

# The Ramsay Way

THE CORPORATE NEWSLETTER OF RAMSAY HEALTH CARE

Our commitment

## Ramsay Health Care acquires Affinity

Ramsay Health Care acquired Affinity Health on 15 April 2005. Affinity currently operates 48 hospitals across Australia and 3 hospitals in Indonesia.

Simultaneously, Ramsay has entered into an agreement to divest 14 hospitals back to certain current owners of Affinity, mainly to satisfy the requirements of the competition regulator, the ACCC.

Chairman of Ramsay Health Care Paul Ramsay (AO) said this acquisition was one of the most significant developments in the Company's 40 year history.

"We believe it (the acquisition) presents enormous opportunities for Ramsay Health Care going forward," Paul said.

"We have always taken a leadership role in the private hospital industry in Australia and that leadership role can be enhanced by this acquisition. It makes us the premium private hospital operator in the country."

Pre-acquisition, Ramsay Health Care had 42 facilities throughout Australia including 36 private hospitals, 5 aged care facilities and 1 day surgery. It is expected that following divestments, the acquisition will bring the total portfolio of facilities owned by Ramsay Health Care to in excess of 70.

"Operating private hospitals is our core business and what we do well," Managing Director of Ramsay Health Care Pat Grier said. "Ramsay Health Care is recognised in the industry for our commitment to our people through the fostering and development of a special culture known as The Ramsay Way.

"The Ramsay Way recognises that staff and doctors

are the key to our success and to this end we are committed to investment in personal and professional development, teaching and research," Pat said.

"We are looking forward to extending our management style and The Ramsay Way culture to the Affinity Hospitals."

In a statement to Ramsay Health Care staff distributed on 15 April, Pat emphasised that this acquisition was only made possible because of the position of strength staff and doctors of Ramsay Health Care had built for the Company.

"This strength is based on a strong record of consistent success due to the great work and commitment of our staff, doctors and management.

"We hope that through this expansion the professional and career opportunities for all our staff will be enhanced," he said.

Affinity Health will continue to be managed by the existing senior management team of Affinity until the ACCC completes its examination of the merger.

In the meantime, Affinity management will be accountable to a newly created Board, which comprises members of the Ramsay Board.

**Ramsay welcomes  
Affinity staff & doctors**

See page 3 for further details.



**Above L-R:** The Honourable Tony Abbott MP, Commonwealth Minister for Health; Meryl Brookes, Mt Wilga Private Hospital CEO & Ramsay Health Care Managing Director, Pat Grier.

**Below right L-R:** Dr John Grant, Chairman of Mt Wilga Medical Advisory Committee & the Minister at the 'unveiling'.

## Official opening Mt Wilga Private Hospital redevelopment



The 2nd May 2005 marked the official opening of the \$12M redevelopment of Mt Wilga Private Hospital by the Honourable Tony Abbott MP, Commonwealth Minister for Health.

The development, undertaken by Akalan and completed in March this year, incorporates 80 beds of predominantly private rooms with ensuite, 2 additional therapy rooms, an administration area and staff and visitor cafeterias.

This expansion provides for Mt Wilga Private Hospital the physical facilities in inpatient accommodation to compliment our comprehensive therapy areas and highly skilled staff.

The official ceremony was attended by Ramsay Health Care Board Members, the Honourable Philip Ruddock, Ms Judy Hopwood (State Liberal Member), Nick Berman (Hornsby Council Mayor), representatives from many referring hospitals, other invited guests, medical consultants and many staff and patients.

During the ceremony the two new wards were named in honour of Dr John Grant, Chairman of the Mt Wilga MAC and Director of Clinical Programs at Mt Wilga for many years – and Dr Brad Norington the first rehabilitation specialist at Mt Wilga and in Australia.





By now you would have had time to digest the news of our acquisition of the Affinity hospitals. I am sure for quite a few of you it has been mixed feelings. On the one hand, it is great for Ramsay to become the largest private hospital operator in Australia with all the advantages that brings – but also some will be asking will we lose

something with our new size? Will we lose that closeness and family feeling that has helped us be so successful.

I'm writing to say I will be doing everything possible to make sure we do not lose the very special Ramsay culture and the special feeling of belonging to Ramsay.

I am very aware that one of the main reasons for our success has been our fantastic staff and the special culture we have generated. This merger will only be successful if we can generate the same energy and enthusiasm for success that you have got – and that our staff continue to enjoy their work and want to produce excellent outcomes.

I will make it my number one priority to make sure we spread the Ramsay Way, and that it is not diminished in our existing hospitals.

There will no doubt be some teething problems but we will try to integrate the Affinity people into our midst as soon as possible and I hope you will help them to become one of us. You will have an important part to play.

On other matters, we have recently been granted a further 201 bed licenses for aged care facilities from the Commonwealth Government.

We have spent a lot of effort on applying for bed licenses and therefore were very pleased to be granted these bed licenses in the total allocation. This is quite an endorsement from the Government as we were in the top 5 organisations in the country as far the number we got – especially as we are a very small operator at this stage. These allocations combined with the 205 places that we have been allocated previously, and our new Ellis acquisition, bring the total number of licenses owned by Ramsay Health Care to 813.

In addition, it is great to welcome all the staff of our newly acquired aged care facilities as well as the staff from Home Care Services in South Australia.

The salary packaging trial started at Lake Macquarie and Greenslopes Private Hospitals in April. Staff at these hospitals were invited to attend special group presentations and one-on-one meetings with the salary sacrifice service provider, Paradigm. We have received good feedback to date and are looking forward to the outcome of this trial in June. We are hoping to be able to roll this out across the Company in July.

The Mt Wilga Redevelopment has now been completed and will be officially opened on 2 May 2005 by the Federal Health Minister Tony Abbott. Well done Meryl and the team for working through this redevelopment process.

"Speaking" of Ministers – Greenslopes has been inundated by Ministers over the past four months. The Minister for Veterans' Affairs, De-Anne Kelly helped celebrate "Greenslopes 10 years of privatization" birthday in February. Minister for Health and Ageing Tony Abbott opened the new 75 place child care centre (a special initiative for our staff) and turned the sod for the 2nd stage of Greenslopes redevelopment program. The Queensland Minister for Health Gordon Nuttall visited the hospital's newly refurbished fourth floor, which has been converted from shared to private rooms.

Congratulations to those hospital facilities who have recently received the full four years accreditation, Northside Clinic and Northside Cremorne. Maintaining full accreditation is extremely important and also shows a commitment to quality and improvement in our hospitals. Well done!

**Pat Grier**  
Managing Director

# Ramsay Health Care finalises Ellis Aged Care acquisition

Ramsay Health Care has completed settlement on the acquisition of four aged care facilities in Victoria from Ellis Residential Care, which was first announced in February 2005.

The facilities purchased include Bairnsdale Aged Care Facility, Lakeview Aged Care Facility, Paynesville Aged Care Facility and Sale Aged Care Facility, which together have a total 331 high care and low care places. The acquisition of these four facilities also includes the acquisition of vacant land adjoining some of the facilities, which provides Ramsay Health Care with expansion opportunities.

Settlement on the fifth facility, Gracedale Private Nursing Home, which has 75 extra service beds, was completed in March.

Ramsay Health Care now has 474 operating aged care places and a total of 813 licences.

Aged Care Manager Mark Caldwell has travelled to all the operating facilities and has met the staff of these facilities.

"All the facilities are great, the staff are wonderful and we have been pleasantly surprised by the services offered by these facilities. We are looking at ways that we can extend The Ramsay Way culture and our management principles across these facilities," Mark said.



## Welcome to Gracedale Nursing Home

The purchase of Gracedale Nursing Home by Ramsay Health Care was completed in March 2005. Ramsay has welcomed the staff of this former Ellis facility and the other Ellis facilities, which were formally acquired in April.

## Ramsay Sponsors RSL Spirit of Gallipoli Tour



**Above:** Victoria & South Australia Regional Manager, Ramsay Health Care Ray Jacobson (centre) presents \$8k cheque to RSL Spirit of Gallipoli Organisers, Jock Stratton (left) & Kemal Tirkker (right).

Ramsay Health Care and Johnson & Johnson recently donated \$8000 collectively towards the efforts of the South Australian Returned & Services League (RSL) to bring five Turkish war veterans to Adelaide for the 90th Anniversary of the Landings at Gallipoli in April this year.

The aim of the Spirit of Gallipoli tour was to commemorate the 90th Anniversary of the Landings at Gallipoli and to express Australia's gratitude for the care and affection that the Turkish people have afforded Australian young men who gave their lives at the Gallipoli Peninsula.

The five Turkish war veterans arrived in Adelaide on 23 April and had a full itinerary of events in Adelaide around the Anzac Day celebrations before travelling to Canberra for ceremonies at the Australian War Memorial and Atatürk Memorial Garden.

Organisers of the event said it was a "reaffirmation of the bonds of friendship that exist between the Returned & Services League of Australia and The Turkish War Veterans Association".

Ramsay Health Care is a proud supporter of many RSL initiatives due to its close relationship with veterans through its former repatriation hospitals in Brisbane and Perth.

## Paul Ramsay visits Gallipoli

On 25 April 2005, Paul Ramsay, Chairman of Ramsay Health Care, attended the Special Ceremony at Gallipoli, Turkey, in commemoration of the 90th anniversary of the Landing of Gallipoli.

This was Paul's first trip to Gallipoli and he described it as one of the greatest experiences in his life.

"This experience has left me with some outstanding memories. It was great to see so many young people in attendance and their behaviour was exceptional. It made me very proud to be an Australian," Paul said.

Paul's father served in the first world war as one of the original members of the Australian Flying Corps (known today as the Royal Australian Airforce).

Whilst he was in Gallipoli, Paul attended a function of the Federal Department of Veterans' Affairs and, following the Dawn Service at Gallipoli, attended the Lone Pine Ceremony.



**Above L-R:** John Gallagher QC; Paul Ramsay AO, Chairman Ramsay Health Care; and Mark Sullivan, Secretary of the Department of Veterans' Affairs

# Ramsay welcomes Affinity staff & doctors

Ramsay Health Care Managing Director Pat Grier has formally welcomed the staff and doctors of Affinity Health Care to the Organisation.

In a letter distributed via Affinity hospitals to staff, Pat told Affinity staff that Ramsay looked forward to the opportunity to have them as part of the Company and to working with them in the near future.

He said: "We hope that your professional aspirations and career opportunities will be enhanced by the depth and scale of Ramsay Health Care's facilities and support systems.

"Our experience in integrating hospitals into the group will ensure the process of integrating the Affinity hospitals will be smooth and effective."

In April, Ramsay Health Care has conducted meetings with Affinity Hospital Chief Executive Officers and doctors in Queensland, New South Wales, Victoria and Western Australia.

Pat said as soon it was possible, he hoped to visit the Affinity hospitals and meet the staff, however, this would be dictated by the outcome of the ACCC examination of the merger.

He promised staff that through the Affinity management, Ramsay Health Care would keep them fully informed of developments as they occur.



## Ramsay Health Care Hospital Locations

- 1 Cairns QLD**
  - Cairns Private Hospital
- 2 Brisbane QLD**
  - Greenslopes Private Hospital
  - New Farm Clinic
- 3 Regional NSW**
  - Albury Wodonga Private Hospital
  - Baringa Private Hospital
  - Coffs Harbour Day Surgery
  - Lake Macquarie Private Hospital
  - Tamara Private Hospital
- 4 Sydney Region NSW**
  - Berkeley Vale Private Hospital
  - Northside Cremorne Clinic
  - Hunters Hill Private Hospital
  - Figtree Private Hospital
  - Lawrence Hargrave Private Hospital
  - Mt Wilga Private Hospital
  - North Shore Private Hospital
  - Northside Clinic
  - Northside West Clinic
  - Southern Highlands Private Hospital
  - Westmead Private Hospital
- 5 Melbourne Region VIC**
  - Albert Road Clinic
  - Beleura Private Hospital
  - Donvale Rehabilitation Hospital
  - Mitcham Private Hospital
  - Peninsula Private Hospital
  - South Eastern Private Hospital
  - The Valley Private Hospital
- 6 Regional Victoria**
  - Ellis Residential Care
  - Mildura Base Hospital
  - Murray Valley Private Hospital
- 7 Adelaide SA**
  - The Adelaide Clinic
  - Central Districts Private Hospital
  - College Grove Private Hospital
  - Fullarton Private Hospital
  - Kahlyn Private Hospital
  - North Eastern Community Hospital
  - Wakefield Hospital
- 8 Perth WA**
  - Coastal Private Hospital
  - Hollywood Private Hospital

### Hospital Classifications

- Medical/Surgical
- Rehabilitation
- Psychiatric
- Day Surgery
- Aged Care

## Affinity Health Care Hospital Locations

- A Queensland**
  - Belmont Private Hospital
  - Caboolture Private Hospital
  - Caloundra Private Hospital
  - Hillcrest Rockhampton Private Hospital
  - John Flynn – Gold Coast Private Hospital
  - Nambour Selangor Private Hospital
  - Noosa Hospital
  - North West Private Hospital\*
  - Pindara Gold Coast Private Hospital
  - St. Andrew's – Ipswich Private Hospital
  - Sunnybank Private Hospital
- B Regional NSW**
  - Armidale Private Hospital
  - Dudley-Orange Private Hospital
  - Lingard Private Hospital
  - North Gosford Private Hospital
  - Nowra Private Hospital
  - Port Macquarie Private Hospital
  - Warrern Bay Private Hospital
- C Sydney Region NSW**
  - Castlecrag Private Hospital
  - Kareena Private Hospital
  - Lady Davidson Private Hospital\*
  - Macarthur Private Hospital
  - Nepean Private Hospital\*
  - Prince of Wales Private Hospital\*
  - St. George Private Hospital
  - Strathfield Private Hospital
  - The Hills Private Hospital\*
- D Regional Victoria**
  - Shepparton Private Hospital
  - The Avenue Hospital
  - Wangaratta Private Hospital
  - Warrigal Private Hospital
  - Waverley Private Hospital
- E Melbourne Region VIC**
  - Como Private Hospital\*
  - Cotham Private Hospital\*
  - Frances Perry House
  - Glenferrie Private Hospital
  - JF Moreland\*
  - Knox Private Hospital\*
  - Linacre Private Hospital
  - Masada Private Hospital
  - Melbourne Private Hospital\*
  - Ringwood Private Hospital\*
  - Victorian Rehabilitation Centre – East\*/North\*
- F Western Australia**
  - Attadale Private Hospital
  - Glengarry Private Hospital
  - Joondalup Health Campus
  - The Mount Hospital\*
- G Indonesia**
  - RS Internasional Bintaro
  - RS Mitra Internasional
  - RS Surabaya Internasional Hospital

\* Proposed Divestment hospitals

# War Widows give \$100,000 to Greenslopes' Gallipoli Research Foundation

In an outstanding gesture of support and good will, the War Widows Guild of Australia (Queensland chapter) today presented a cheque for \$100,000 to Brisbane's Gallipoli Research Foundation (based at Greenslopes Private Hospital).

Speaking on behalf of its members, the Guild's Treasurer, Mrs Alison Armstrong acknowledged the support given by Greenslopes Private Hospital to its members and their spouses over many years, and emphasised the Guild's commitment to assist the Foundation and its researchers.

After relaunching the Foundation, which is a new initiative jointly sponsored by Greenslopes Private Hospital and the University of Queensland School of Medicine, in January 2005, its fundraisers are tremendously pleased and excited that almost \$2million in contributions has already been received

Gallipoli Research Foundation Chairman and Greenslopes Private Hospital CEO, Alan Kinkade said this support was a great incentive to their ongoing efforts.

"We are embarking on a new era of research here at the Hospital; a new venture that will bring a great sense of achievement as we assist our researchers to

find causes, cures, better management methods, and improved medications and treatments of a range of major conditions that affect the health of our veterans and the Australian community at large," he said

"We are grateful for the Guild's overwhelming support. By assisting us at this critical phase of the Foundation's development, they are sending a message that is sure to encourage many others to commit their support as well."

The vision of the Gallipoli Research Foundation is to become an internationally renowned centre of excellence in health and medical research. In doing so, the Foundation will provide a lasting legacy to the veteran and war widow community.

As ANZAC day is on Monday, this is a timely contribution. 2005 is a significant year of commemoration as it is the 90th anniversary of the landing at Gallipoli and the 60th anniversary of the end of World War II.

Mr Kinkade said that the Hospital was proud of its long history of care for the Veteran community, which spanned more than 60 years.



**Above:** Executive of the War Widows' Guild presents cheque to GPH CEO, Alan Kinkade, & Robynne Milne

## Ramsay acquires HCS Adelaide

Ramsay Health Care has acquired HCS Home Care Services in Adelaide. This becomes the South Australian arm of Ramsay's home support company Glad Pty Ltd, trading as Silver Circle in Victoria and NSW.

HCS Home Care Services supports older people and people with disabilities across Adelaide with personal care, home care, respite and companionship. It employs RNs who undertake assessment of clients with complex care needs and trains care staff specifically for those with high care needs.

The acquisition provides a strong base for further development of community care services in South Australia.

## Figtree's fitness success

A local running club, Kembla Joggers, annually stages a charity 5Km fun run and fitness walk. The footrace and walk route takes in some of our regions finest scenery as it passes two central Wollongong beaches, Belmore Basin's harbour and the Wollongong Lighthouse.

The race is open to corporate groups of 3 people per team, family teams and individuals either in the open category or in age groups.

The Figtree Private Hospital team of Dr Philip Goodhew (Paediatrician), Dr David Greening (Obstetrician) and Ashleigh O'Neal (Staff member's daughter) gained 2nd place in a combined time of 1:09:08 just 7 minutes behind 1st place.

A Maternity Staff cheering squad with banners and waving pompoms supported the team. This is a great result considering the calibre of some of the runners, which included our local Olympian marathon runner Kerryn McCann who broke the individual women's record. Many of the male competitors are also serious triathletes.



**Top:** Figtree Private Hospital staff members cheering the joggers on...  
**L-R:** Debbie Quintana (EN Maternity), Anne Morley (Maternity Services Manager), Liz Coll (Midwife Maternity) & Carol Marxsen (Nurse Unit Manager Level II Nursery).

**Above L-R:** Ashleigh Marxsen, (Daughter of Carol), Dr Philip Goodhew (Paediatrician), Dr David Greening (Obstetrician).



## Mildura sponsors Music Festival

Mildura Base Hospital and Ramsay Health Care sponsored the Mildura Wentworth Arts Festival 'Music Under the Stars' event, held at the Perry Sand Hills (in Far West NSW) on Saturday 5th March 2005.

James Morrison supported by Mad Brass set the sand dunes on fire with his powerful jazz and provided a show stopping performance to approximately 2000 people that attended the evening.

Mildura staged a beautiful balmy evening and the hospital's sponsored function was the highlight of the festival.

# Hollywood receives patient appreciation for expert care – in the carpark

Hollywood Private Hospital constantly receives letters of appreciation from patients and Don Fairs was no different. He wrote to the Hospital recently regarding the expert care he received from the Hospital during three separate occasions for medical treatment in 2004 – once in the hospital car park.

Mr Fairs was leaving Hollywood in August – about seven months after attending the hospital for treatment of his heart condition – when he collapsed.

“I was returning to my car after visiting a friend when my heart apparently fibrillated and stopped,” Mr Fairs said.

From that point, he was subject to the complete Hollywood service.

Radiologist Dr Alar Kaard was first on the scene and put Mr Fairs on his side, cleared his throat and rested his bleeding head on his satchel.

Clinical nurse manager Nicky Venville began mouth-to-mouth resuscitation and Dr Nick Dimarco administered cardiac resuscitation.

Forty minutes after collapsing, Mr Fairs had been treated by two doctors and a nurse – and he hadn’t even left the car park.

After he was stabilised, he was taken into radiology for a CAT-scan then to intensive care, passing through several sets of expert hands until he was fit for release days later.

It was almost a month to the day when Mr Fairs was re-admitted to remove a kidney. His heart again fibrillated and was again jump started by hospital staff.

“I am certain that more than once my survival has been continued because of the direct assistance of the staff at Hollywood,” Mr Fairs said.

“Hollywood has a wonderful medical team. I’m at a loss how to acknowledge and thank the wonderful staff for the superb application of their medical training to myself except to say, thank you, with everything and anything I can muster.”

# Ramsay Health Care plays leading role in Professional Development for GPs

Ramsay Health Care hospitals around the country are playing a leading role in the professional development of general practitioners.

Ramsay Health Care has achieved national accreditation from the Royal Australian College of General Practitioners to provide education for GPs under their Quality Assurance and Continuing Professional Development Program (QA&CPD) for the 2005-2007 triennium.

A number of hospitals have been running events to which in excess of 30 GPs have been attending including, Cairns Private Hospital, Albury Wodonga Private Hospital, New Farm Clinic, Albert Road Clinic, The Valley Private Hospital, The Northside Group and Greenslopes.

Other hospitals are in the planning stages and are planning to run some excellent events over the coming months.

Ramsay GP Education Coordinator Dr Sue Gray said the events so far had been very well received by GPs because they were of a very high standard.

“We have set ourselves a high benchmark by offering a number of Category 1 activities and this means we must do far more than the usual presentation or seminar,” Dr Gray said.

“The planning for these events is imperative and all hospitals involved have demonstrated that they are prepared to put in the effort to ensure that these events are well attended and well received by GPs.

“The numbers attending speaks for itself. At New Farm Clinic recently we had 35 GPs attend an excellent evening on personality disorders and Cairns Private Hospital has also been achieving excellent attendance rates for its two functions this year on dermatology and cardiology.”

Dr Gray, who works in the Corporate Marketing team, said she was hoping that some hospitals may go further and offer whole day and weekend programs later in the year.

**For further information about GP Education visit the Corporate Marketing section on the intranet or contact Taren Kingkoi on 07 3394 7190.**



# Australian first – Westmead Private introduces new treatment for heart rhythm problems

Westmead Private Hospital now offers the latest technology in treating difficult heart rhythm problems; the first of its kind available in the Asia-Pacific region.

The Carto Sync system, used for the first time in the Asia-Pacific on March 16, can cure rhythm problems from deep within the heart without the need for major surgery.

The system uses sophisticated localisation technology to identify the exact area of diseased muscle in the heart, which is causing irregular heart rhythms. These rhythms are common in patients who experience heart palpitations and can cause heart failure and severe limitations in a person’s quality of life.

Westmead cardiologist Dr Duncan Guy, who performed the procedure with colleague Dr Mark Cooper, said as cardiovascular disease remained the biggest killer of Australians (claiming a life every 10 minutes), it was important to be able to provide the necessary cutting-edge technology to care for the community.

In welcoming this latest innovation, Dr Guy said the introduction of this innovative technology was another first for the Hospital’s comprehensive cardiac service.

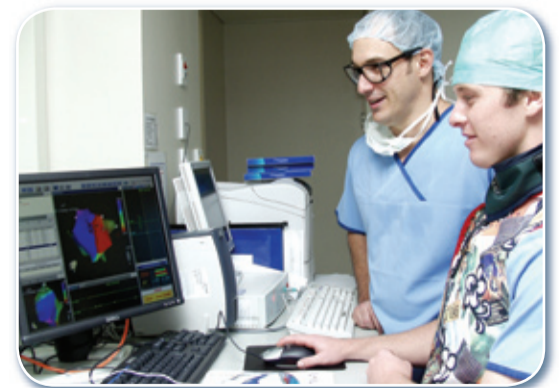
Dr Guy said in some cases the patient is unaware that they have this condition, which can affect up to one in five people at some time in their life.

Treatment is traditionally through drug therapy but in some cases intervention is necessary.

In the case of interventional treatment, the procedure involved placing fine wires in the femoral vein in the groin. Once in the atrium, a series of small ablations (burns) are made around the four pulmonary veins to isolate the atrium for the electrical signals.

“The Carto Sync procedure maps the diseased areas and then uses radio waves to destroy the abnormal cells with great accuracy; destroying these diseased cells allows the heart to return to its normal rhythm,” he said.

“Previously such accuracy in diagnosis and treatment was not possible as this technology was unavailable in New South Wales.”



There are several cardiologists at Westmead Private Hospital who have trained extensively with this technology in the United States and can now offer the treatment.

## Congratulations to Frontline Management Training Graduates

Over the last two years Berkeley Vale and Mt Wilga Private Hospitals have participated in the Ramsay Health Care Frontline Management Training Course, which is a national recognized Certificate IV in Business Studies.

The Course consisted of eight (8) units, each with assessments and participants were required to pass the competency-based assessments for all five (5) core stream units plus three electives.

The following are to be congratulated as being the first staff in the Ramsay Health Care group to complete the training:

Robyn Nelson (BVPH – Food Service Manager)  
 LeAnne Hamilton (BVPH – CNS Rehabilitation)  
 Sharon Bing (BVPH – Theatre Manager)  
 Monica Freeman (BVPH - Payroll Manager)  
 Marilyn Smith (BVPH – Housekeeping Manager)  
 Janelle Watson Workright Manager  
 Annette Whall (Mt Wilga – Quality Manager)  
 Keith Abberton (Mt Wilga – Registered Nurse)  
 Katherine Weiner (Mt Wilga – NUM)  
 Kerryn Shanley (Mt Wilga - Physiotherapy Manager)



**Above L-R:** Sharon Bing, Marilyn Smith, Stef Edwards, LeAnne Hamilton, Robyn Nelson; Keith Abberton, Janelle Watson, Katherine Weiner, Kerryn Shanley, Annette Whall; Monica Freeman

## Oz in 20 days in a Citroen 2CV

With the help of Silver Circle Home Support Services and other sponsors, Neil Armstrong, no not the astronaut, will be driving his tiny two-cylinder Citroen 2CV car around Australia. The trip will be used as a funds raiser for the Royal Flying Doctor Service of Australia.

Starting the journey in the Mornington, Victoria, the end of May this year, he will travel an estimated 13,500 kilometres via Cobar, Longreach, Tennant Creek, Darwin, Katherine, Kununurra, Broome, Perth, Broken Hill and then home to Mornington all in just 20 days.

Neil's little car is named 'Henri' after another adventurer, Frenchman Henri Gilbert who walked from Perth to Brisbane in 1897. Henri, a Citroen 2CV built in Paris in 1985, has a mere 600cc, 2 cylinder engine.

"Some lawnmowers are more powerful," according to Neil "The car rattles, hisses and bangs along... It has a top speed of 100kph plus but I like to sit on around 85-90 which is nice and comfortable even if it is irritating to the other drivers."

Look out for the Neil and Henri sporting the Silver Circle logo in your area or you can follow the trip on the website [www.neilarmstrong.com.au/henriadventures](http://www.neilarmstrong.com.au/henriadventures). There will be photographs of the places and stories about their progress during May and June. If you

are interested in making a donation to the Royal Flying Doctors Service, phone 1800 060 040.

Vicki Hill, Silver Circle's Coordinator of Information & Advisory Service is also working a volunteer Communications Coordinator for the trip. For more information about the project or about Silver Circle services, contact Vicki Hill on 1300 66 00 22.



**Above :** Neil & 'Henri'

**Below:** Herbie eat your heart out!

## Jill selected for Wharton Fellows Program

Greenslopes Private Hospital Director of Clinical Services Associate Professor Jill Watts has been selected as the Australian representative to attend the 2005 Johnson & Johnson-Wharton Fellows Program in Management for Nurse Executives.

Jill was chosen from a group of entrants from both the public and private sector health care facilities across Australia and will join a highly qualified group of nursing executives from around the world at the Wharton School of University of Pennsylvania for three weeks in June 2005.

The Johnson & Johnson-Wharton Fellows Program, which celebrated its 20th anniversary in 2002, prepares high-level nurse executives with the management skills needed to deal with the rapid changes occurring in health care. This intensive three-week management education program is conducted annually at the Wharton School, University of Pennsylvania, one of the top business schools in the U.S.

Each year approximately 40 nurse executives from countries such as the United States, Australia, Canada, Saudi Arabia and Cuba graduate from the program. Since 1983, more than 700 nurse executives have received management and leadership training through this program.



## Brett Dennett

Newly appointed Director of Clinical Services, Brett Dennett, has taken over the reigns to help steer Lake Macquarie Private Hospital onto further success.

The new role will see Brett managing in conjunction with team leaders a variety of departments which include nursing, housekeeping, linen services, physiotherapy and radiography.

Brett commenced the new position on 17th January 2005 in the footsteps of the previous Director of Nursing, Enid Scott.

"The recovery and well-being of patients is of course, the top priority at Lake Macquarie Private Hospital. I will be using my role to ensure that patients are receiving the best quality care," Brett said.

"I feel the hospital is already heading in the right direction, with some fine-tuning of systems already in place and minor restructuring of some roles, Lake Macquarie Private Hospital will maintain its position as a centre of excellence," he said.

Brett started his nursing career over 26 years ago as a fresh faced student psychiatric nurse at Rydalmere hospital. Following completion of his Psychiatric training, Brett then went onto complete further training in areas including critical and intensive care.

His preference for acute care areas motivated his desire to leave Sydney in 1991 and work in Lake Macquarie Private Hospital's High Dependency Unit until the hospital expanded into cardiac surgery in 1994. Brett worked in the ICU as Nursing Unit Manager until 1996 when he was appointed Deputy Director of Nursing.

Since joining the Lake Macquarie Private team Brett has completed a Bachelor of Nursing and Master of Health Management, through the University of New England. In 2000 he completed a Master of Business Administration through Southern Cross University.

Brett has three children aged 15, 11 and 8. After many years of competition squash and distance running taking their toll, Brett now enjoys the lower impact sports of bicycle riding and is an active member at the local gym. He has also swapped fishing for gold fossicking, a hobby which has proved to be quite productive and each venture into the outback usually results in a few tales.



## Angela takes on Orthopaedic Clinic at Tamara Private

Angela Smith has recently taken over the responsibilities of the Pre-admission Orthopaedic Clinic and will Chair the Orthopaedic Review Committee.

Part of Angela's role is to promote the benefits of the clinic, the excellent outcomes and reduced length of hospitalisation our clients experience if they take the opportunity to attend this service.



**Above R-L:** Angela Smith & clinic patient, Mrs Jean Ford ready for discharge post surgery.

# Michael starts a new career on other side of world with Ramsay

Registered Nurse Michael Halpin had been researching via the internet suitable places for his family to resettle in Australia. As a result he contacted the Ramsay Group representative who was pleased to advise that Ramsay had recently purchased a hospital on the Mornington Peninsula - his preferred location.

Michael moved his wife and 4 children to Australia in March 2005 and within a week his children had been enrolled and started school, they had found a home to rent, purchased a new car and completed the necessary (but daunting) paperwork for Centre Link, Tax office, Car Registration, Banks etc.

The family are very happy with the beaches, wildlife and climate of their new home and have all made many new friends already.

Michael commenced work at Beleura Private Hospital 4th April 2005.



Above: Libby Gillingham (Director of Nursing) welcomes the Halpin family from Kent, England.

# Helping new parents cope

Figtree midwives Liz Coll and Leanne Wilbin have both recently graduated from the Tresillian training course. Tresillian's is a program, which helps new parents cope with parenthood by providing parents with positive, practical advice and guidance on caring for their baby. It gives the trained staff tips for parents with regards to breastfeeding, settling babies, coping emotionally, going back to work, child-care options, or post natal depression.

Congratulations Liz and Leanne.



Right L-R: Liz Coll & Leanne Wilbin; both Figtree Midwives are recent Tresillian training graduates.

# Ramsay has success at Expos

Ramsay Health Care is again this year participating with a stand at the Royal College of Nursing, Australia Nursing and Health EXPOs held in most states through out Australia. The EXPOs provide an opportunity for Ramsay Health Care to showcase the company and available career opportunities in nursing including its Graduate Nurse Programs. The stands represent a concerted effort between our facilities in each state and are manned by our very professional and enthusiastic nursing staff – all coordinated by Ramsay Nurse Recruitment Consultant, Kerry Page. Other Exhibitors at the EXPOs include public and private sector local and interstate health care facilities, the Aged Care Sector, Nursing Agencies, Universities and TAFES. The first EXPO was held in Adelaide on Sunday May 1st with over 3000 people attending followed by the Sydney EXPO two weeks later. The next EXPO is in Melbourne on Sunday July 3rd at the Royal Exhibition Building Carlton with an expected attendance of between 8000 and 9000 people.



Above: Sydney Expo helpers...Kirrilly Byrne - North Shore Private Hospital; Helen O'Brien - North Shore Private Hospital; Merren Campbell - Westmead Private Hospital; Enid Scott - Lake Macquarie Private Hospital; Jennifer Yates - Lake Macquarie Private Hospital

# Appointments & movements

The CEO of Albury Wodonga Private Hospital, Ann Cassidy, finished with the Company on 1 April and the new CEO position will look after both Albury Wodonga and Murray Valley Private Hospitals. This position has recently been advertised. In the meantime, John Smith is Acting CEO.

With Cathy Miller's departure from CEO SA, the following acting appointments have been made: Tina Emery, Acting CEO Wakefield Hospital; Cathy Waterhouse, Acting CEO North Eastern Community Hospital; Marcia Schramm, Acting CEO Central Districts Private Hospital and Wendy Palm, Acting CEO College Grove Hospital.

# Finance Manager's Conference

Danny Sims, Group Financial Controller-Operations, hosted the annual Finance Managers' Conference in March.

The full agenda included presentations on the aged care industry, Ramsay Health Care's half year results, reporting changes under the new International Accounting Standards, a review of the annual audit and budget timetables, a review of controls required in the revenue, admissions and payroll areas, a discussion on KPIs, and a number of other topics.

Guests included Mr. Peter Evans, Director, Pat Grier, Managing Director, who spoke on the challenges facing Ramsay in the future, Sonia Manastirovski from J&J and Samantha Gilbertson from Paradigm Total Salary Management.

Danny Sims said the Conference provided a forum for our finance managers to network and share ideas.

He said the Conference and associated activities were superbly coordinated by Finance PA, Maria Ferraro, and all the participant feedback was very positive.

"Maria dedicates herself every year to ensuring a successful conference and this year was no exception. She did everything but stop the rain from falling. I'm confident that next year she will figure out how to do that," said Danny.

# Ramsay Trivia Quiz

Fill in this quiz and all respondents who have the correct answers will go into the draw to win a Ramsay Health Care Desk Clock (pictured). This quiz can also be filled in online via the Ramsay intranet.

Please fax back replies to 07 3394 7728.

Hint! Some of the answers may be found in this edition of The Ramsay Way.



1. How many aged care licences does Ramsay Health Care have?
2. What hospitals owned by Affinity Healthcare are located on the Gold Coast?
3. How many years has it been since Hollywood Hospital was acquired from the Commonwealth Government by Ramsay Health Care (to the nearest year)?
4. Who is the Deputy Chairman of Ramsay Health Care?
5. What anniversary milestone did Ramsay Health Care celebrate in 2004?

# Ramsayjobs Classifieds

## ICU MANAGER/CATH LAB MANAGER

### Lake Macquarie Private Hospital

Lake Macquarie Private Hospital is a 122-bed hospital specialising in advanced Cardiac & Surgical procedures. Located in the Lake area of the Hunter Valley, a wonderful lifestyle is on offer. We are seeking applications from highly motivated nursing professionals for the following positions:

#### ICU Nurse Unit Manager - Level 3 Full-time

This position requires a highly motivated & efficient Nurse Unit Manager Level 3 to manage our 12 bed unit which specialises in cardiothoracic & other advanced surgery requiring ICU post operatively. The unit is a Level 2 ICU which is the highest level next to that of a large tertiary public hospital. The ICU team is comprised of 24 hour on-site medical officers, intensivists, expert nursing staff & physiotherapy collectively providing an excellent service in a friendly environment.

#### Catheter Lab Manager - Full-time

The Angiography Suite is presently comprised of two labs utilised for coronary angiograms/plastics, EPS, catheter ablations & vascular angiograms/plastics including AAA stent insertions. We are looking for a motivated nurse to manage the overall functioning of the Catheter Labs & to provide managerial assistance to the radiography department.

For further information on the above positions, please contact: Mr Brett Dennett on 02 4947 5265.

## UNIT MANAGER - PALLIATIVE CARE / SURGICAL - RN DIV 1

### Peninsula Private Hospital

Peninsula Private Hospital has been servicing the Frankston and Mornington Peninsula communities since 1975. With five operating theatres, coronary care unit and coronary angiography and obstetrics unit the hospital has a broad based comprehensive services profile.

The successful applicant must have relevant oncology/ palliative care qualifications

For further enquiries and written applications please contact: Kath Keating, DON on (03) 97883602. email: keatingk@ramsayhealth.com.au

### WAKEFIELD HOSPITAL

Wakefield Hospital is Adelaide's leading private hospital of comprehensive tertiary & acute medical/surgical & critical care services. The hospital has recently undergone a \$16million redevelopment which included state-of-the-art perioperative facilities.

Perioperative services comprise 8 operating theatres, including 2 Wakefield endosuites plus 2 procedure rooms, a 15 bed recovery unit, day surgery unit & sterilising suite.

#### Clinical Manager - Theatre. RN Level 3

We seek an experienced theatre nurse for this new operational leadership role responsible for the day-to-day management of human & material resources in the operating theatres.

#### Perioperative Clinical Educator. RN Level 3 - part-time

We seek an experienced Clinical Educator with a demonstrated knowledge of contemporary perioperative practices & standards who will plan, design & implement the education program for the perioperative area.

#### RN Level 1 - all areas

Full-time, permanent part-time & casual. Positions are available for Registered Nurses with acute care experience in the newly opened ward areas including cardiac step-down, orthopaedics, neurosurgery, general medical / surgical & operating theatre.

We have flexible rosters, in-house education programs including high dependency course & orthopaedic course, post-graduate scholarship program, competitive enterprise bargaining agreement & Ramsay corporate benefits.

Enquiries and written applications, please contact: Tina Emery, Director of Nursing on 08 8405 3305 quoting reference number 1296. Wakefield Hospital, 300 Wakefield Street, ADELAIDE SA 5000 email: emeryt@ramsayhealth.com.au

...log on to your career  
with Ramsay Health Care

[www.ramsayjobs.com.au](http://www.ramsayjobs.com.au)

## CARDIOTHORACIC WARD - REGISTERED NURSES

### North Shore Private Hospital

Full or part-time positions with a variety of shifts are available for Registered Nurses in our 25 bed cardiothoracic ward [includes 5 bed ACU and 20 bed ward]. We are seeking enthusiastic, motivated and self-directed nurses to join our friendly team. The unit provides care throughout the full continuum of cardiac care from Cardiology, Interventional Cardiology and Cardiothoracic Surgery. Experience in Cardiothoracic or Acute Cardiology is desirable.

Enquiries and written applications:

Richard Ryan, NUM Cardiothoracic Surgery on 02 8425 3144

North Shore Private Hospital

Locked Bag 1008

Crows Nest Delivery Centre 2065

Email: ryanri@ramsayhealth.com.au

## ONCOLOGY & PAIN MANAGEMENT - CLINICAL SERVICES MANAGER - LEVEL 3 NURSE

### Greenslopes Private Hospital

Greenslopes Private Hospital is one of the most progressive hospital's in Australia. We currently have a great opportunity available for a highly skilled Oncology nurse wishing to further progress their career in a management role. Due to the expansion of our oncology services we require a vibrant new manager to assist an already established management team to lead the way with exciting new changes. This position is initially available for a period of 6 months.

As the successful candidate you will have a good business acumen, excellent leadership skills and experience in Oncology and Pain Management nursing.

Please contact Sue Whiting quoting reference number 1315.

Phone: 07 3394 7096

Email: whitings@ramsayhealth.com.au

## NIGHT DUTY NURSING

### Hollywood Private Hospital

Hollywood is the industry leader for workplace flexibility and offers top penalty rates. We are currently seeking Registered Nurses and Enrolled Nurses to fill various part-time and full-time positions in the following areas:

- urology/gynaecology/plastics
- orthopaedics
- coronary care unit
- general medicine.

To find out more contact Heather Irvine on telephone: (08) 9346 6133.

## SCRUB/ANAESTHETIC/SCOUT NURSES & ENDORSED MIDWIVES

### Cairns Private Hospital

Located close to the city centre Cairns Private Hospital is a 141 bed acute care facility offering a range of services including, Surgical, Medical & Women's Health Unit, Coronary Care, Day Surgery, Renal Dialysis, Oncology, Cardiac Catheter Laboratory & Sleep Disorders Clinic.

We currently have nursing positions available offering full-time, part-time, & casual employment with flexible hours including night duty in all clinical areas:

- Operating Suite & Recovery (specialities include orthopaedic, vascular, general & plastics)
- Medical & Surgical
- Women's Health Unit

For further enquiries please contact Marina Ince, Nursing Administration Assistant on 07 4052 5225 or email: incem@ramsayhealth.com.au.

## Ramsay Health Staff can Relax in luxury In the Heart of Broadbeach



**3 Night Special** Normally \$97.50pn

**\*NOW ONLY \$60.00\* per night**

• per person, twin share – • staying in a 1 B/R apartment

Must mention Resort2 Promotion when booking.

**BOOK NOW (07) 5592 3152**

2 & 3 Bedroom Units also available.

Air-conditioned, Spa Bath, In House Movies, 25 metre Lap Pool, Spa, Sauna & Steam room, BBQ area, close to Restaurants, Cafes, Shops & Jupiters Casino, Balcony, Parking, .

[www.broadbeachonthebeach.com.au](http://www.broadbeachonthebeach.com.au)

Valid from 01/04/05 to 30/06/05.

Conditions apply. Subject to availability.



## Brampton Island

Beautiful Brampton Island is a blue water, white sand, tropical haven. Almost entirely national park, Brampton has seven glorious white sand beaches and its own coral reef right off the main beach.



**FROM \$646\***  
Additional  
nights \$170 per  
person twin

### Package includes:

- 3 nights accommodation in a Palm Room • Full buffet breakfast, smorgasbord lunch and table d'hôte three course dinner daily including a Saturday night seafood buffet and occasional beach barbecues
- \$100 treatment voucher • Use of non motorised water sports

\*Price is per person twin share and includes a discount of 5% for Corporate Leisure customers.

To make a booking or enquire about your Queensland holiday, call **Sunlover Corporate Leisure on 1300 730 131**, email [corp.leisure@tq.com.au](mailto:corp.leisure@tq.com.au), Alternatively, visit any of the Queensland Travel Centres, located in most capital cities of Australia. Brisbane, Sydney, Miranda, Parramatta, Canberra, Melbourne, Adelaide and Perth. And don't forget to mention your special **Ramsay Health Care Group VIP staff PIN no. 368**

Rates available 1 May - 30 June 2004



## HBA offers hospital cover with the features and benefits you want:

- NO EXCESS EVER as a member of the Ramsay Health Plan
- A guaranteed single room for booked overnight admissions in Members First Hospitals The choice of Extras Cover to suit your needs
- ONE MONTHS free cover

If your health fund doesn't offer you these benefits, it's time you switched.

Switching is easy!

Compare the value you receive from your current health fund by calling 1800 649 406.

**HBA AND RAMSAY  
ARE PLEASED TO  
ANNOUNCE THE  
WINNER OF THE  
CAMERA  
COMPETITION IS:**

**Mrs Nahong Sun**

**The Valley Private  
Hospital**



CORPORATE TRAVEL MANAGEMENT

## Save with Australia's Best Corporate Travel Agency.

Corporate Travel Management, or CTM, has grown since 1994 to be ranked Australia's Best Corporate Travel Agency in the 2004 AFTA National Travel Industry Awards. With 4 offices across 3 states and growing, CTM is renowned for delivering exemplary levels of personalised service to our valued clients, and for our pro-active one-stop-shop approach to travel management.

### CTM's April specials for Ramsay Health Care Staff:

Save up to \$200 on Qantas Club Membership and enjoy the benefits. CTM can offer savings of over 39% on joining fees and 19% on 1 year corporate membership to the Qantas Club. The luxury and convenience of the Qantas Club are now within reach!

### Need Travel Insurance? Save with CTM.

CTM offers Ramsay Health Care Staff a 15% discount on travel insurance products for domestic or international travel. Already have your travel plans confirmed but still need insurance? We'd love to help.

CTM offers competitive rates and professional advice on all travel products, including car hire, flights and accommodation. Just ask!

Please phone the CTM Ramsay Health Care Travel Team on 07 3211 2400 or 1800 663 622.



## PRODUCTION & MATERIAL

The Ramsay Way is produced by the Ramsay Health Care Marketing Department. For feedback, enquiries & material submission please contact:

**Marketing Department - ph: (07) 3394 7614**

Newdegate Street, Greenslopes. QLD 4120

or email: [marketing@ramsayhealth.com.au](mailto:marketing@ramsayhealth.com.au)