in Aged Care by embedding preventative, evidence-based management of Oedema into everyday practice.

By addressing Oedema swelling early, we can help prevent skin breakdown, reduce the likelihood of venous leg ulcers and other chronic wounds, and minimise infection risks.

Financial Review

REVENUE

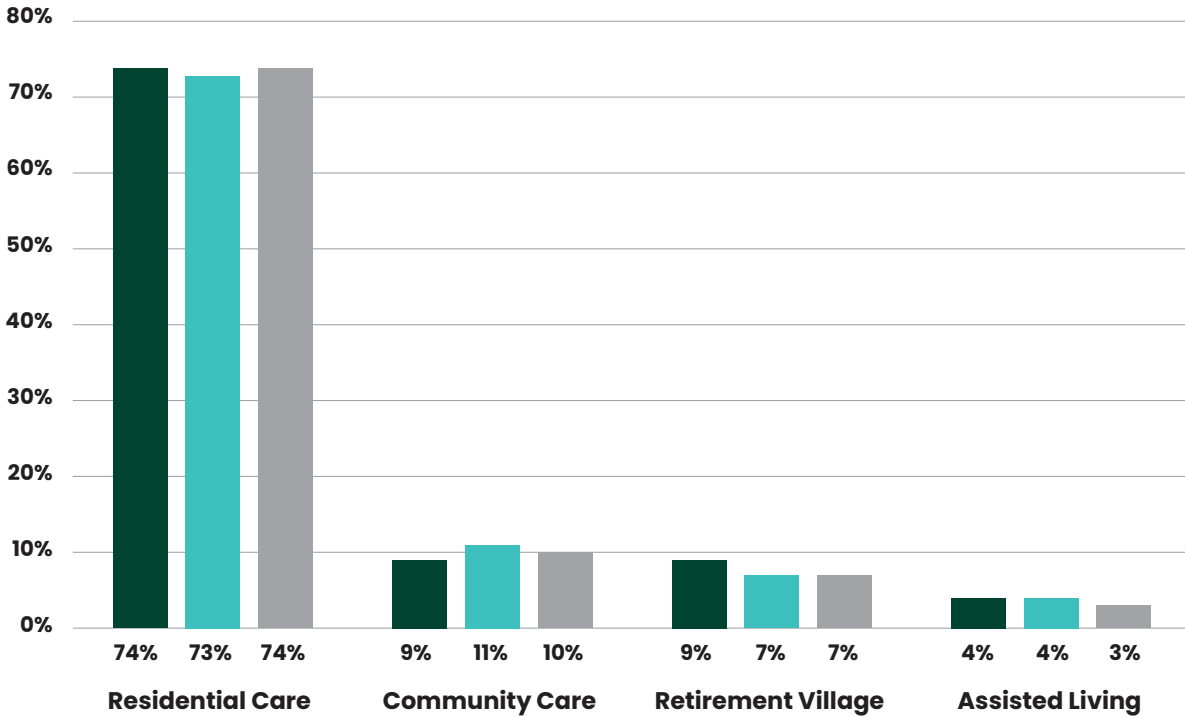
Our Residential Care revenue increased by **9.6%**

Community Care revenue increased by **2.9%**

Retirement Village revenue increased by **2.7%**

PRINCIPLE SERVICES REVENUE

● 2023 ● 2024 ● 2025

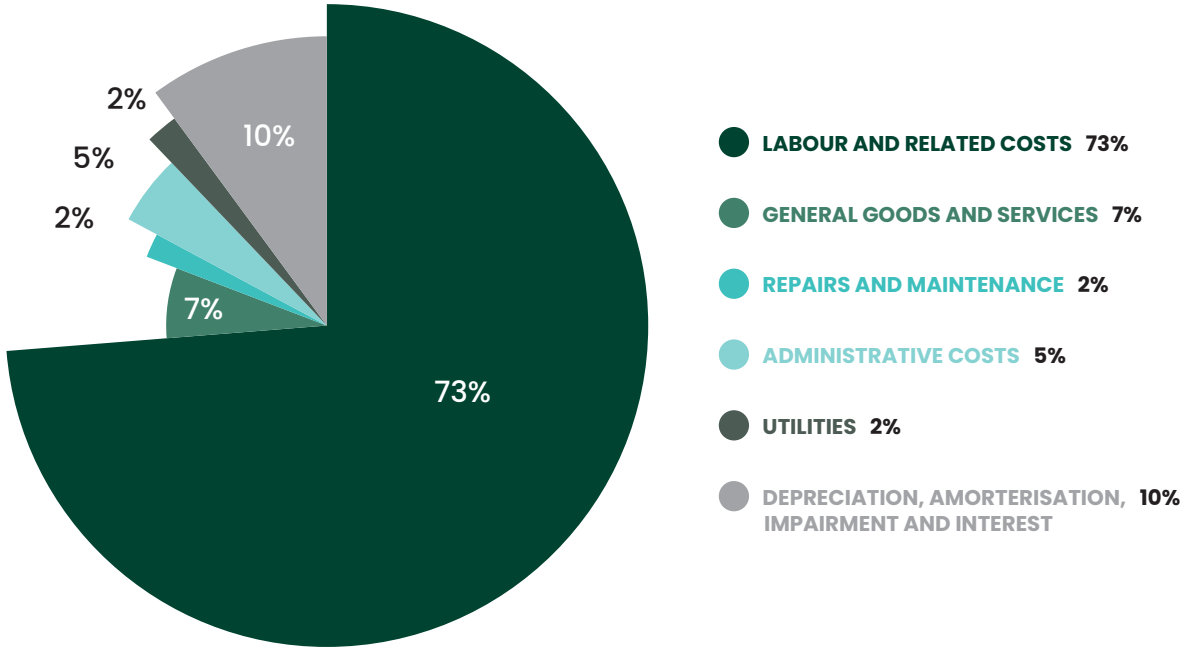


OUR INVESTMENTS

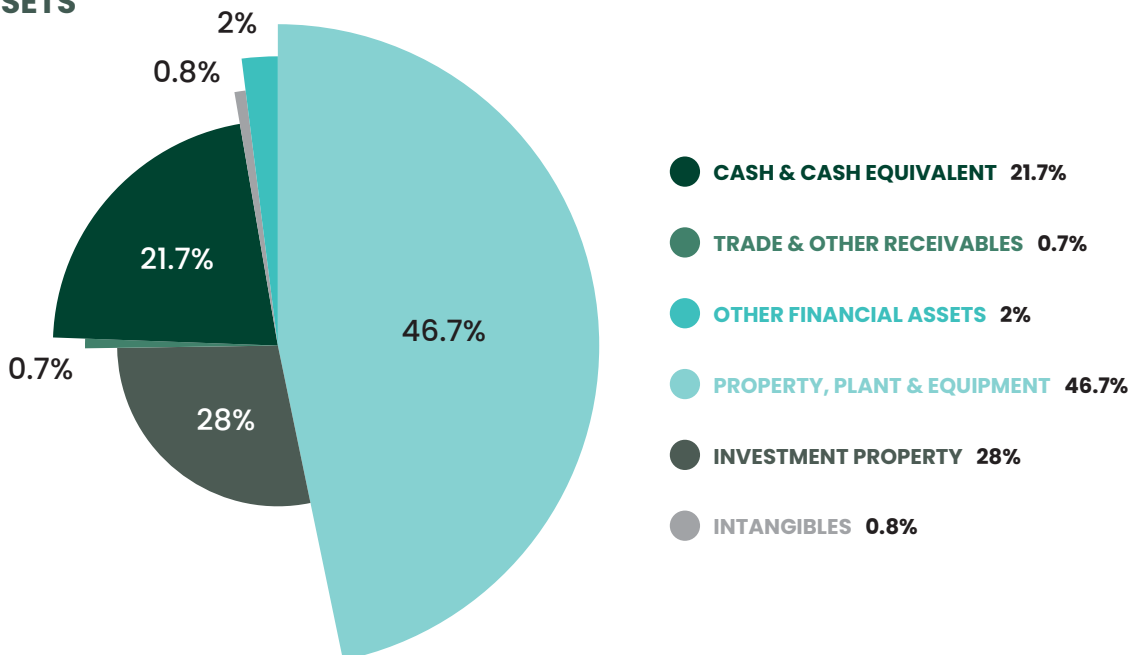
We are committed to investing in community improvements, and our expenses reflect that investment. Excluding depreciation, expenses increased \$7.4 million from last year.

This cost increase is due to our growing workforce, and operational costs of having more older people in our Residential Care facilities. This also reflects wage increases from the Fair Work Commission’s Stage 3 Aged Care Work Value Case, supporting fair pay across the sector.

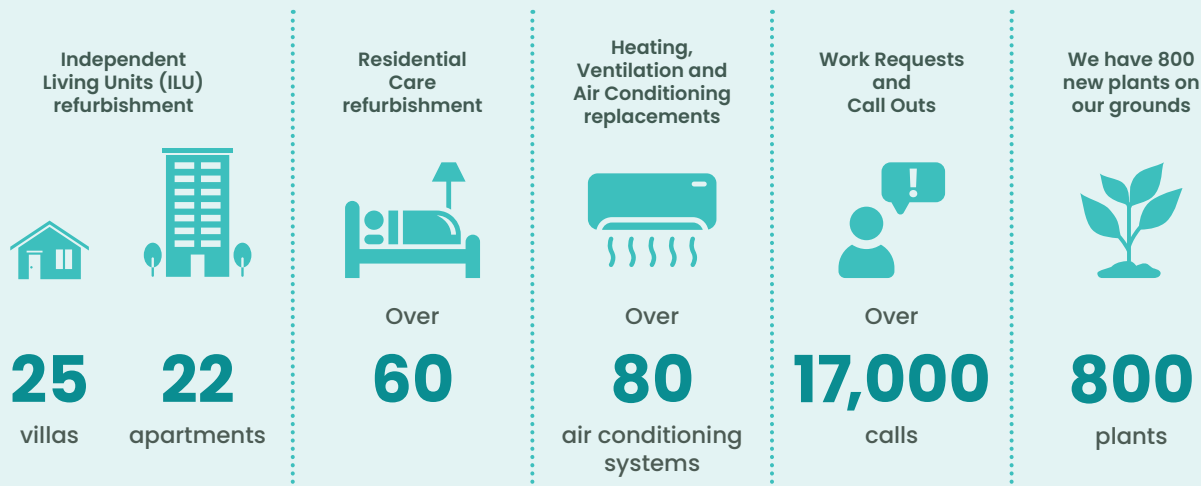
EXPENSES



ASSETS



Carrington Estate



RESIDENT GARDENING

Our Residents love to exercise their green thumbs, and enjoy caring for our floral and vegetable gardens.

Environmental, Social and Governance

Carrington reaffirmed our commitment to remaining socially and environmentally conscious, so that we can move towards a sustainable future.

WASTE MANAGEMENT

Carrington’s Waste Management Team operates 365 days a year to manage the waste that come from domestic, commercial, and clinical activities. Over the last 12 months we have identified ways to reduce landfill, improve recycling and repurpose paper, and green waste. These improvements go towards reducing our impact on the environment.

SOLAR ENERGY

We are committed to a sustainable future, installing solar panels on Grasmere Terrace, Paling Court and Recreational facilities. We put more than **\$575,000** into ensuring a greener output.

ENERGY

The operation and cost management of our energy usage is important when making every dollar count for our Residents. We are regularly installing newer, energy efficient appliances and investing in solar energy to reduce electricity costs and ensure a sustainable future.

We made many investments into reducing our impact on the Residents and on the environment, including replacing several vehicles to more fuel efficient or battery operated, quieter vehicles that minimise noise pollution.

Our Executive Team



MARK TUTT

Chief Executive Officer



JOSHUA GRANT

Executive Manager,
Operations and Human
Resources



MAURICIO CORDOBA

Executive Manager,
Finance and IT



EMMA GIDDY

Executive Manager,
Residential Care
and Quality



VICKI MARTINS

Executive Manager,
Community Care



JAMES CONNELLY

Executive Manager,
Property and Infrastructure



Our Board of Directors



ALEK JANKOWSKI

Company Director

Commenced – November 2000

- Chairman of the Board
- Member of the Finance, Resources and Infrastructure Committee
- Member of the Audit and Risk Committee
- Member of the Clinical Governance Committee



BRUCE HANRAHAN, AM

Company Director

Commenced – November 2003

- Deputy Chairman of the Board
- Chair of the Audit and Risk Committee
- Member of the Finance, Resources and Infrastructure Committee
- Member of the Clinical Governance Committee



KAREN KAVANAGH

Company Director

Commenced – July 2016

- Chair of the Finance, Resources and Infrastructure Committee
- Member of the Audit and Risk Committee



ANNA WILLIAMS

Company Director

Commenced – November 2022

- Chair of the Clinical Governance Committee



GRAHAM PASCOE

Company Director

Commenced – November 2000

- Member of the Audit and Risk Committee
- Member of the Finance, Resources and Infrastructure Committee



STEPHEN CARTER

Company Director

Commenced – November 2020

- Member of the Audit and Risk Committee
- Member of the Clinical Governance Committee

Future Focus

We have a number of beautiful new services coming to Carrington that will ease the growing demand for Aged Care and Assisted Living arrangements for older people in our community, and Landcare opportunities that will further our goals of running a sustainable organisation.

WOODLAND ASSISTED LIVING APARTMENTS

This new development is designed to feature 46 apartments in one and two bedroom configurations. These apartments will be built next to our Mary MacKillop facility, and mirror our Riverview complex.

Work on our Woodland complex is expected to commence during the first part of 2026 with a projected completion in 2028.

BUSH REGENERATION

Our Residents, along with our Landcare team aim to remove the invasive African Olive tree from our beautiful Cumberland Woodlands. This olive tree is an invasive species. Our community is creating a “working-bee” in order to preserve our natural landscape.



SMALLS ROAD


Smalls Road offers critical opportunities for Independent Living, Assisted Living, and Aged Care in one location. Community benefits like Allied Health services, childcare and convenient retail spaces are also in concept designs, so we can benefit the whole

community, not just our older people. The Cumberland Woodland, a new water feature and acres of sustainably focused landscaping will be a major feature of Smalls Road. Approvals for this exciting new expansion are anticipated for the middle of 2026.

Our Legacy

We haven't forgotten the generosity and benevolence we were founded on. In 1888, William Henry Paling donated his Grasmere property to the people of New South Wales. His generous donation of land, worth £20,000 at the time, and a further £10,000 which led to the construction of Carrington Centennial Hospital for Convalescents and Incurables. A building that still stands today at the heart of our Estate.





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