

# The Ramsay Way

Ramsay Health Care Corporate Newsletter



**Ramsay**  
Health Care

## Ramsay Health Care welcomes new graduate nurses

Ramsay Health Care has welcomed hundreds of new graduate nurses in February who will take part in a two-year graduate program where they will gain experience in a variety of medical, surgical and rehabilitation settings.



Ramsay's Chief Nurse and Clinical Services Director, Dr Bernadette Eather, said she was pleased to welcome the new recruits to Ramsay Hospitals throughout Queensland, New South Wales, Victoria, Western Australia and South Australia.

"I'm pleased to welcome almost 500 new recruits, who I'm certain will thrive working with our experienced and dedicated teams of nurses around the country," Dr Eather said.

"I'm especially excited to see so many new nurses in some of our regional hospitals, with Port Macquarie welcoming nine new grads, three times the intake from last year, and Nowra welcoming six new graduate nurses, double the intake from February 2022."

St George Private Hospital in Sydney has also welcomed 32 new graduates to its nursing cohort, an almost 30 per cent increase on the intake from the previous year.

Dr Eather said one of the benefits of working in private health care is the opportunity to experience a huge variety of different nursing roles.

"Depending on what site they're at, our graduate nurses will get to spend time in specialties including cardiology, general surgery, renal, gynaecology, haematology, neurosurgery, obstetrics, oncology, orthopaedics, or mental health.

"In their two-year graduate program they may experience operating theatres, day surgeries, the ICU or High Dependency Units, robotic surgeries and working in a range of different pre- and post-operative wards.

"The graduate program includes a foundation year and a second development year to train, coach and support them to help them build a career with Ramsay and provide opportunities to specialise in their chosen area of nursing.

"Once they're part of the Ramsay family, nurses and midwives can access our Ramsay Nursing and Midwifery Academy which offers 10 programs to advance and upskill our nursing staff and offer mentorship opportunities."

Programs include the Nurse Leaders of Tomorrow Program – which supports nurse unit managers (NUMs) with a formal upskilling course to develop them as leaders and reach their goals of obtaining senior nursing positions – and the Nurse Practitioner Pathway Program – which supports advanced practice nurses to participate in a two-year Master of Nursing Practice course to enhance registered nurses' knowledge and advance their practice skills in a range of areas including professional autonomy, accountability and clinical leadership. ■■



## Setting the foundations for Ramsay's digital future

The Digital and Data Evolution program has made significant progress in its first year, setting the foundations to transform Ramsay Health Care into a leading health care provider of the future.

Group Chief Data and Digital Officer, Dr Rachna Gandhi, said the first year has focused on building key transformation capabilities and disciplines fundamental to long-term program success, kicking off the large multi-year programs of work such as Electronic Health Record and Patient Hub, initiating technology solutions that will form a critical foundation for digital solutions such as Digital Identity, and addressing the most urgent needs for the business.

"We are first laying robust cultural and technical foundations for Ramsay's digital journey while also delivering quick wins to address some of the pain points for our people that we could provide immediate relief on," Dr Gandhi said.

The quick wins include over 44 live automations which have been delivered across 48 sites, replacing manual processes so team members can get back to caring for people.

Through the **'New Ideas and New Initiatives' portal**, 30 ideas from the business have been approved by the Digital and Data Committee for further investigation or implementation, and it is expected that by the end of FY23, 13 ideas will have been delivered.

Alongside the quick wins and business as usual activities, a number of large, multi-year projects have commenced.

"The goal is to provide Ramsay with a digital foundation that is patient-centric, integrated and instant; to modernise and grow our world-class network and create a platform for growth."

The **Patient Hub** multi-year project has commenced and it will enable the future integrated experience for patients, medical specialists, and Ramsay employees. A digital first experience and admission process has been imagined and the first iteration is being delivered in two pilot facilities before it is rolled out more widely.

A global market scan was conducted to identify a short list of preferred **Electronic Health Record (EHR)** vendors which will soon be reduced to the two most suitable partners to continue the evaluations.

On the data front, a new **Data Policy Framework** was developed to enable robust data which is integrated, secure and facilitates data-driven decisions in the business.

The **Meditech Data Warehouse (Master Patient Index)** has built a single version of truth for Meditech data and removed the duplicate databases, making reporting more accurate and higher quality.

Google has been selected as the cloud for the **Data Hub** which will provide a centralised source of trusted data for reporting and advanced analytics. An implementation partner has been selected with the first version of the Data Hub expected to be completed in September 2023.

A data science team has been established with a focus on predictive insights to help Ramsay use data (clinical and non-clinical) that promotes action, improving patient services and experiences, clinical outcomes and organisational performance. In FY23, the predictive insights program has supported the recovery of around \$1 million of additional revenue.

The scope and program of work is being defined to deliver a modern **Human Resources Information System (HRIS)** which is also a foundational capability for other corporate system improvement initiatives.

This digital strategy is as much about business transformation and adopting a digital mindset as it is about adopting new technology. The Digital team has been developing the digital mindset and literacy program of work. Digital literacy and mindset is about helping our workforce understand, buy into and take advantage of the digital world... it's about preparing Ramsay for a digital organisational culture. Over the next few months, the team will start rolling out digital and data masterclasses and literacy sessions.

Throughout all of this work, the Digital and Data Evolution team members have been consulting with stakeholders across the business and beyond, working as an active member of the care team to make it easier for Ramsay people to care for people and achieve great patient outcomes.

"We made strong progress in the first year and there is significant work required over the next few years to ensure we can truly capture the significant benefits that are possible for Ramsay."

"This transformation will require significant courage, resilience, and compromise. Most encouraging has been the engagement with the Ramsay community, which has left no doubt that the energy and drive exists within the organisation to become digital leaders." Dr Gandhi said. ■■

## Mother of six turns nursing dream into a reality

Since she was a little girl, Kathryn (Katie) Wilkes, has always wanted to be a nurse, but when the Southern River woman met her husband and fell pregnant at the age of 18, she was forced to put her lifelong dream on hold.

Now with six children under 18 - some with health issues - Katie is even more determined to make her dream come true.

Katie started a Diploma of Nursing with Marr Mooditj Training Aboriginal Corporation in February, and she is one of 14 students who recently visited Joondalup Health Campus (JHC) to hear first-hand about a new undergraduate cadetship program being offered by Ramsay Health Care.

The recently launched national Undergraduate Cadetship Program will offer support for Aboriginal and Torres Strait Islander student nurses in WA by providing hands-on clinical experience, support and supervision – initially at JHC, and later at Hollywood, Glengarry and Attadale private hospitals.

During clinical placements, cadets are simultaneously given the opportunity for employment as an assistant in nursing or midwifery, a personal care assistant or support services worker at a Ramsay hospital.

At the completion of their studies, the student is also guaranteed an interview for ongoing employment as part of Ramsay's popular graduate program, which gives graduates the opportunity to choose from a range of specialties.

Ramsay Health Care Australia Chief Nurse and Clinical Services Director, Dr Bernadette Eather, said the program would help develop students into "leading nurses and midwives of the future".

Dr Eather said that beyond nurturing and developing leaders in nursing and midwifery, it was important Ramsay hospitals bolstered their Aboriginal and Torres Strait Islander workforce - a sentiment shared by Katie.

Katie said her experience navigating the health system had only intensified her quest to become a nurse.

"My 18 year old daughter had epilepsy and now our four year old son has it so I have been in and out of hospitals for years," she said.

"While I have found Aboriginal Liaison Officers very helpful, I've only met a few Aboriginal doctors, nurses and midwives."

"We need more Indigenous staff across the board and this cadetship is a great catalyst for that," she said.

The Ramsay Undergraduate Cadetship Program is part of the Ramsay Nursing and Midwifery Academy, which aims to provide a comprehensive professional pathway for nurses and midwives, to develop and mentor nurses and midwives to upskill and excel in their careers. ■



## Specialist Women's Mental Health Service opens in Shepparton

The first milestone in the establishment of a unique Victorian women's mental health service has been reached with the opening of in-patient and at-home support for women and those who identify as women in the Goulburn Valley area.

Alfred Health, Goulburn Valley Health and Ramsay Health Care have partnered to deliver the first of its kind Specialist Women's Mental Health Service; an expert hybrid of private and public hospital care.

The service will use a 'hub and spoke' model for specialist mental health service provision, with the central hub based in Melbourne, and the Goulburn Valley in-home and in-patient care delivered at Ramsay's Shepparton Private Hospital, the first of the spokes.

The service, which has been developed to fill a gap in female-focused psychiatric care, was co-designed by people with lived experience and recognises the significant need for a trauma-informed, holistic service for Victorian women.

"The partnership also allows for providing consultation and support to build capacity of local services to provide world-leading care."

Dr Rajlaxmi Khopade, Consultant Psychiatrist at Goulburn Valley Health, said women are approximately twice as likely

to suffer from mental illness when compared to men, which is why specialised care is required.

"In addition, we recognise that women face unique challenges including high rates of sexual and physical abuse, single parenthood and poverty, which along with other social and economic inequities, act as barriers to accessing mental healthcare," Dr Khopade said.

Director of Ramsay Mental Health, Anne Mortimer, said Ramsay is proud to provide private in-patient facilities and experienced teams to help Victorian women experiencing mental health issues.

"Ramsay Health Care is the largest private provider of mental health services in Australia and has established a reputation for providing reliable, high-quality mental health care to Australians."

The in-patient service at Shepparton Private Hospital will offer Victorian women leading care in separate treatment spaces to ensure their comfort, safety and dignity."

In the coming months, the Alfred Health and Ramsay Health Care teams will commence delivery of psychiatric care to women in the metropolitan Melbourne community, with the service's hub to open in the second half of 2023.

The development of the new service is driven by recommendations from the Royal Commission into Victoria's Mental Health System, which heard that a range of gender-based safety issues significantly impacted women's experiences of in-patient mental health care.

The statewide service will support women and those who identify as women aged over 18 with mental health conditions, including presentation during the perinatal period and eating disorders. ■



## TAFE NSW partners with Ramsay Health Care to build local nursing workforce

TAFE NSW is helping build the state's nursing workforce of the future as part of a landmark partnership with Australia's largest private hospital operator, Ramsay Health Care.

It comes as the nation's nursing ranks face a skills gap worsened by the pandemic, with the Health Department predicting a shortfall of about 85,000 nurses nationwide by 2025.

The recently launched Ramsay Cadetship Program will support enrolled nursing students by giving TAFE NSW Diploma of Nursing students guaranteed work placement, the opportunity for employment while studying and a guaranteed interview for a position at their local Ramsay hospital after graduating.

TAFE NSW Nursing Discipline Leader Zachary Byfield said the partnership provided a powerful example of how Australia's largest vocational education and training provider worked closely with industry to address critical workforce needs.

"The pandemic has reinforced the vital role our nurses play in our communities and TAFE NSW is committed to ensuring a steady pipeline of nursing graduates across the state," Mr Byfield said.

"This partnership ensures TAFE NSW nursing students become part of the Ramsay workforce while still studying and gives them a practical experience of their course material."

The partnership also ensures TAFE NSW students are given a mentor during work placement and work across a number of wards and departments, affording them a deeper

understanding of Ramsay's culture, policies and practices.

As well as a job within a Ramsay hospital while they study, cadets receive a guaranteed graduate interview when they finish their course.

Positions on offer for cadets in NSW include assistants in nursing and undergraduate enrolled nurse or registered nurse or midwifery roles in a range of areas including operating suites, maternity, mental health, cardiac and rehabilitation services.

Ramsay Health Care Chief Nurse and Clinical Services Director, Dr Bernadette Eather, said the national cadetship program will help develop leading nurses of the future.

"Ramsay Health Care has a wonderful relationship with TAFE NSW and we're excited to take this a step further by offering cadetship places to TAFE NSW Diploma of Nursing students," Dr Eather said.

"The cadets will gain valuable experience and genuine insight into what it's like working in the healthcare industry as a nurse. They will get to partner with experienced Ramsay Health Care nurses who are committed to providing excellent health care for their patients.

"Best of all, they will become part of the Ramsay family and be surrounded by a team committed to helping them grow their skills and excel in their nursing careers." ■



Left to right: AMA Qld President Dr Maria Boulton, Air Vice-Marshal Professor Hugh Bartholomeusz OAM RFD, Ramsay Australia CEO Carmel Monaghan, Dame Quentin Bryce AD CVO and former Greenslopes Private Hospital CEO Chris Went



### MESSAGE FROM THE CEO

As 2023 progresses, the outlook for Ramsay in Australia remains strong. It is heartening to see workforce pressures start to ease and the number of surgeries and admissions increasing. We have a comprehensive professional development, training and education program for nurses and midwives and, in February, we were delighted to welcome almost 500 new nursing graduates to our ranks.

In this edition of *The Ramsay Way* newsletter, I hope you enjoy reading about the exciting activity which has been taking place across our sites in the last quarter.

We continue to invest in our pipeline of developments such as the major Joondalup Health Campus redevelopment including a Mental Health Unit (p5) and planned expansion of Wollongong Private Hospital to service the community's growing health care needs.

We are also focused on accelerating and implementing our digital and data strategy which is designed to deliver a more integrated patient experience, improved clinical outcomes and make daily tasks easier for our people (p1).

Many of our facilities have celebrated significant milestones this year: Mitcham Private Hospital has notched up 60 years (p13), Westmead Private Hospital has held a belated celebration for its 20th anniversary (p12) and Donvale Rehabilitation Hospital has cared for its 50,000th patient (p13).

Research is extremely important to us at Ramsay. The Ramsay Hospital Research Foundation is leading the way with a plethora of meaningful research projects and clinical trials across various specialties (pp8-9) to help improve outcomes not only for our patients, but patients everywhere.

One of the best parts about my job is being able to meet our employees, doctors, patients and other stakeholders as I visit our sites across the country. I enjoy hearing stories that highlight the 'people caring for people' approach our employees follow every single day, and participating in events like the ANZAC Day Dawn Service at Greenslopes Private Hospital – a tradition I have followed for the past two decades.

Warm regards,

Carmel Monaghan  
Chief Executive Officer, Ramsay Health Care Australia



Left to right: Group Chief Digital and Data Officer Dr Rachna Gandhi, North Shore Private Hospital Director of Clinical Services Louise Cubis, Chief Medical Officer Dr Robert Herkes, Chief Nurse Dr Bernadette Eather, Paul Ramsay Foundation Chairman Michael Traill, Paul Ramsay Foundation Director Ilana Atlas, Ramsay Australia CEO Carmel Monaghan, North Shore Private Hospital CEO Richard Ryan

# Ramsay Psychology and Allied Health services team up in Western Australia

Ramsay Psychology and Ramsay Health Plus have teamed up to open the first two combined community practices in West Australia - in Joondalup and Mount Pleasant.

Locals can now access a range of leading health care services in one place in the community, with the opening of the new practices offering psychology and allied health services under one roof.

Ramsay's Chief Operating Officer for Out of Hospital Services, Andrew Smith, said the new practices were designed to offer locals much-needed health care services in one convenient location.

"Our teams are providing personalised psychology care for a wide range of mental health conditions and symptoms, along with allied health services via Ramsay Health Plus, such as physiotherapy, dietetics, occupational therapy, speech pathology and more, before and after surgery, illness and injury," Mr Smith said.

"Ramsay Psychology and Ramsay Health Plus treat patients who are covered by private health insurance and those who are self-funded. Clients can access the service without a referral or with a Mental Health Care Plan from their GP," Mr Smith said.

With the addition of the new West Australia locations, there are now 17 Ramsay Psychology practices and 33 Ramsay Health Plus clinics nationwide.



## Pharmacy team members to benefit from launch of Ramsay Pharmacy Academy

The Ramsay Pharmacy Group has launched the Ramsay Pharmacy Academy – a suite of programs to support the pharmacy team with more education opportunities, leadership development and innovative models of practice to deliver better care to customers.

Ramsay Pharmacy Group's Chief Operating Officer, Michelle Lynch, said:

"The Ramsay Pharmacy Academy, mirroring the fantastic Ramsay Nursing and Midwifery Academy, will provide a structured approach to coach and train our team to equip them with the skills to successfully navigate the dynamic and evolving scope of pharmacy practice. It will have programs for all our team across the business."

The first two streams being rolled out in the first quarter of 2023 are the Intern Fellowship Program and the Residency Program. The Intern Fellowship Program is a two-year program to support new graduates and interns as they transition from student to practising health professional.

Acting Pharmacy Practice and Learning Manager, Ella Raguz, said the Intern Fellowship Program is unique in the pharmacy and private hospital landscape.

"The Intern Fellowship Program has the support of the National Learning Team and is part of the Ramsay GradPlus program, allowing our nursing, pharmacy and allied health interns and graduates to learn and start their professional journey collaboratively together," Ms Raguz said.

"This is evidenced by the record number of 40 interns for 2023 for the Ramsay Pharmacy Group."

One of the new elements of the Intern Fellowship Program allows newly graduated early career pharmacists (ECPs) to undertake a fellowship year in either a community or hospital pharmacy stream.

Meanwhile, the Residency Program is a two-year structured experiential learning program for early career hospital pharmacists.

Ramsay Pharmacy Group CEO, Greg Kennedy, said formal experiential training consolidates initial education and progresses early career pharmacists towards advanced practice.

"Providing this structured support along the continuum of a pharmacist's professional development helps pharmacists to develop their knowledge, skills, experience and behaviours, enabling them to become expert practitioners and future leaders," Mr Kennedy said.

"We can't wait to have this program as part of our employee value proposition for our pharmacy team members. I am particularly excited about the leadership component of the academy to support our leaders of today and the future of our business."

# First rooms completed in Joondalup Health Campus's new Mental Health Unit

Contemporary, light filled interiors are rapidly taking shape at Joondalup Health Campus' new 102-bed Mental Health Unit (MHU) due for completion later this year.

The Western Australian Minister for Health, the Hon. Amber-Jade Sanderson, recently toured the first patient room completed as part of the hospital's \$269.4m million expansion, co-funded by the WA and Australian Governments.

The unit will significantly expand services in Perth's northern suburbs, more than doubling the current capacity of Joondalup's MHU and, for the first time, catering for youth (16-24 year olds) and older adults (65+ year olds).

Head of Mental Health Services, Dr Martin Chapman, said the unit is person-centred and recovery-focused with consumers, carers and clinicians contributing to its design.

"The footprint of the unit is 13,000m2 which is four times the size of our existing unit," Dr Chapman said.

"It includes multiple recreation zones, and large, shared open lounge and dining areas, and visitor spaces."

"Patient areas are built around landscaped courtyards which act as massive light wells, create a connection with the outdoors, and will be used for organised activities such as ping pong, gardening and craft."

"The unit also boasts a gymnasium and a purpose-built recovery hub, which will allow patients to connect with family and friends, community groups and peer supports as part of our recovery focus," Dr Chapman said.

Following the MHU, construction will begin on a new 112-bed public ward block, new theatre and cardiac catheterisation lab, all due for completion in 2025.

Left to right: North Metropolitan Health Service (NMHS) Board Chair, Professor David Forbes AM; JHC Head of Mental Health, Dr Martin Chapman; Minister for Health, Hon. Amber-Jade Sanderson MLA; JHC CEO, Dr Amanda Ling; Multiplex Project Director (Assistant), Davis Counsel; RHC WA State Manager, Peter Mott; NMHS Chief Executive, Dr Shirley Bowen.



# St George Private Hospital unveils new technology to aid in cardiac care

St George Private Hospital has unveiled new technology in its cardiac catheterisation lab, designed to provide a clearer picture for doctors and lessen the amount of radiation present.

The new Cannon Alihenix will be used for interventional angiography procedures which involve x-ray technology being used to assist a specialist guiding a catheter through a patient's major arteries. Interventional cardiologist, Dr Maurits Binnekamp, said the system will allow specialists to get a clearer picture when performing interventional angiograms to examine a heart for blockages.

"The new Alphenix interventional system can deliver images with greater clarity and precision, designed to improve patient outcomes," Dr Binnekamp said.

St George Private Hospital CEO, Peter Ridley, said as well as a clearer picture, the new system features industry-leading dose optimisation technologies to provide patients and surgical teams with a lesser dose of radiation during each procedure.

"St George Private Hospital is committed to investing in technology to offer improved patient experience and outcomes," Mr Ridley said.

"We're pleased our new angiography equipment will reduce the amount of radiation present during procedures, benefitting both our patients and our people."

"St George Private Hospital has always offered a comprehensive service for heart and lung patients. The new Cannon Alihenix will replace our current system, which when installed was the world's first commercially installed Radiation Dose Tracking System." ■■



# Greenslopes Private Hospital offers new program to treat cancer at home

Greenslopes Private Hospital has launched the trial of a new oncology service which is allowing a group of Brisbane veterans to undergo some of their cancer treatment from the comfort of their own home.

Greenslopes Private Hospital CEO, Chris Went, said the trial was introduced to offer patients an alternative to coming into the hospital every time treatment is required.

"We understand that chemotherapy can be a difficult treatment to receive and want to make the process as easy as possible for local patients," Ms Went said.

"Chemo at Home saves the time and effort of travel, which can be especially difficult for our less mobile patients.

"While our Cyril Gilbert Cancer Centre (CGCC) is a wonderful facility with a fantastic team of people, there is nothing quite like the comfort of your own home."

One patient participating in the new service is 82-year-old Paul Feeney, who undergoes two of his three chemotherapy treatments each month from home.

Mr Feeney said he is more relaxed at home and appreciates the one-one-one time with the nurse to ask any questions he has.

"It feels good not having to get ready, drive to the hospital, find a park at the hospital and then make my way to Cyril Gilbert Cancer Centre (CGCC)," Mr Feeney said.

"While I do enjoy going to see the team at CGCC, I like the one-on-one time with the nurse, especially when I have questions."

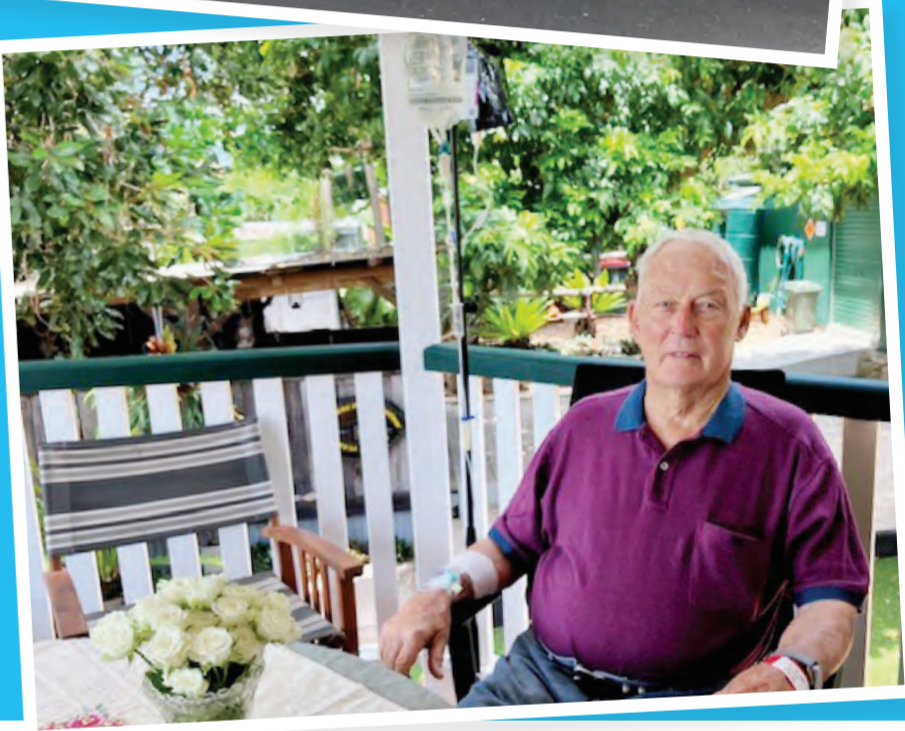
Mr Feeney chooses to have his treatments on his back deck, one of his favourite places to spend time.

"The back deck is a great spot. I feel more relaxed while having treatment here."

The nurse stays with me until the treatment is finished. The team is just wonderful."

The vehicle used to transport the clinical team to patients' homes is proudly sponsored by the Gallipoli Medical Research Foundation.

The trial at Greenslopes Private Hospital is currently only available to selected Veterans in conjunction with the Department of Veterans Affairs and patients must live within 15km of the Hospital. ■■



# Lake Macquarie Private Hospital reaches milestone for robotic surgeries

Lake Macquarie Private Hospital has celebrated 2,000 orthopaedic surgery cases using a Robotic Surgical Assistant (ROSA).

The robot was first introduced to the region in June 2020, as part of the hospital's commitment to investing in technology that enhances patient experience and outcomes.

Lake Macquarie Private Hospital CEO, Sharon Rewitt, said she was pleased so many locals had been able to access the technology.

"Lake Macquarie Private Hospital is committed to offering leading health care options for patients of the Hunter and surrounding regions," Ms Rewitt said.

"Having this technology right here in the Hunter gives patients the options to undergo robotically assisted surgery close to home and their support network, without the need to travel to Sydney."

The ROSA robotic technology is designed to help surgeons perform orthopaedic surgery with increased accuracy and control.

Dr Richard Verheul performed the hospital's 2,000th surgery utilising the ROSA in March.

"This is a wonderful milestone for the hospital and wouldn't be possible without the support of everyone at Lake Macquarie Private Hospital. The theatre nurses and support staff are essential for the safe and efficient use of this technology." ■■



# Advances in deep brain stimulation at Hollywood Private Hospital

Advances in deep brain stimulation (DBS) are offering a potential step forward for patients with Parkinson's Disease, Essential Tremor and Dystonia throughout WA.



Left to right: Anaesthetist Simon Zidar, Neurologist Julian Rodrigues and Neurosurgeon Stephen Lewis before the first procedure in WA where directional DBS electrodes capable of recording brain activity were surgically implanted into a patient.

Hollywood Private Hospital Neurologist Dr Julian Rodrigues and Neurosurgeon A/Prof Steve Lewis are at the forefront of adopting the latest technological innovations such as intraoperative CT (computed tomography), remote brain stimulator programming and directional DBS, now with sensing capability.

DBS requires surgery to implant a device that sends electrical signals to areas of the brain responsible for movement.

Hollywood is the only site in WA using remote programming of DBS, which allows Dr Rodrigues to assess patients over live video and adjust their implanted DBS device for better symptom control.

"I can offer treatment to patients living 20 km away, or over 2000 km away, from the comfort of their own home. It's a Godsend for movement-impaired patients who sometimes struggle to attend regular appointments."

Research has found that the remote programming of DBS can be beneficial, useful and help reduce the issue of distance for access to healthcare.

Hollywood Director of Medical Services, John Maxwell, said it is a priority for the hospital to offer novel technologies to help improve patient outcomes.

"We are thrilled to support our neurologists as they embrace new techniques and medical innovations," Dr Maxwell said. ■■

# New Ramsay study to investigate brain stimulation treatment for anorexia

The Ramsay Hospital Research Foundation has funded a study which aims to investigate two non-invasive brain stimulation treatments for anorexia.

The first treatment is Transcranial Magnetic Stimulation (TMS), and the second is Transcranial Direct Current Stimulation (TDCS).

Chief Investigator of the TRENA Study, Dr Donel Martin, said both treatments were very safe and used to care for other 'difficult to treat' disorders.

"People will often judge people for what they look like or based on their behaviour, but we know that anorexia is a severe mental health disorder. It's very difficult to treat and medications don't really work," Dr Martin said.

There is early evidence that TMS and TDCS may be helpful for helping eating disorder related symptoms. People with anorexia often have low mood, anxiety, and other symptoms including difficulties with thinking.

"People we will be receiving these treatments while they're inpatients in hospital – these treatments modulate brain activity, and they are administered to target dysfunctional neurocircuits that we know are associated with symptoms of anorexia," Dr Martin said.

By applying brain stimulation while people are inpatients and receiving their usual care (group or one-on-one therapy) it is thought that the brain changes caused by the brain stimulation may facilitate the therapeutic effects of the psychological treatments and that this will help improve patient outcomes, including functioning and quality of life.

"We're comparing two different brain stimulation treatments – we want to determine how acceptable these treatments are for patients and whether this is something that can be implemented in in-patient or out-patient settings," Dr Martin said.

"We're also trying to determine if one treatment may be better than the other, and that will help us to proceed to doing a larger randomised control trial to show the efficacy of that treatment."

One of the unique advantages of the study is that patients will have the option to continue the TDCS treatment at home for three months after completion of the initial trial phase.

"We're getting the latest TDCS equipment, which is a small handheld device about the size of a mobile phone, and a headband with the electrodes in place," Dr Martin said.

"We teach people to use the TDCS while they are in hospital and then they can use it outside of hospital as well," Dr Martin said.

TRENA is one of the largest studies of its kind and expects to recruit 70 people within two years. ■■

For any questions regarding this study, please contact: [trena.study@unsw.edu.au](mailto:trena.study@unsw.edu.au)

## \$2.98 million for treatment resistant depression at Ramsay Clinic Albert Road and Ramsay Clinic Northside

Ramsay Clinic Albert Road and Ramsay Clinic Northside are participating in a research project that will investigate options for patients diagnosed with treatment resistant depression (TRD).

TRD is defined as major depression that does not improve after two or more medications. Ketamine, a drug that has been used historically as an anaesthetic agent, has had growing interest over the past two decades as promising treatment for TRD.

This ketamine research project will be led by Professor Colleen Loo, Medical Director Neurostimulation and Interventional Psychiatry at Ramsay Clinic Northside. Professor Loo is a senior psychiatrist and lead clinician

at Ramsay Health Care in the field of neurostimulation and ketamine treatment.

To implement this research, Ramsay Health Care has committed \$20,000 of in-kind support. This support includes space for clinical research, pharmacy services, and provision of nursing and psychiatry personnel involved in the ketamine clinics across the two Ramsay sites.

The project has also been awarded about \$2.98 million under the Australian Government's Medical Research Future Fund (MRFF).

The MRFF is a \$20 billion long-term investment supporting Australian health and medical research, aiming to transform health and medical research and innovation to improve lives, build the economy and contribute to health system sustainability. ■■

# Ramsay Hospital Research Foundation awards \$400,000 for brain cancer research

The Ramsay Hospital Research Foundation (RHRF) has awarded a \$400,000 grant to help establish three national, interlinked platforms to deliver better treatment for brain cancer patients.

These platforms which will be created by Brain Cancer Biobanking Australia are:

1. An Australian Brain Cancer Registry to reduce unwarranted variation in patient care
2. A Registry Trials platform to facilitate data-driven trials and patient donation of data and specimens to research
3. A Biobanking and Organoid platform to standardise operating procedures and enable collaborative translational research

Ramsay Hospital Research Foundation CEO, Nicola Ware, said the Foundation will be working to facilitate the Australian Brain Cancer Registry, which is being led by BCBA Chair, Associate Professor Rosalind Jeffree, and administered by the University of Sydney.

"We are proud to support the development of this registry. At RHRF we focus on research that will improve patient outcomes as the devastating impacts of brain cancer are well known," Ms Ware said.

"We hope that this project will lead to advances in treatment and better understanding of current outcomes for patients."

The Australian Brain Cancer Registry will assist researchers to identify and address variations in clinical practice and outcomes, with the aim of improving quality of life and survival for a cancer group that has not seen any discernible change in outcomes in decades.

The establishment of the registry will be facilitated by the development of infrastructure, natural language processing, and a data dictionary to enable the automated electronic collection of the data points required to report on the selected clinical quality indicators for brain cancer.

Automated data extraction will be used to establish a virtual, cost effective, sustainable clinical quality registry for brain cancer in Australia. This will provide the foundations necessary to transform the care and outcomes of patients with brain cancer.

"As a partner to this application, we are excited about the opportunity to be a part of the vision to develop a new registry model and drive ground-breaking translational brain cancer research," Ms Ware said.

To support the registry, RHRF has not only awarded a \$400,000 grant, but has also pledged additional in-kind support from both Ramsay Health Care and the RHRF.

Ramsay Health Care currently participates in 26 clinical registries and is pleased to be involved in the development of new registry model. This model will help strengthen Ramsay's commitment to improvements in quality care in cancer research and the development of a gold standard of cancer care. ■■



## Ramsay Hospital Research Foundation funds world-first digital mental health study

The Ramsay Hospital Research Foundation is undertaking a project that harnesses the power of technology to increase the capacity of mental health services to respond to the impacts of mental illness.

The Electronic Clinical Pathways to Service Excellence (eClipSE) project, led by Chief Investigator Professor Frances Kay-Lambkin, was funded by the Ramsay Hospital Research Foundation in 2021.

In a world first application, this study (in collaboration with the University of Newcastle) will apply the Filia Social Exclusion Measure (F-SIM) to identify the social determinants of health that impact on people's ability to access digital mental health treatments.

People with a mental illness are at a higher risk of experiencing adverse social, economic, and health outcomes, and gaining quick access to an appropriate form of treatment intervention can be frustrating for consumers of mental health services.

Professor Kay-Lambkin (Hunter Medical Research Institute) is a passionate advocate for equitable mental health care.

"Quality care should be available to all Australians. I am incredibly excited to be a part of this project and warmly thank the Ramsay Hospital Research Foundation for making this opportunity possible." Professor Kay-Lambkin said.

Professor Kay-Lambkin said eClipSE provides "the infrastructure for tailored delivery of digital interventions that are delivered to the user's own device at a time and place that suits them best."

Digital treatments are a low cost, evidence-based solution for expanding access to care.

After developing an implementation model that addresses issues of social exclusion, the eClipSE project team will test this model across a range of mental health and alcohol and other drug services across New South Wales. ■■

Learn more about eClipSE here: <https://uoneclipse.com.au>



## Indigenous artwork at the centre of Ramsay Clinic Lakeside's courtyard revamp

Ramsay Clinic Lakeside has undergone a major refurbishment of its courtyard for the first time in 10 years.

The redesign was led by Mental Health Services Coordinator Sheridan Weber, who has created a space that is not only beautiful but also conducive to mental well-being.

The highlight of the renovation is the commissioned artwork by Wayde aka Alejandro Lauren, a talented queer Aboriginal artist.

The artwork is designed to recognise the deep history and cultural of Lake Macquarie.

The Awabakal people have a strong connection to the lake and its surroundings; the

"journey lines" within the artwork represent the enduring presence of the ancestors, elders, emerging community members and the ongoing sharing of stories and cultural practices. ■■

## Cultural walk to raise awareness of closing the gap

The team at Joondalup Health Campus (JHC) was treated to a cultural walk to raise awareness of closing the gap in health, and other life outcomes, between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.



The bush walk, around Lake Joondalup, gave employees the opportunity to learn more about Aboriginal culture, the Noongar six seasons, and local plants, including their Noongar names, uses and links to community.

Noongar/Yamitji man, Justin Martin, who led the walk shared stories of the Dreamtime, including that of the Charnock woman whose long white hair can be seen reflecting from the stars above on to the lake at night.

Joondalup Health Campus Deputy Chief Executive Officer, Benjamin Irish, who also chairs the Aboriginal Health Committee, said the country, the community, and at a local level the hospital, had an obligation to try and improve health outcomes for First Nations Peoples. ■■



## The Avenue Hospital invests in solar power for a greener future

The Avenue Hospital in inner city Melbourne has taken the next step in its commitment to the planet, installing a new solar panel system set to reduce emissions and improve its sustainability.

The Avenue Hospital CEO, Lisa McFadden, said the 39 kilowatt (kW) system would save 52 tonnes of carbon emissions each year, the equivalent of taking 23 new cars off the road.

"The Avenue Hospital is committed to making practical, tangible changes to help protect the planet," Ms McFadden said.

"With our new solar panel system, we will now be able to care for the planet while caring for our patients."

The solar installation is just one of the sustainability initiatives being rolled out at The Avenue Hospital, with 240 light fittings recently upgraded to energy efficient LED lights.

The Avenue Hospital is also proudly supporting Ramsay Health Care's goal to remove 75 million single-use plastic items from landfill. The hospital has so far removed more than 650,000 single-use plastic items from circulation.

The hospital is also working to create 'greener operating theatres' by reducing use of the anaesthetic gas desflurane, reported to have more than 20 times the global warming potential of alternative gases and instead switching to more environmentally friendly options. ■■

## Ed Sheeran's special message to North Shore Private Hospital patient



Alex Baer and Adrian Ureta from North Shore Private Hospital thought a message from musician Ed Sheeran would make their patient's day.

Ms Baer, Structural Heart Coordinator at North Shore Private Hospital, went above and beyond to make sure her patient didn't miss the recent Ed Sheeran concert in Sydney on 25 February.

76-year-old Kathleen\* had been extensively worked up for a mitral valve procedure which was part of a clinical trial. The procedure involved 20 medical staff and overseas experts, with Kathleen's work-up for the worldwide trial taking months.

It was important to Kathleen that she did not miss the Ed Sheeran concert after her operation, however she was unfortunately not able to leave hospital in time for the performance.

"When she woke up from her anaesthetic in intensive care, the first thing she said to me was 'Alex, I am not going to make Ed Sheeran am I?'," Ms Baer said.

Ms Baer and Adrian Ureta, Clinical Trials Coordinator at North Shore Private Hospital, got in touch with Ed Sheeran's manager to organise a special message for Kathleen.

To their surprise, Ed Sheeran responded with a video message.

"She is a massive fan of Ed and we were just hoping to try and get a correspondence to see if there would be anything that we could do to cheer her up," Mr Ureta said.

In the short video, Ed Sheeran states:



Truly embodying the Ramsay motto of People Caring for People, Ms Baer and Mr Ureta went that extra mile to make sure their patient was cared for and are fantastic examples of The Ramsay Way. ■■

\*Name has been changed to protect the identity of the patient.



## Paul Ramsay Foundation releases “Together for Impact” annual review

The Paul Ramsay Foundation (PRF) has released its 2022 Annual Review, *Together for Impact*, which documents the organisation's progress towards helping to end cycles of disadvantage in Australia.

Paul Ramsay Foundation Chair, Michael Traill AM, said: “It's been a year of challenge, change and progress at the Paul Ramsay Foundation.”

“We are excited to be in a position to make a difference by focusing on the evidence of what works and taking a long-term view of driving change in those areas where exclusion and disadvantage are most entrenched.”

\$124.3 million in grant funding was committed\* in the 2022 financial year through 116 grants. A further \$23.6 million was invested through our impact investment portfolio.

This review showcases the success of just a handful of the 126 organisations the PRF partnered with in 2022, that are working across Australia to create opportunities for people and communities to thrive.

PRF CEO Kristy Muir said:

“Creating lasting change is not something any one of us can do alone and working together with partners, peers and ultimately the people and communities we serve, is one of the great joys of [our work].” ■■

\*Donations granted does not include discounting due to non-current donations payable. Donations paid during same period totals \$114 million.

## Donvale Rehabilitation Hospital cares for 50,000 patients

On Thursday 6 April 2023, Donvale Rehabilitation Hospital welcomed its 50,000th patient.

This milestone dates from when the first electronic patient management system was introduced at Donvale in the 1980s.

The “milestone” patient, Kathryn, had undergone a total knee replacement at Ramsay's Warrigal Private Hospital, and was transferred to Donvale for an inpatient rehabilitation program.

Kathryn was wheeled through the front doors and greeted by a cheering crowd who showered her with streamers! She received a beautiful flower arrangement from the hospital and enjoyed a piece of cake. ■■



Left to right: 50,000th patient, Kathryn, pictured with Caroline Andrew (Director of Clinical Services) & Michael Finn (Nurse Unit Manager, Kennedy Ward)

## Mitcham Private Hospital celebrates 60th birthday

Mitcham Private Hospital, located in Melbourne's outer east, has celebrated 60 years of caring for the community with balloons, a team lunch, and a cake.

Some of the facility's milestones in the past six decades include being named Australia's first “baby-friendly” hospital in 1994, which was also the same year it opened its Early Parenting Centre.

Since then, the hospital has continued to expand, opening a new surgical ward, sleep centre, and a perinatal mental health unit. ■■



# Greenslopes Private Hospital patients benefit from 20 years of leading gastroenterology services

Greenslopes Private Hospital is celebrating 20 years of offering patients access to leading Gastroenterology services through Queensland Gastroenterology.

Performing more than 250 procedures per week, clinicians at Queensland Gastroenterology see more than 11,000 patients per year for consultations and procedures including colonoscopies and gastroscopy to identify or treat conditions including colon cancer and liver disease.

After beginning with a team of four in 2003, Queensland Gastroenterology has grown to 15 specialists, including co-founder and chair Professor Darrell Crawford.

As well as seeing patients, Professor Crawford is currently serving as the Director of Research at Gallipoli Medical Research Institute and was previously the Head of the UQ Clinical Unit at Greenslopes Private Hospital.

Professor Crawford has been involved in health and medical research for more than 30 years and made significant contributions to research on liver disease.

Recent research from Professor Crawford's team has discovered salivary biomarkers of liver cirrhosis – raising the prospect of a very simple, non-invasive test for liver scarring.

"The development of a simple saliva test could revolutionise the way cirrhosis is currently detected, especially in rural and Indigenous communities," Professor Crawford said.

"Early identification of cirrhosis is critical to identify the at-risk individuals who will benefit from further investigations to detect early liver cancer when curative therapies are more likely to be successful."

Chief Operating Officer at Queensland Gastroenterology, Courtney Purse, said: "We have been very grateful to have a longstanding relationship with Ramsay that has allowed us to grow at Greenslopes and continue to foster our own clinical development which has seen the appointment of three Professorships and four PhDs."

"It is a true testament to our practice directors who have seen vision in fostering the new generation of gastroenterology and hepatology consultants to ensure that our community has ongoing access to highly trained and world recognised specialists."



# Ramsay Health Care Australia donates medical equipment to international patients in need

Ill and injured Cambodians in the remote province of Battambang have just received a shipment of advanced medical equipment, thanks to a donation from Ramsay Health Care to the 'Medical Aid for Oceania' project.

The project, a partnership between Ramsay and the Rotary Club of Berrima District, has been providing medical equipment and goods no longer needed in Ramsay hospitals to disadvantaged countries around the globe since 2010.

The latest shipment included 105 computers, 23 hospital beds, 29 monitors, 18 orthopaedic chairs, two cots as well as infusion sets, pumps and lighting equipment.

Ramsay Health Care Australia CEO, Carmel Monaghan, said Ramsay's philosophy of people caring for people extended around the globe.

"I'm pleased to see our used, but still operational equipment get a second life helping people overseas," Ms Monaghan said.

"As well as providing equipment to a region desperately in need of it, we're also reducing the amount of equipment ending up in landfill once it can no longer be used in our facilities."

The shipping container of donated goods, due to arrive in Phnom Penh in mid-April, will be used by The Handa Foundation to

provide free healthcare and free education to the people of north west Cambodia.

The Handa Foundation Executive Director, Kevin O'Brien said: "The donation by Ramsay will be used by The Handa Foundation to provide free trauma care to landmine and traffic accident victims in the remote province of Cambodia called Battambang. Battambang is one of the poorest provinces of the country and is still impacted by the presence of more than one million landmines and ordnances in the ground that were left over from the civil war that did not end until the 1990s. The donations will also help The Handa Foundation provide education to elementary children in the areas of English, Computers, Health and Sports."

As well as regularly donated equipment, Ramsay also provides \$10,000 each year to supplement funds raised by Rotary Berrima to meet overseas transport costs.



# Movements and Appointments

## WENDY BEALE

has been appointed as Director of Clinical Services at Dudley Private Hospital, after acting in the role for several months. Wendy has been nursing for 45 years with previous roles including Registered Nurse, Clinical Nurse Specialist and Nurse Unit Manager. She has worked at Dudley Private Hospital for eight years, initially as a Clinical Nurse Specialist, then Quality and Risk Manager, followed by a dual role as Quality and Risk Manager and Clinical Services Manager. During her tenure, Wendy has proven herself to be a great clinical leader and a champion of quality and clinical excellence.

## LIZ BLACKBURN

has been appointed as the Director of Clinical Services at Peninsula Private Hospital. Liz commenced working for Ramsay 26 years ago as a Nurse Unit Manager at Beleura Private Hospital. In 2008 Liz took on the challenge to move to Peninsula Private to take on the role of Nurse Unit Manager and in 2016, was promoted to Assistant Director of Clinical Services (Perioperative Services). Liz has successfully overseen the development of new theatres and has been actively involved in all phases of the expansion of the hospital, she has demonstrated the ability to manage resources effectively. Liz has a Diploma of Leadership and Management.

## PETER FAHEY

has been appointed as Director of Clinical Services at North West Private Hospital. Peter has local and overseas experience in countries including Canada, the UK and Saudi Arabia. Peter has also held senior nursing roles in both the public and private sectors and comes from a strong background in theatre, day surgery and after-hours management. While in Canada, Peter held an executive role for seven years in a 150 bed district hospital and has also recently been involved in project management, construction liaison, start-up and accreditation of a substantial day hospital facility in Brisbane.

## MOIRA FINCH

has been appointed as the CEO of Port Macquarie Private Hospital. Moira was previously the hospital's Allied Health Services Manager for 10 years. Prior to joining Port Macquarie Private in 2012, Moira ran a successful business in Occupational Health and Physiotherapy and was the Physiotherapy Manager at University of Sydney. Moira's qualifications include Bachelor of Health & Human Services (Leadership), Diploma of Physiotherapy, Diploma of Manipulative Therapy and she is currently completing a Masters of Science & Technology.

## SYED HOSSAIN

has been appointed as the Deputy CEO across The Border network of hospitals in New South Wales and Victoria. In this role, Syed will support hospital CEO Sheryl Keir with key responsibilities across the network while maintaining responsibility for the Director of Finance and Hospital Support (DOFHSS) Services portfolio. Syed joined Ramsay Health Care in 2019, holding the role of DOFHSS across Frances Perry House and Albert Road Clinic. In his time with Ramsay, Syed has been heavily involved in delivering the business case and management of the expansion of the Frances Perry operating theatres and the introduction of robotics at the site. Working with the team at Albert Road, Syed has contributed to the new Specialist Women's Mental Health Service. Syed has successfully completed his MBA in 2023 alongside his formal finance qualifications.

## MEGAN JOHNSTON

has joined Ramsay as the Director of Organisation Development following a career which spans the financial services and telecommunications industries. Megan has led the learning and organisation development function in complex global organisations focussed on leadership and talent strategies. Megan has a passion for learning innovation through the use of digital technologies as well as learning delivery for those on the front line.

## MANDY RUTHERFORD

has been appointed to the position of CEO/Director of Finance at Dudley Private Hospital, after several months acting in the role. Mandy joined Ramsay in August 2020 as Director of Finance after a career spanning 40 years in financial and management roles, including prior CEO roles. She began her career as a Chartered Accountant and gained significant general and financial management expertise in service-based businesses, hospitality, nutritional supplements, recruitment services and building product manufacturing and distribution. Mandy grew up in Orange and returned in 2019 to spend more time with her family. Mandy and her husband have also committed to the region by planting a small vineyard which has just had its first harvest. She is passionate about providing the best private healthcare for the Orange community and is keen to grow existing services and explore opportunities to expand.

## CHRISTOPHER WETHERIDGE

has joined Ramsay as Director of Payroll. Chris has a long and successful career as a payroll services leader across a number of industries and has consulted to many organisations to identify operational efficiencies and drive step change by partnering with them and bringing his expertise to the challenge at hand. Chris has a genuine care for the accurate and timely delivery of payroll services, employee experience and team engagement while maintaining robust process, governance and controls.



# Animal therapy to boost patient wellbeing at The Southport Private Hospital

The Southport Private Hospital has introduced a regular pet therapy program to help improve patients' mental, social and physical health.

Research shows that interacting with animals releases the bonding, feel-good hormone oxytocin, which plays a major role in balanced psychological and physiological functioning.

The Southport Private Hospital has enlisted the help of Harmony Hooves Healing Hearts to bring in animals including dogs, ducklings, baby goats and a Shetland pony.

The program has so far proved to be popular with patients, giving them the opportunity to pat and cuddle the pets in a controlled and safe environment.





## Greenslopes Private Hospital celebrates 10 years of maternity services

**Greenslopes Private Hospital is celebrating 10 years of helping Queensland families grow, delivering more than 10,000 babies since the maternity service opened in February 2013.**

Dr Brad Armstrong from Greenslopes Obstetrics and Gynaecology delivered the very first 'Greenslopes baby' – Mia, born on 26 February 2013, and has since delivered almost 2,000 more.

"I love helping families grow, and I particularly love when families return to have more babies at Greenslopes. It's awesome to think there are children as old as 10 now running around who were delivered at Greenslopes and families with up to four kids who have all been delivered at Greenslopes," Dr Armstrong said.

"The most rewarding part of the job is helping families navigate what can be a stressful process and also delivering new life into the world, ensuring the mother and baby are safe."

Dr Armstrong credits the facilities and the people as a likely reason why so many families choose Greenslopes Private Hospital maternity services.

"I haven't worked anywhere else that comes close to the facilities, the wonderful team and working atmosphere that we have at Greenslopes. Our team of midwives, support staff, paediatricians, anaesthetists and obstetricians are hands down the best maternity team in the country."

Greenslopes Private Hospital CEO, Chris Went, said the maternity service was a wonderful addition to the hospital.

"Our vision is to combine quality clinical care with first class luxury and service, and I think we've achieved that with our maternity suites and leading team here at Greenslopes," Ms Went said.

The more than 10,000 babies born at Greenslopes maternity in the past 10 years are an almost an even split of boys and girls and include 136 sets of twins. ■■

## Figtree Private Hospital celebrates five years of helping new families thrive

Figtree Private Hospital is celebrating five years of helping new families thrive with February marking the fifth anniversary of the opening of the Illawarra Early Parenting Centre.

The Centre, which opened in February 2018, is a child and family health service providing postnatal support to families with children aged between 28 days to two years old.

Figtree Private Hospital CEO, Steven Rajcany, said in its first five years the service had helped more than 1,700 families.

"We've helped families with parenting concerns including infant sleep disorders, feeding difficulties, reflux and colic, bonding, maternal exhaustion and adjusting to parenthood," Mr Rajcany said.

"And it's not just local families benefitting, our unique service has attracted patients travel from Sydney, with no equivalent, private service available there."

The Early Parenting Centre has recently moved its location within Figtree Private, to a newly renovated ward with seven spacious, fully-equipped rooms, indoor and outdoor playgrounds and a private dining room.

Mr Rajcany said the Centre was now accepting new patients every day of the week and also providing free webinars in a bid to help as many families as possible.

"Our wonderful teams also run free sleep and settling webinars and in-person community sessions at local libraries and GP practices."

"We understand that early parenthood is a difficult time and we're committed to doing what we can to make this time a little less stressful for new parents." ■■



## Celebrating 30 years and thousands of deliveries for Pindara Private Hospital obstetrician

**Leading Gold Coast specialist, Dr Andrew Cary, is celebrating 30 years of helping local families grow, after following in his father's footsteps becoming an Obstetrician and Gynaecologist at Pindara Private Hospital in 1993.**

In the 30 years to follow, Dr Cary has helped deliver more than 7,000 babies, a roughly even split of girls and boys, and including more than 100 sets of twins.

Dr Cary says he knew his future from a young age, after being inspired by stories from his father, who worked as an Obstetrician and Gynaecologist at Pindara Private Hospital from 1979 – 1998.

"From a young age I knew that if I got into medicine I would focus on women's health and obstetrics. It started with my father's musings and discussions about it, and from him telling me some of the real positives of obstetrics as a specialty," Dr Cary said.

Dr Cary said while much has changed since 1993, some things remain the same.

"The medical practice of a delivery, even a caesarean delivery, really hasn't changed that much. The actual process of a baby being delivered is much the same,

however, the equipment is far more advanced.

"Our monitoring of women in labour has come a long way. We now have mobile heart monitors so the patient can walk around with them on. We also now have the ability to log in to the devices from our computers or smart phones and review the heart monitoring in real time, even if we're not in the actual room, which is fantastic.

"The birth suites have also developed and grown. There were only two birth suites when I started and now there is five. The maternity ward and the neo-natal nursery are a lot larger now."

One thing which hasn't changed, according to Dr Cary, is the dedication and commitment of the staff at Pindara Private Hospital.

"The whole ethos, ever since I started here in the early 90s, the focus has been on a very caring staff. There is a very close-knit feel to the hospital, very tight relationships



between nursing staff and doctors and support staff. All the midwives I've known over the years have treated the patients as their very close friends. It's not just in maternity, clinicians from all specialties echo this."

Pindara Private Hospital CEO, Mark Page, said Dr Cary is a much-loved member of the Pindara team.

"Dr Andrew Cary has been a very loyal Pindara doctor for so many years and is much loved by everyone – his patients and his colleagues. I want to congratulate Dr Cary on reaching 30 years as a specialist here, and hope to see him around for some time to come." ■■