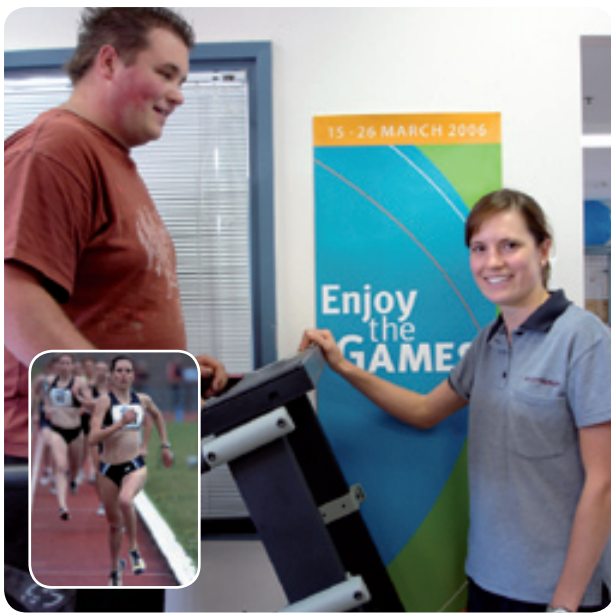


The Ramsay Way

THE CORPORATE NEWSLETTER OF RAMSAY HEALTH CARE



Above: Libby Allen encouraging patient, Andrew Boswell, during his physiotherapy session.

Inset: Libby Allen running in the 800m at the Athletics International Track & Field Meet – Dublin 2005.

William cycles into the Games

Ramsay Health Care also congratulates William Walker, son of Petra Walker CEO of Albert Road Clinic, who has been selected to represent Australia in the Men's Road Race – cycling – at the Commonwealth Games on 26 March.

Libby runs into the Commonwealth Games team!

Commonwealth Games fever is building at Donvale Rehabilitation Hospital. One of Donvale's physiotherapists, Libby Allen, has been selected to represent Australia in the 800m track event.

Libby, 25 years of age, qualified for the event at the National Championships held in Sydney in February 2006, running her season's best time of 2.02 minutes.

Australia's track and field team consists of 107 athletes.

To enable her rigorous training of two sessions per day, Libby has reduced her full time workload, currently working reduced hours five days per week. In an average week she runs 80km.

Libby took up athletics at high school and runs for local club, Doncaster. Libby placed 2nd in the 800m at the National Championships in 2005 and 2004.

Her goal at the Games is to run a PB (personal best) and, importantly, to have fun in an event that will be a career highlight.

Hospital staff are also getting into the festivities and will be holding activities for patients and staff throughout the Games' period. Patients are gearing up for the event by helping to make paper chains (in the colours of the Games) to decorate the hospital. During the Games patients will be encouraged to see if they too can achieve (walking) distances of 400, 800 and 1500m during the course of their rehabilitation.

Staff are planning to award gold medals to patients who achieve their goals in rehab. Race debriefing and critiquing will be conducted in Occupational Therapy during the daily living skills group, and the speech therapists have created quizzes and word games for patients (and staff!) to ponder.

Radical new heart surgery televised from Lake Macquarie

Cutting edge heart surgery was performed at Lake Macquarie Private Hospital in December and televised to about 400 cardiologists from around the world as part of the inaugural Asia Pacific Interventional Advances (APIA) Conference held in Newcastle.

The new keyhole procedure, performed for the first time in Australia, uses a device that may lessen the risk of stroke for patients with a particular hole in the heart condition.

The "live" case procedure was performed by Monash Medical Centre Director of Cardiology Professor Richard Harper.

Previously open heart surgery was required for the repair of a small valve-flap hole in the heart. This new

procedure allows for the insertion of the device through a catheter to close the hole, therefore reducing the chances of the patients suffering from a stroke.

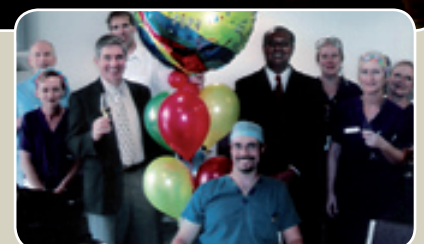
The APIA Conference Course Director, Interventional cardiologist Dr Suku Thambar, said that trials may show migraine sufferers also benefit by the percutaneous closure.

Dr Thambar said the procedure was groundbreaking and that Lake Macquarie Private Hospital was the natural forum for it.

'Lake Macquarie Private Hospital is a leading private hospital with more than 3500 interventional procedures performed every year,' Dr Thambar said.



Right: Cardiac Angiography staff share the success with Dr Suku Thambar and Prof Richard Harper



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Integration Update



Welcome Back! I am looking forward to a terrific 2006. In this edition of The Ramsay Way we announce a new vision statement for Ramsay Health Care that will supplement the existing Ramsay Way values statement. The need for a supporting vision statement, came out of last year's Hospital Manager's Conference and we believe it is a good addition to our values statement. Our culture which is encapsulated in The Ramsay Way, and recognises that people drive our business, is fundamental to the continuing success of our Company. We are very heartened that staff in the new Ramsay facilities are now embracing this culture.

The integration of our New Ramsay hospitals continues and I think this is going extremely well thanks to the commitment of all staff and management. There is still a long way to go in some areas such as integrating IT systems, but to date, everyone has been extremely patient with the process. The integration newsletters which are distributed weekly to all New Ramsay facilities, are keeping staff in these facilities fully informed of the integration process.

This month we have announced the sale of our community care business Silver Circle. After the purchase of Affinity we thought it would be prudent to undertake a strategic review of all our assets and where best to place our focus and our resources. Unfortunately, we really have not been able to give much management time to our community care business. Consequently, we decided to accept an offer from Little Company of Mary to acquire Silver Circle. Little Company of Mary took over effective from 14th February 2006

It is always a pity when you have to part company with any part of your business – however circumstances have changed and I am sure Silver Circle will do very well with their new owners. We really do wish them well.

Over the next six months I will be aiming to visit as many hospitals as possible. These visits are always productive as I get to hear feedback from staff at the grass roots about what is working and what is not. I look forward to seeing you all in the near future.

Finally, congratulations to Libby from Donvale, who is running in the Commonwealth Games. This is a great achievement by one of our staff and it is good to see Donvale getting into the spirit!

All the best for this year it is going to be a big one – it is definitely all go!!!!

Pat Grier
Managing Director

Tamworth to become a medical training centre



A new Rural Clinical School for undergraduate doctors from the University of Newcastle will open in Tamworth on 1 July 2006, aiming to stem the shortage of doctors in rural and regional Australia.

The University of Newcastle will receive \$1.5 million a year for the next three years to operate the Tamworth Rural Clinical School which will allow medical students from the university to receive clinical training in hospitals and general practices in Tamworth, with training options also available in Armidale, Moree and Taree.

Ramsay Health Care owns Tamara Private Hospital, a medical/surgical hospital established 20 years ago and located in Tamworth.

Tamara Private CEO Annette Arthur said the hospital was very

pleased that this has been announced.

"We have been working for sometime to stem the tide of doctors moving from Tamworth, and I think this initiative will go a long way to assisting with the problems we have of attracting doctors to rural and regional Australia," Annette said.

Together with the creation of University Departments of Rural Health, the rural clinical schools are a key part of the government's rural health strategy.

Mr Abbott said that as a result of the 10 rural clinical schools that have been opened across Australia since 2002, a quarter of the nation's medical students are now spending at least a year of their clinical training in rural and remote areas.



Above: Tamara Private CEO, Annette Arthur

Government looks to Greenslopes for future medical school

Greenslopes Private Hospital has been singled out by the Federal Government to become a teaching hospital for up to 60 fee-paying medical students.

CEO of Greenslopes, Associate Professor Jill Watts, said Greenslopes welcomed the Commonwealth funding to support additional places for medical students in Queensland and looked forward to being involved with teaching in the future.

The Council of Australian Governments (COAG) has agreed to increase the number of training places for doctors. Universities will now be able to offer significantly more places for fee paying students. Up to 25 per cent of their students can now be fee paying. This means an extra 285 students can start training as doctors across Australia next year.



Business Development Update

The last few months have been busy in the Business Development Unit of Ramsay Health Care as the Company moves to divest the former Affinity hospitals as ruled by the Australian Competition & Consumer Commission.

The sale of Nepean and The Mount private hospitals to Healthscope completed in January which leaves a balance of 3 hospitals from the 14 hospitals still to be transferred to Healthscope. The Hills, Prince of Wales and Melbourne Private are still undergoing government approvals before transfer can take place. We expect that these hospitals will transfer in the next few months.

The sale of the other five divestment hospitals - Lingard, Belmont, North Gosford, The Valley and South Eastern was successfully negotiated with BCN Pty Ltd. The Directors of BCN were involved with Nova Health Care. The transfer of these hospitals will take place once the Departments of Health agree to the licence transfers and Australian Unity consents to the assignment of The Valley lease which we expect will occur in March. BCN have advised that the hospitals will trade as "Healthe Care Australia" ("HCA").

We are currently negotiating a Transitional Services Agreement with HCA which will include Payroll, Accounts Payable and related IT services.

Following a strategic review of all our assets we are continuing to evaluate the divestment of our aged care business and focus on private hospitals. As part of this process we completed the sale of our community care business, Silver Circle, to the Little Company of Mary in February. The Little Company of Mary took over this business effective from 14 February 2006. No decision has yet been reached on the aged care business.

Business Development activities will focus on capital investment opportunities within the Group over the next 12 – 24 months. We are currently reviewing all proposed major capital expenditure projects. As part of this process, additional land has been purchased adjacent to St George, Warringal and Linacre.



Above: "Ramsay is currently reviewing all proposed major capital expenditure projects for hospitals around the Group. As part of this process, additional land has been purchased adjacent to St George Private Hospital"

Craig McNally
Business Development Manager

Peninsula Private Hospital Rally for Herceptin for early stage breast cancer



Above: Group walking to release balloons after speeches.

Below right L-R: Sada Cehic, Virginia Howard, Pat Quinn-CEO, Kath Keating-DoN, Barb Schuyler, Erica Higbie, Maryanne Burr at Herceptin Rally

Peninsula Private Hospital held a rally in Frankston on Friday the 17th of February to urge Roche Products Pty Limited and the Federal Government and to do what it takes to get Herceptin for early stage breast cancer onto the PBS.

Hundreds of supporters showed up to the rally, many of whom are patients directly affected by the current ruling regarding Herceptin for early stage breast cancer.

The following speakers addressed HER-2 positive breast cancer, the Therapeutic Goods Administration and PBS approval process, and the personal impact of the current Herceptin ruling:

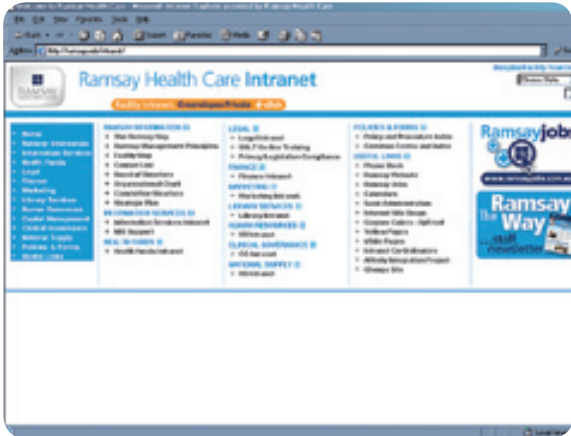
- Bruce Billson MP – Federal Member for Dunkley
- Rosie Buchanan MP – Member for Hastings District
- Dr Romaine Holmes, Oncologist
- Kate Smith – Breast Cancer patient (see letter)
- Victorian President of Rotary's wife – also a breast cancer patient
- Patient - Herceptin Recipient

Petitions for Federal Health Minister Tony Abbott were circulated and information distributed about organizations, such as Thomaiy Breast Cancer Research Fund, that are raising money to buy the drugs for those in need.

The objective of this event was to put pressure on the government and Roche through public awareness, and to reinforce the community and individual efforts already being undertaken to alleviate the suffering of so many young women with early stage breast cancer.



New-look Intranet launched for Ramsay



A new-look intranet that provides easier navigation to corporate information and policies is due to be launched as this edition of The Ramsay Way goes to print.

Designed by Corporate Marketing, the existing intranet has been reviewed and now also includes some information that has been brought across from the ex-Affinity intranet site known as "Ali".

The review process will be ongoing to ensure that the intranet meets the needs of staff across the Company.

It is hoped that despite networking issues, IT will be able to roll out the new Ramsay intranet to the New Ramsay facilities in the near future. Further updates on this issue will appear in upcoming editions of integration news.

New Ramsay Way Vision Statement launched

As a result of feedback at last year's Hospital Manager's Conference, Ramsay Health Care has recently introduced a new Vision Statement for the Company:

The Ramsay Vision

Ramsay Health Care is committed to being a leading provider of health care services by delivering high quality outcomes for patients and ensuring long term profitability.

The Ramsay Vision will accompany The Ramsay Way as the Company Values Statements. The Ramsay Way has been slightly modified also following feedback from the Manager's Conference, and this Statement can continue to be used on its own by hospitals, without the Vision Statement. The Values Statements are available for hospitals to order from the online printing site available in the marketing sections of Ramsay and Ali intranets.



Hollywood Best in the West

Hollywood Private Hospital recently commissioned a community consultation survey to audit its target market's perceptions and compare them with perceptions of competitors.

It was found that Hollywood has the most positive patient experience of the five most popular Perth hospitals.

Hollywood outperforms these hospitals on four areas of the patient experience, with significantly more of its patients rating their experience with specialists, nursing care, reputation and the overall experience very favourable.

The survey was conducted by mail amongst 10,000 western suburbs residents and achieved a reasonable response rate.

Overall, the image of Hollywood is an extremely positive one. Almost nine in 10 who responded have a favourable impression of Hollywood, with half the respondents having a very favourable impression.

These impressions are strongly influenced by experiences, either first-hand as a patient or visitor, or second-hand via feedback from others who have been to Hollywood.

All except one of the people who responded had heard of Hollywood Private

Hospital before receiving the survey and 98.4 per cent know where the hospital is located.

70.4 per cent of respondents would choose to be admitted to Hollywood as a patient. The main reasons for choosing Hollywood include convenient location, reputation as a good hospital, personal experience and good service and care.

All previous patients of Hollywood who completed the survey said they would go back to there for treatment. The main reasons given were high standard of care and satisfaction with the care they received.



New Dental Hospital for Joondalup Health Campus

The Western Australian Health Minister, Jim McGinty, Tony O'Gorman MLA and Dianne Guise MLA visited the site of a new \$2.2 million dental clinic to be built at Joondalup Health Campus. The dental clinic will significantly reduce waiting times for Northern suburbs residents and it is expected to open in September 2006. Work has begun on the new state-of-the-art dental clinic which will treat approx 10,000 health care and pensioner concession card-holders per year.



Left L-R: Joondalup Health Campus CEO Kempton Cowan, Tony O'Gorman MLA, Jim McGinty and Dianne Guise MLA.

Tamara still Number One!

HCF undertake Patient Satisfaction Surveys each year seeking feedback on hospital services.

When the results for 2005 were compared between hospitals, the Tamara Private Hospital ranked 1 out of 43 private hospitals surveyed. This compares with the ranking of equal 1 out of 39 private hospitals in 2004. HCF congratulated Tamara on these excellent results.

The Avenue Hospital acquires new Stryker high-tech Video & Conferencing Facilities



The Avenue Hospital, Melbourne, has recently installed state-of-the-art Stryker Video equipment which allows live images from theatre to be beamed directly into the conference room, allowing direct interaction between the Surgeon and their audience. In turn, live Surgery can be beamed externally to another site within Australia or the world.

This provides a unique opportunity for Surgery education sessions at The Avenue for other

Surgeons, registrars and nursing staff, as well as education for local GPs and members of the public.

This facility is valuable for new and innovative procedures from all types of MIS Surgery. The Stryker high definition cameras, set-up in Theatre Four, provide the best resolution possible for minimally invasive surgeries, such as arthroscopy, laparoscopy, and cystoscopy. Procedures can now also be captured digitally onto CD, DVD, and Memory stick as well as allowing the availability of color copies at the end of the case.

This new Video and Conferencing facility, together with the Stryker Cameras, puts The Avenue Hospital at the forefront of Video Communication used for Teaching and Education within the Australian Hospital Community. This investment also makes it one of just a small number of Hospitals

in Australia with such a facility.

Recently Professor Paul O'Brien performed a live laparoscopic adjustable gastric banding procedure to a surgical audience in Leeds, UK. The new facilities allowed the surgeons abroad to watch, ask questions and listen to live commentary during the operation. Professor O'Brien subsequently presented an illustrated lecture live to the same audience from the conference centre, again allowing discussion between the two sites. The training session not only received extremely positive feedback from the UK team, but the equipment also allowed Professor O'Brien's to remain in Melbourne versus having to travel abroad.

Training sessions will be conducted in early 2006 to ensure maximum use and exposure of the equipment by all staff.

New Choices at Caboolture



Caboolture Private Hospital will become the first hospital outside of the Wesley Private Hospital in the northern suburbs of Brisbane to offer an extension of the well-recognised Kim Walters Choices STRETCH-Exercise Program for breast cancer sufferers.

STRETCH is designed to meet the specific needs of women following breast cancer diagnosis utilising exercises to improve range, motion, flexibility and strength particularly in the upper body.

The program is specifically designed for post surgery patients prior to them embarking on their radiotherapy or chemotherapy regime.

The six week program to be offered at Caboolture Private Hospital will start on 30 March in facilities that have been refurbished for this specific purpose.

Caboolture Private Clinical Oncology Nurse Vicky Tanzer said she was extremely excited about the prospect

of offering this program from the Caboolture Private Hospital.

"We will be able to meet the needs of those ladies from the Caboolture and North Coast regions, who would otherwise find it difficult to access the Wesley which is located in the western suburbs of Brisbane.

"Caboolture is a pleasant 20-30 minute drive from the northern suburbs of Brisbane and from the Sunshine Coast. The hospital is also easily accessible with free and plentiful parking."

She said the cost free program was a stretch exercise program specifically designed to provide holistic support to ladies with newly diagnosed breast cancer.

"There will also be opportunities for discussion amongst program participants of the many aspects of maintaining good health and meeting other women who have had a similar experience," Vicky said.

Berkeley Vale opens Day Surgery Unit



Above L-R: Jannie Exley (Wardsperson); Deniece Caplin (NUM - Surgical); Debbie Bryne (Registered Nurse); Paula Butler (Registered Nurse).

In October 2005, Berkeley Vale Private Hospital officially opened a dedicated Day Surgery Unit. The Unit consists of a 1st stage operating suite with 10 trolleys; a 2nd stage recovery with 10 trolleys and a 3rd stage recovery with 7 recliners.

The list of approved procedures that will be undertaken in the Day Surgery Unit includes: gastroenterological, ophthalmic, dental, minor orthopaedic, minor plastics, ENT, minor urological, gynaecological, general surgical, vascular and oral & maxillofacial procedures.

The opening of the Day Surgery Unit allows the hospital to increase its inpatient capacity therefore reducing waiting times for admission.

Mitcham kitchen Shop of Year

The kitchen at Mitcham Private Hospital has been named the 2005 Shop of the Year as part of the City of Whitehorse's Food Hygiene Assessment Awards.

The hospital's kitchen received a perfect score of 100 per cent as part of the assessment.

Chef and Food Safety Officer at Mitcham Private Hospital, Maria Munafo, said the award was the result of catering staff working hard throughout the year to achieve the top rating. "This award is not only about providing excellent food, it also involves meeting a broad range of criteria, keeping documentation and undertaking audits," Maria said.

Now in its ninth year, the assessment system targets medium to high-risk food premises and assesses them against a list of 36 food safety criteria. In 2005, a total of 576 premises were assessed as part of the system.



Left L-R: Chef & Food Safety Officer, Maria Munafo receives the Award from Counsellor Sharon Ellis, Mayor of the City of Whitehorse

Tamara Day Surgery Unit celebrates 10 years

Day Surgery staff from Northern NSW and members of the community will be invited to attend a Cataract Surgery Education Program that is being planned at the Hospital as part of the celebrations for 4th March. Dr David Moore and Dr Peter Hindcliffe, Ophthalmologists will conduct community presentations on Intraocular Lens Implantation procedures.



Left L-R: Kerrie Davidson (DSU Manager) with Nicole McLean, Catherine Wilcox, Megan Jameson & Rosie Ryan

Ambulance paramedics thank Cairns Private in Australia Day honours

The Cairns Private Hospital's contribution to training Queensland Ambulance paramedics in coronary management has been recognised in an Achievement Certificate presented at the Australia Day Awards ceremony in January 2006.

The award recognised the Cardiac Services team at Cairns Private for their ongoing support of paramedic staff via cardiac investigation laboratory clinical placement.

The Cardiac Services team has been providing clinical placement training to second and third year paramedics for the past four years.

Cairns Private Hospital CEO Richard Lizzio said the Cardiac Services team provides superior cardiac care and its professionalism sets an excellent example for junior staff to watch and learn from.

"It is great that the work and efforts of this dedicated group of individuals has been recognised," he said.

Last year the team was ranked in the top 25 per cent of the country on a national patient satisfaction survey conducted by Press Ganey.

Queensland Ambulance Regional Staff Development Manager Sally White said the Cairns Private cardiac team has shown enormous generosity by taking the time to educate paramedics about the delicate nature of cardiac angiography and post procedural care.

The students observe a coronary angiography being undertaken, which is a diagnostic investigation of the heart where a catheter is inserted into an artery in the



Above L-R: Chris Galinato, Transport Orderly; David Alderson, Radiographer; Sheena Cunningham, CNM Cardiac Services; Spencer Grey, RN; Louise D'Hotman, RN; Dr Joseph Ling, Cardiologist.

groin or arm and guided into the interior of the heart.

Ms White said the experience brings the paramedics' physiology and anatomy knowledge to life, making it relative to the management of their patients during a hospital transfer.

The students have the invaluable opportunity to talk first hand with cardiologists and nurses about the procedure.

"The ambulance staff rave about the CPH training and the staff, especially Clinical Nurse Manager Sheena Cunningham, and this award is our way of saying thanks," she said.

Since opening the 1999 the Cardiac Catheter Laboratory at Cairns Private has performed over 5000 coronary angiograms and implanted more than 250 permanent pacemakers including "state-of-the-art" implantable cardiac defibrillators and Bi-ventricular pacemakers.

Record First Half for Cairns Private Hospital

Despite the constant challenge of the national nurse and doctor shortage the Cairns Private Hospital has recorded its highest number of operations over a six month period.



More than 5000 surgical procedures were carried out in the six months to December 2005, amounting to an increase of 17 per cent. That is equivalent to an extra month on the theatre schedule. This followed an increase of 10 per cent the previous year.

The maternity ward has also been bulging with a growth in births of almost 35 per cent, equivalent to two months of extra activity.

The increase in surgical activity has been attributed to several factors, one being a change in wards. A specialised surgical ward, an orthopaedic ward, and a new orthopaedic rehabilitation unit have been established which are better meeting the needs of the patients and surgeons who are utilising the hospital more.

But CEO Richard Lizzio said it was the staff who were the linchpin to a smooth running hospital, and despite the critical nationwide shortage of medical professionals the Hospital had been able to meet the demands of this record activity.

Cairns Private has also been successful in attracting a number of new specialists to the region which has increased supply of medical services to the community.

Ball raises \$30,000 for Joondalup Paediatric Ward

A Charity Ball conducted by the Rotary Club in late 2005 raised nearly \$30,000 for the Paediatric ward of the Joondalup Health Campus.

The Hospital was presented with the funds raised by the Rotary Club in January 2006 and will use the funds to purchase two pulse oximeters which measure oxygen levels in the blood as well as other equipment for the Paediatric Ward.

Hospital CEO, Kempton Cowan said that both sponsors of the Ball and the guests who attended were exceedingly generous.

"This event was a community event, in every sense of the word. Our sponsors came from the local community, as did our guests, with special thanks to the City of Joondalup, Edith Cowan University and Joondalup Resort," he said.



Above: President of the Rotary Club of Joondalup, Sue Badock-McCrae, presents the net proceeds from the Rotary Fundraising Ball for the Paediatric Ward of Joondalup Health Campus to CEO Kempton Cowan on the 30th January 2006.

Silver Anniversary for Joondalup

Joondalup Health Campus celebrated its 25th Anniversary in late 2005 and a "Hollywood" themed Ball was held on Sat 17th December at the Rendezvous Hotel, in conjunction with the hospital Christmas Party. Much fun was had by all with over 400 guests including a Marilyn Monroe look alike.



Above L-R: Gill Forward, Donna Cawse, Carol Keatley & Janet Barker

Above L-R: Julia Morrison, Gail Coote & Liz Prime (DON)

Right L-R: Helen, Helene, Henry, Chris & Margaret.



Westmead Private helps those in need at Christmas

Westmead Private Hospital put a smile on some young faces on Christmas Day last year when patients, staff and the Hospital contributed well over 300 gifts to the Smith Family and Barnardo Christmas Gift Appeal. Pictured above are some of the gifts provided to the Appeal which were collected in Westmead's Atrium.

Caboolture turns 7!

Caboolture Private Hospital celebrated its 7th birthday on 1 February 2006. Pictured (from left to right) are four of the original staff with the Hospital Managers: Helen Jones (DoCS), Anne Boland RN Surgical, Wally Bourdelov CEO, Leanne Chapman Hotel Services, Sue Adams NUM, and Angela Atkinson EN in CSSD.



Ramsay buys laundry services

In December 2005, Ramsay Health Care acquired 89% of Newco Enterprises Pty Ltd, a company which owns 100% of the Sydney & Central Coast Linen Services Pty Ltd (SCCLS).

SCCLS currently provides laundering services to Westmead, North Shore, Berkeley Vale and Mt Wilga Hospitals and Ramsay plans to roll this service out to its other Sydney metropolitan-based hospitals over the next 6 to 12 months.

Armidale turns 8!

Armidale Private Hospital recently celebrated its 8th birthday and eight years of providing private health care to the people of Armidale and New England region.



New CIO



Mick Campbell has been appointed as the new Ramsay Health Care Chief Information Officer (CIO) and started on 13 February 2006. Mick has been the CIO at Blakes for the past 5 years and prior to that he held senior IT Management roles at Peoplesoft and Westpac.

Mick will be responsible for managing the strategic IT direction of the Company and overseeing the multitude of significant IT projects currently on the go.

Corporate Quality Coordinator appointment



Margrit Fleck, CEO of Castlecrag, has been appointed the Corporate Quality Coordinator with Ramsay Health Care, and will commence in her new role on 23 January 2006.

Carol Callaghan has been appointed as the Director of Nursing at Castlecrag commencing 16 January 2006. Carol has extensive experience in private sector hospital management.

In the interim, to ensure stability and further enhance the management team at Castlecrag, Greg Brown, CEO, North Shore Private Hospital has assumed the additional responsibility of strategic management of Castlecrag Private Hospital.

NSW State Manager appointment



As a result of Colleen Bromwich's decision to postpone her return to NSW State Manager from maternity leave, the following interim management changes have taken place:

- From 01/02/06 Alan Kinkade, currently CEO at Greenslopes, will be acting in the position of NSW State Manager for an initial period of six months. Alan will be based at Head Office for the first few weeks pending the establishment of a more permanent residence;
- Alan's position of CEO at Greenslopes will be filled by Jill Watts, currently Director of Clinical Services at Greenslopes, again for an initial period of six months.

Vernon ends 50 yrs of nursing



Vernon Birch, Endo Recovery RN at Noosa Private Hospital, ended a 50 year nursing career just before Christmas. Vernon has lived and worked in the Noosa Shire for almost 40 years, and is well known, respected and loved by health care providers and the wider community.

A very youthful -looking Vernon is seen above cutting the cake served at her 50th dinner party, which was attended by a large number of local health care identities and her friends and family.

Mitcham Formula proves successful



Mitcham Private Hospital Operating Theatre staff placed 1st ahead of Tyco and Royal Melbourne Hospital at the 2nd Annual Tyco Healthcare Biomedical/Theatre Technician Go-Kart Championship, held recently.

Drivers for Mitcham included (L-R): Mr Richard "Hurricane" Hing (oral & maxillofacial surgeon at Mitcham) holding the Trophy; Chas "Webber" Wakefield; Colin "Coulthard" McCoull, and Michael "Schumacher" Young.



Farewell Alex



Ramsay Health Care's Manager of Information Services, Alex Tarazi, has recently announced her resignation from the Company. Alex has been at the helm of the IT Department since 1993.

She started with the Company when there were only 13 hospitals in the Group and was heavily involved in the IT transition issues around the privatisation of Hollywood and Greenslopes Hospitals in 1994 and 1995, spending several months at both facilities during this period.

Alex was also involved in the amalgamation of the three Melbourne hospitals which are today Albert Road Clinic and, in 1997, with the building of North Shore Private and its IT services.

Over the past few years, Alex has focused on the integration of the acquisitions of Alpha and Benchmark Healthcare as well as the smaller acquisitions of Calvary Cairns and Lake Macquarie.

For over the past decade, she has set the strategic direction for the Company in terms of its IT infrastructure and IT human resource requirements as it has grown to its current size. Alex will very much be missed by the Company and we wish her every success for the future.

Farewell Alison

Ramsay Health Care's General Counsel - Corporate & Commercial, Alison Choy Flannigan, has resigned from the Company to become a Partner of law firm Ebsworth & Ebsworth which has offices in Sydney, Melbourne and Brisbane.

Alison was Ramsay's first in-house legal counsel and has been advising Ramsay (both inhouse, and previously whilst in private practice) for over 15 years.

Alison has played a significant role in all areas of our business including corporate governance (such as training management on legal issues), risk management, medical malpractice and claims management, acquisitions and divestments, commercial contract negotiations, practitioner credentialing and privacy. She will be greatly missed. An announcement on her replacement is still pending.

Warringal CEO appointment

Ian Maytom, formerly CEO of The Valley and South Eastern Private Hospitals, has been appointed as the CEO of Warringal to replace Bronte Kumm (Ramsay Health Care Victorian State Manager).



Kari Volunteers for Commonwealth Games



Donvale Rehabilitation Physiotherapist, Kari Righton has volunteered her services for the upcoming Commonwealth Games to be held in Melbourne. Kari will work in Spectator Services 'The Face of the Games'. She said her role would

be wide and varied, but all focused on warmly welcoming and addressing the many needs and concerns of spectators, guests and officials.

"You may find me managing queues, ticket taking, ushering or providing directions, all at the State Hockey and Netball Centre, Parkville," Kari said.

She will join 3400 spectator services volunteers during the 12 days of competition. The Games are expecting 90,000 international and interstate visitors.

"Everyone at the games will be anticipating a great time, and I can't wait to be a part of that electric atmosphere, to hopefully put a smile on someone's face, to promote the amazing city of Melbourne and be a part of this historic event."

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

Integration Update

Year 2006 continues the integration process of the New Ramsay hospitals into the Ramsay fold. There is a substantial amount of work-in-progress at the moment including:

- Devolvement of accounting and accounts payable functions from the Melbourne-office back into the hospitals;
- Transfer of corporate accounting functions from Melbourne Office to Ramsay Head Office to Sydney;
- Review of the major financial accounting software packages;
- Conversion of all new hospitals and Melbourne Office from the Affinity IT network to the standard operating environment of the Ramsay IT network;
- Divestment of 14 ex-Affinity hospitals to Healthscope (only three remain to be transferred);
- Divestment of three ex-Affinity and two old Ramsay hospitals to Healthe Care Australia;
- Provision of Transitional Services to both Healthscope and Healthe Care Australia;
- Rollout of the national safety management process (OH&S and Workers Compensation) to all hospitals;
- Rollout of Ramsay Health Care core uniform range;
- Review of library services across the Group;
- Rebranding of hospitals with new signage and new stationery. Signage process largely complete by end February 2006.

The project to integrate the New Ramsay hospitals into the Ramsay IT infrastructure has now begun. The project will be considered successful when:

- All ex-Affinity facilities and the Melbourne office have been migrated to the Ramsay IT network;
- All personal computers, laptops and servers have been re-imaged to the Ramsay Standard Operating Environment ("SOE");
- Ramsay has exited the HP service and leasing contract;
- training has been provided to all authorised users of the IT systems, together with guidance on policies and procedures to be followed within the network. The "authorised users" include staff from all departments of the hospitals.

Look out for further updates on the integration process in weekly editions of Integration News. Opportunities for feedback or queries are provided via: integration@ramsayhealth.com.au

Ray Jacobson
Integration Manager



RAMSAY PEOPLE...cont.

Loyal Beleura staff receive 20 Year service awards

Nineteen staff from Beleura Private Hospital were recently presented with service awards for their 20 years of service to the Hospital. The staff received special Ramsay Health Care watches in recognition of their remarkable service – 466 years in total! Congratulations to all.



Above, standing L-R: Sandra Bonnici, Tina Bunting, Fran Johns, Fran Furlong, Helen Spicer, Judy Bartlett, Carol Kniese, Cynthia McQuillan, Mary Wagener, Nola O'Malley, Lorraine Pollerd. **Front row L-R:** Sue Gilbert, Lana Wunderly, Jo Richardson, Wendy Brand. **Absent from the group photo:** Adele Schwerin, Sue Glenn, Lesley Kendall, Lynn Patterson.

LATE BREAKING NEWS...

Peninsula Private Hospital achieves Six EA ratings at Survey

Congratulations to Peninsula Private Hospital on a fantastic achievement at their recent ACHS Organization Wide Survey. Peninsula received the full four years accreditation, several commendations and six Extensive Achievement (EA) ratings in the areas of leadership and management, human resources and occupational health and safety.



CEO Pat Quinn said the commendations reflected the strong commitment to continuous quality improvement by staff throughout the Hospital.

Health Fund Team moves to Brisbane

The Ramsay Health Fund Team will continue to be located in the Brisbane Office rather than Melbourne. This was communicated to hospital executives on 10 February and resulted in a number of redundancies from the Melbourne Office. Mati Tabur heads up the Health Fund team in Brisbane.

National Supply & CGU move to 156 Pacific Highway

The National Supply and Clinical Governance Units have moved across the road from Head Office, in St Leonards, to Level 1, 156 Pacific Hwy. This is to make more room at 154 Pacific Hwy for some department expansions.

Corporate offer to Ramsay Health Care employees.

10% discount off HCF Health Cover.

As a not-for-profit health fund with over 70 years experience, HCF members benefit from differences such as:

- ✓ Per-night hospital excess options that can save you money.
- ✓ Generous limits on dental, eyecare, physio and chiro services.

Plus you'll also receive a **\$50 HCF Eyecare voucher** when you join.

For more details on this great offer contact:

NSW Belinda on 0414 559 767 or bhemingway@hcf.com.au

VIC Carly on 0414 559 747 or cmay@hcf.com.au

QLD Sue on 0414 854 300 or smccarthy@hcf.com.au

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