



SUMMER 2008

THE CORPORATE NEWSLETTER OF RAMSAY HEALTH CARE

Ramsay approves redevelopments for Warringal & Pindara



LARGE PICTURE: The new proposed Medical Centre with car parking at Pindara.
INSET LEFT: Side elevations of Warringal's new development.

WARRINGAL PRIVATE HOSPITAL has been given approval by the Ramsay Board for a new \$50 million development, subject to Development Application approval by Council.

The development will encompass the construction of 64 new private rooms, four state-of-the-art theatres including a new CSSD, a day surgery unit and a three level underground carpark creating an extra 100 car spaces. Provision will also be made to upgrade the existing theatres.

Subject to the development application approval, construction will commence in 2009.

New Warringal CEO Graham Clarke said the decision was welcomed by the doctors and staff and he hoped that the application process in Council would be expeditious.

PINDARA PRIVATE HOSPITAL will be transformed over the coming years into an improved medical facility with new patient accommodation areas, state-of-the-art operating theatres, and a major medical specialist centre, after the Gold Coast City Council approved the master plan for the hospital in November.

The Development Application lodged with Council in November last year, also allows for vastly improved access to and from the campus along with increased carparking.

Ramsay Health Care has already spent over \$5 million upgrading the main East Wing accommodation block and the development of a new 16 cot Special Care Nursery since acquiring the hospital from Affinity Healthcare in 2005.

The Ramsay Board has approved a staged redevelopment of the campus and each stage will be carefully planned and considered. Stage 1 is a \$60 million development and will include the development of 50 new private accommodation rooms, four additional operating theatres, a multistorey carpark and specialist centre.

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Kareena Private wins National HR Award

KAREENA PRIVATE HOSPITAL in Sutherland Shire has taken out the Peak Health Management Award for the "BEST HEALTH AND WELLBEING STRATEGY" at the 2008 Australian HR Award ceremony held in Sydney recently.

The Award recognises organisations that have adopted a proactive approach to promoting their employees' health and wellbeing and assisting them to attain a better balance between career and personal life.

Kareena Private, a 128 bed hospital owned by Ramsay Health Care, was up against some tough competition from major corporate finalists including ING Australia, TNT express and Mallesons Stephen Jacques.

Kareena Private Director of Clinical Services Indra Wijetunga said it was a great achievement for the Hospital. "We are so

delighted to be recognised in this way – we just can't keep the smile off our faces".

She attributed the result to the Hospital's Wellbeing and Balance Program introduced this year, which includes a range of activities and initiatives supporting staff health, personal development and contributions to the community.

"The program is truly holistic with initiatives on family balance, personal wellbeing and development, physical wellbeing and safety." Ms Wijetunga said.



Kareena Private Director of Clinical Services, Indra Wijetunga, accepting the Award

PAUL GOES HIGH-TECH

View Paul Ramsay's 2008 Christmas Message on the intranet from 10 December



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CEO's message

THE FIRST CEOCONNECT forum with staff was held in October. Sixteen staff from all different levels and hospitals throughout the organisation were selected to attend this first forum. I have instigated the ceoconnect series which will be held quarterly as a process for me to get direct feedback from staff in the field about issues which affect them on a daily basis. The feedback from the first forum was extremely positive and the issues raised were constructive. I look forward to many of these to come.

In this edition of The Ramsay Way the pending redevelopments of two of our major hospitals are announced. At Pindara Private Hospital on the Gold Coast the first stage of development costing \$60 million will get underway early in the New Year and at Warringal Private Hospital in Melbourne we are awaiting Council Development Application Approval but the Board has approved a \$50 million redevelopment to proceed pending this approval. Both hospitals are leading health care establishments in their regions with excellent reputations and we look forward to enhancing the facilities to meet the growing demand for services in their respective regions. These hospitals were purchased as part of our Affinity acquisition in 2005 and while it has taken us some time to decide on the best redevelopment options for these facilities, the issues associated with these constructions have been complex. I believe we have come up with some good long term solutions for these campuses and the announcements will be welcome news to the staff and doctors working in these facilities.

It is now one year since Ramsay acquired Capio UK and its 30 facilities in November 2007 – our first major offshore acquisition and a significant new stage for Ramsay Health Care. We are delighted with how Ramsay UK is now progressing. The opening of the NHS market to the private sector has been very timely for Ramsay and we have been very successful in integrating Ramsay UK to The Ramsay Way culture. Some of the Executive will be reviewing the first year in the UK with Jill Watts and her team in January.

In the meantime, the private hospital sector in Australia is moving into more challenging times with the economic downturn as well as changes to the Medicare Levy Surcharge. We will need to closely monitor the impact of these recent events. At the same time, private health industry fundamentals are very strong. Australia has an ageing population with an increased reliance on the health care system. I believe that these fundamentals will bear well for the private hospital sector.

A change in government always presents uncertainty but the Rudd Government is committed to the dual public/private health care system and this was reaffirmed by Nicola Roxon at the recent Australian Private Hospitals Association (APHA) Congress. The outcome of the review by the National Health & Hospitals Reform Commission (NHHRC), due in 2009, is keenly anticipated and the APHA has given feedback to the NHHRC on elements of this review. I expect that there will be some opportunities for the private health industry from this review.

I have recently been appointed President of the APHA and am joined on the Board by Ramsay's Chief Operating Officer, Danny Sims. This is not something that I had envisaged taking on but I am very much looking forward to the challenge of being President of the APHA and working closely with government, doctors, health funds and industry stakeholders on issues affecting private hospitals and private health care in this country generally. The APHA is well-positioned to assist government in its future directions and planning for the delivery of health care services to an ageing population. In the coming year, we need to stay engaged with the government and I plan to be very proactive in this way, on behalf of the private hospital sector.

Finally, I would like to thank everyone for all your hard work and dedication this year. On behalf of the Ramsay Health Care Board I wish you a very Merry Christmas and Happy New Year.

Chris Rex
Managing Director



LAKE MACQUARIE PRIVATE Hospital has taken out this year's national award for community involvement at the Australian Private Hospital Association's (APHA) annual congress.

The award, which recognises the contribution of a private hospital to the broader local community, was awarded to Lake Macquarie Private Hospital for the innovative ways in which it has taken its community to heart.

Lake Macquarie Private Hospital CEO Roger Snell said he believed that the hospital was part of the heartbeat of the local community – supporting it physically, financially, emotionally and spiritually.

"Our Hospital demonstrates a significant contribution to the local Lake Macquarie community through community education and awareness as well as its community spirit," Mr Snell said.

Ramsay Chief Operating Officer Danny Sims said Lake Macquarie Privates should be extremely proud of its achievements in this area.

"Winning this award was an outstanding achievement and recognises Lake Macquarie's extensive efforts in supporting activities within the local community of Gateshead and the surrounding Newcastle area.

"Their community involvement, coupled with the high calibre/acuity work done at Lake Macquarie every day clearly demonstrates that Lake Macquarie Private Hospital is a shining regional hospital."

In Community Education and Awareness Lake Macquarie runs a triennial medical expo (themed "Demystifying Medicine"), a Good Health Lecture Series, the Health Beat Newsletter, 2NUR FM weekly "Wellbeing Program", information booths at Charlestown Square during Heart Week, our wonderful volunteers from the Open Heart Foundation and the work being done by the Hunter Breast Cancer Education Committee convening educational Forums including the Under 45s Hunter Soiree Group, and "Bald

& Beautiful" days where ladies can be pampered and educated.

In terms of Community Spirit the Hospital hosts elderly and lonely neighbours to a Christmas lunch as just one example of the many community engagements the hospital embark upon in our drive to display caring and compassion.

Mr Snell said the formation of a Community Council, a consumer representative body which is both an earpiece within our community offering constructive feedback and also a springboard assisting the executive team, was another example of how the hospital engaged with the community.

"We have also renamed our general Wards (with the assistance of the local Historical Society) in recognition of prominent persons or pioneers of our local area."

The hospital also works very closely with its three neighbouring schools. This has resulted in the willingness of one school to offer a long term lease on land in excess of their needs for the purpose of a 100 bay Staff Carpark, which is now under construction.

"We are also part of the Good Start Breakfast Program at Gateshead Primary School and we support academic achievement by sponsoring an annual award at Hunter Sport High, as well as proudly sponsoring a child to attend the International Children's Games in San Francisco this year. Hunter Sports High was the only school to represent Australia at these games."

Lake Macquarie Private also raises money to assist with the running costs of the Lakeside Special School's bus service.

Executive Officer of the APHA Michael Roff said Lake Macquarie Private should be extremely proud of its achievement in this area.



LEFT L-R: Michael Roff, Executive Officer Australian Private Hospitals Association; Hon Peter Dutton MP, Shadow Minister for Health; Roger Snell CEO LMPH & Deanne Emmerson from Benchmark certification (ISO).

Ramsay's first medical/surgical hospital celebrates 30 years

ON 2 DECEMBER Baringa Private Hospital celebrates its 30 year anniversary.

Baringa was officially opened by Paul Ramsay in 1978 as a medical, surgical and psychiatric facility. Although Ramsay Health Care had been operating hospitals since 1964, these had been psychiatric hospitals only and this was the Company's first step into the medical/surgical hospital business. Mr Ramsay decided to build Baringa after he was approached and encouraged by a group of Coffs Harbour doctors.

At the time of opening, Baringa was a 50 bed hospital with one medical/surgical ward, 2 operating theatres and a children's ward of eight beds. All the laundry was washed onsite.

And one current staff member, Helen Jones, has been there from the beginning.

"My employment at Baringa Private has been very rewarding. Our community has to give thanks to those local doctors in the early 70s for their vision of the need for a private hospital and to Paul Ramsay for making it happen," Helen told The Ramsay Way.

"It has been 30 years of memories for me. I remember past staff members and friendships formed; of the wedding parties with photos taken in the Baringa Hospital grounds; the crying koalas at night, the snakes that entered rooms and the front

foyer via the electronic doors. The grounds invaded by animals from an adjoining farm and of the many family-orientated barbecues and cricket games in the grounds of Baringa where we watched one another's children grow up."

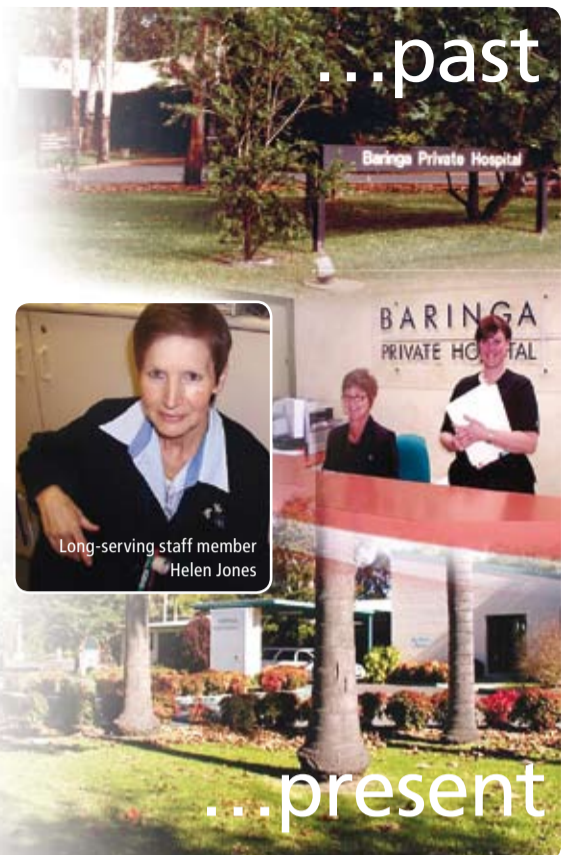
Today, Baringa is a well-established medical, surgical hospital serving the mid north coast community. The hospital has 80 beds and will shortly grow its capacity with the construction of a new theatre complex currently underway.

Long-serving Baringa CEO Greg Jenke said the new theatre complex would be a terrific birthday present for the staff and doctors of the hospital.

"The \$8.5 million redevelopment is on track and includes the construction of three new theatres (to replace the hospital's two existing theatres) and space for a fourth theatre. The fourth theatre will be commissioned in the future in line with demand.

"In the 30 years since opening, Baringa Private Hospital has established a strong reputation in Coffs Harbour for the provision of excellent medical and surgical services to the community – we look forward to another 30 years serving this great community," Greg said.

Ramsay's second medical/surgical hospital – Albury Wodonga Private Hospital – will celebrate its 30th birthday in 2009.



Greenslopes invests in robot for radical prostate surgery

GREENSLOPES PRIVATE HOSPITAL will be the first hospital in Queensland to operate with the da Vinci Surgical System which will offer patients access to the latest technology for radical prostate surgery.

The new robot is cutting edge technology that enables surgeons to operate in the difficult to get to lower pelvis through very small incisions with unmatched precision.

Use of the da Vinci Surgical System represents the fastest growing treatment for prostate cancer world-wide.

The da Vinci Surgical Robot will enable Urologists at Greenslopes Private to provide their patients with this superior minimally invasive surgical option for radical prostate surgery.

Some of the benefits of the robot-assisted surgery include shorter stay in hospital, less pain and less risk of infection.

Patients can expect a faster recovery and return to normal activities in a few days.

A number of urologists and nurses have commenced training on the new system and will travel to the USA in December to undertake intensive training to complete their qualification.

The robot is expected to be installed at Greenslopes in the coming weeks.



Caloundra Private nurse wins Qld Nurse of the Year

CALOUNDRA PRIVATE HOSPITAL surgical ward senior clinical nurse Amanda Hale has made history by taking out the Cancer Council Queensland Nurse of the Year award.

Amanda has become the first Sunshine Coast nurse to hold the title, beating a field of 44 of the state's best along the way.

She has campaigned tirelessly since March this year in her quest to win the campaign and together with her supportive hospital colleagues and fundraising committee at Caloundra Private Hospital raised more than \$50 000, running local fundraising events including barefoot bowls, sausage sizzles, quiz nights, participating in the Mooloolaba Triathlon and even Thai Boxing!

"We are extremely proud of Amanda. It is an extraordinary achievement from a very special individual and a talented and devoted nurse. It truly demonstrates what a difference one person can make" said Caloundra Private Hospital Chief Executive Officer Ms Louisa Marshall.

The award recognises excellence in the nursing profession as

well as raising funds and awareness for all cancer related matters within the community. The money raised is put toward cancer research, education programs and support.

Amanda said she was spurred to action after a number of staff and their family members were diagnosed with cancer this year.

She took home some great prizes, including a return overseas flight and \$3000 spending money, but said it was the people she met on her journey which made the experience so fulfilling.

Nurse of the Year entrants have collectively raised more than \$25 million since the program kicked off in 1971.



ABOVE: Qld Cancer Council Nurse of the Year winner, Amanda Hale. (photo courtesy: Michaela O'Neill/APN).

Ramsay MD elected APHA President



ABOVE: New APHA Board: Back row (L-R): Peter Freeleagus, Stephen Walker, Danny Sims, Christine Gee & John Amery. Front row (L-R): Chris Rex (President), Richard Royle (Vice-President), George Toemoe (Finance) and Ben Thynne (Chair of Council).

CHRISTOPHER REX, MANAGING Director of Ramsay Health Care, has been elected, unopposed, as the new President of the Australian Private Hospitals Association which is the peak national body representing Australia's private hospitals.

Chris said he was delighted to become APHA National President at this important time for the health care industry in Australia.

"I am looking forward to the challenge of becoming President of the APHA and working closely with government, doctors and industry stakeholders on issues affecting private hospitals and private health care in this country generally."

"We have an excellent private health care system in Australia that accounts for 32% of all hospital beds; 40% of all hospital admissions and performs the majority of surgery in Australia – 56%. The APHA is well-positioned to assist government in its future directions and planning for the delivery of health care services to an ageing population.

"The private hospital sector is moving into more challenging times and we will need to closely monitor the affect of the economic downturn as well as changes to the Medicare Levy Surcharge.

"We keenly anticipate the recommendations of the National Health & Hospitals Reform Commission which are due in 2009, and expect that there will be some opportunities for the APHA to assist with the government's reform agenda in the coming year.

The Chief Executive Officer of the Queensland based Uniting Care Health, Richard Royle will continue for a second term as the Vice President of the Association.

Developments update



New Day Surgery & Cancer Unit to be developed at North West Private Hospital



A \$10 MILLION dollar development incorporating the construction and expansion of the North West Private Hospital Day Surgery Unit as well as the redevelopment of the cancer care unit for day chemotherapy is now underway at North West Private Hospital.

Specifically, the project includes the construction and expansion of two gastroenterology & day surgery procedure rooms and two dermatology day procedure rooms as well as the expansion of theatre recovery and also includes redevelopment of the oncology day unit.

This project is in accordance with the Master Plan for North West Private Hospital developed in 2005 after the hospital was purchased by Ramsay Health Care.

In addition, Ramsay Health Care has given the green light for stage 4 of the North West Private Hospital redevelopment to proceed. Stage 4 encompasses the relocation of the administration building and the construction of additional bed capacity consisting of a 30 bed ward at the back of the hospital and linking to the existing maternity unit. The new ward will be used primarily for maternity.

This further expansion follows the two additional operating theatres, creating a total of five theatres, and the expansion of the Special Care Baby Nursery, which were both completed in 2008.

The two new theatres which were opened in September 2008 have been fitted out with the Stryker Integrated Theatre System.

"I have to acknowledge the dedication of staff members who worked diligently and have been integral to the success of this redevelopment," Hospital CEO Jane McGrath said.

"This redevelopment impacted upon the whole hospital and all the staff and doctors in day surgery, theatre and the hospital generally have patiently coped with noise, disruptions, shut down of CSSD and service outages during construction."



North West staff members in one of the new theatres.

Ramsay approves redevelopments for Warringal & Pindara...continued from page 1.

PINDARA PRIVATE HOSPITAL CEO Trish Hogan said Ramsay Health Care had taken time to understand and assess the opportunities on the northern end of the Gold Coast and was keen to proceed with the development of modern medical and surgical facilities that would serve the market well into the future.

"Pindara Private Hospital is an excellent hospital offering a complex range of emergency, medical, surgical and maternity services. We are privileged to have a leading team of surgeons and physicians working at this hospital and are very excited about our next stage of growth and development which has now been approved to proceed," Trish said.

"With redeveloped facilities, Pindara Private Hospital will aim to expand in its core specialty areas such as orthopaedics, cardiology, general surgery and obstetrics and gynaecology but also to grow into new specialty areas to meet the growing health demands of the market."

Hospital management will now finalise design and planning in the coming months with construction due to commence in early 2009.

Hollywood & Greenslopes open new Carparks

RAMSAY'S TWO LARGEST private hospitals Hollywood and Greenslopes Private Hospitals both opened new multistorey carparks in September after just over 12 months of construction.

Hollywood's carpark is approximately 630 bays and Greenslopes is 350 bays. Both hospitals have maintained free carparking for staff on the campus.

At Hollywood, construction continues on the hospital's \$128.5m development with the additional two theatres, new ward block, new day surgery unit and medical centre all due for completion at various times in 2009.

At Greenslopes, construction of a new 30 bay day chemotherapy unit is due for completion in early 2009.



ABOVE: Multistorey carparks opened at Hollywood (top) & Greenslopes (bottom)

Figtree opens new theatres

FIGTREE PRIVATE HOSPITAL has recently completed a major building program to enlarge the Day Surgery Unit and develop a fifth operating theatre. The building works have achieved an expansion of the day surgery by 6 beds and the conversion of a procedure room to a full operating room to manage the increasing complexity and variety of surgery at the hospital.

With the completion of this work Figtree has been able to offer surgeons guaranteed operating times, where previously they were relying on list vacancies to attend procedures.

Figtree Private Hospital is the only private hospital in the area with a functioning Intensive Care Unit and with the completion of this new theatre it can increase capacity, and offer more opportunities for complex procedures in neurosurgery, colorectal surgery, vascular surgery and ear nose and throat surgery.

Dr Andrew Malouf (Colorectal Surgeon) cut the ribbon on the night of the opening in recognition for the long hours he spends in theatre 5 completing his extensive lists.



ABOVE: Dr Andrew Malouf opens the new theatre & day surgery unit at Figtree Private Hospital.

Other attendees included staff from theatre and day surgery together with 5 of the surgeons who will be utilising the theatre in the future.

day surgery and recovery areas.

AWPH CEO Stuart Schneider said this development would assist the hospital to meet the growing demand for services. "AWPH has continued to substantially enhance its services and facilities over the past 30 years. To meet growing demand we now need to redevelop the hospital to meet the ever increasing number of patients utilising our hospital services," Mr Schneider said.

Theatre upgrade underway at Albury Wodonga

A MULTI-MILLION REDEVELOPMENT of the operating theatres is underway at the Albury Wodonga Private Hospital.

The redevelopment, estimated to be \$4.5 million, will provide two new operating theatres and expansion of the

St George Private expansion set to begin

THE RAMSAY HEALTH Care Board has approved Stage 1 of a Master Plan for St George Private Hospital. The Stage 1 development will provide a 2 storey addition to the current hospital with 44 private rooms with ensuites and some additional consulting suite space. Plans for a multi-storey carpark (350 spaces) on the Hogben St site are also progressing as part of the Stage 1 development plan and are expected to be finalized in early 2009.

The Hospital has lodged a development application with Kogarah Council and expects a decision in December 2008. Construction will then commence in January 2009 with a building timeframe of approximately 12 months.

The Master Plan for the hospital's future growth up to 2015 and beyond has been under development for the past two years. In preparation for further development, Ramsay Health Care has acquired some extra land around the hospital during this time. A 12th theatre was opened in the hospital last year.

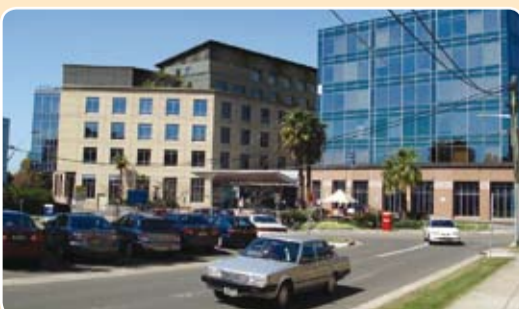
The Master plan also includes two further stages (Stages 2 & 3) which are proposed to include extra operating theatres and carparking.

Hospital CEO Tracey Burton said with St George now over 12 years old and operating at close to full capacity, it was time for expansion to meet the growing demand for private hospital services in the region.

"There has been a steady growing demand in the community for further services and particularly access to more single rooms," Tracey said.

"After investigating other options, the hospital settled on an expansion plan which will see a new 44 bed private room wing and medical consulting suites accommodated on two levels above the current level 3 Maternity and South wards."

Tracey said the Hospital had chosen to work with a very experienced hospital builder – Akalan – who have a specific modular building method which will minimize the disruption and noise interference during the building phase.



ABOVE: Artists impressions of the new St George development



ABOVE: Ramsay Chief Operating Officer Danny Sims participates in some interactive sessions with staff at the NSW Nurses Conference.

Ramsay Health Care holds NSW Nurses' Conference

OVER 150 NURSES from Ramsay Health Care NSW hospitals attended the inaugural Ramsay NSW Nurses Conference in August held in Brighton Le Sands.

The Conference focus was on staff satisfaction leading into improving customer service and positive patient outcomes.

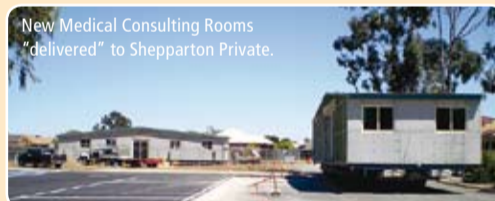
Conference organizer and Education & Recruitment Manager St George Private, Robyn Williams, said it was great to hear from a cross section of presenters who covered topics including lifecycle of the RN to Perceptions of the Graduate Nurse in Ramsay Health NSW.

"We were all motivated by the presenters," Robyn said.

"The theme of **"Going for Gold"** tied in well with the conclusion of the Beijing Olympics."

Lauren Burns, Olympic Gold Medalist in Tae kwon do, 2000 presented an inspiring and interactive session with the staff consisting of various sparring movies, including blocks, strikes and kicks. The session concluded with a board breaking activity which left the Conference attendees on a high!

"The NSW Conference will be an annual event moving forward," Robyn said. "Feedback from the Conference has been overwhelmingly positive, and ideas have already been discussed for the 2009 Conference."



Transportable medical centre arrives at Shepparton Private

SHEPPARTON PRIVATE HOSPITAL "received" its new 360m² specialist medical consulting rooms in October. The new rooms were built offsite in Shepparton by Newtrend Transportable homes and the building was delivered in 4 pieces by a skilled transport company.

When asked why the transportable option Shepparton CEO Chris Thompson indicated that there were a number of benefits in going down the transportable option for building works.

"There is minimal site disruption with the transportable option as the majority of work is completed offsite. There is also significant cost savings as the building is built in a factory-type environment and not on a commercial building site," Chris said.

"One of the best things about this project has been the ability to design the building to our specifications with additional joys to reduce floor bounce and to finish in a rendered finish. It doesn't look or feel like a transportable, was built to our design and worked out to roughly \$790 per square metre."

"We are now examining the feasibility in a clinical environment".

Joondalup Health Campus turns 10



IN NOVEMBER THE Joondalup Health Campus (JHC)

community and distinguished guests celebrated 10 years of operation at a birthday bash. Joondalup Health Campus is the largest healthcare facility in Perth's Northern suburbs, providing 24-hour acute care from an integrated public and private campus.

Senior politicians from both sides of parliament, senior members of local Government as well as key members of the health and business community were in attendance at the event along with 190 guests.

Diane Jones, Deputy Chief Executive Officer, Joondalup Health Campus said the evening was a great success, "It provided us with an opportunity to reflect on how far we have come from our beginnings as a small outer urbane hospital," she explained.

"Our integration into the WA health system is evidenced by the communities increasing reliance on the facility, as Perth's northern corridor expands."

Health Minister, the Honourable Dr Kim Hames, Deputy Premier, Minister for Health and Indigenous Affairs gave the formal address, representing the Premier.

He discussed how the then Premier, Richard Court was instrumental in the launch of the facility, officially opening the campus ten years ago. He also graciously congratulated his predecessor and fellow guest, the Honourable Mr Jim McGinty, for his involvement in the plans for the hospital's proposed redevelopment.

He commended the hospital on its achievements over the last decade. He noted, "Over the last 12 months, the campus has dealt with more emergency and after hours GP presentations than Royal Perth Hospital."



TOP: Western Australian Health Minister, the Honorable Kim Hames during his formal address at Joondalup's 10 year celebration.

ABOVE L-R: Shane Combs, Joondalup Director of Nursing; Joondalup Chief Executive Officer Kempton Cowan & former WA Health Minister, Jim McGinty MLA.

Greenslopes EC docs provide medical support for inaugural Trek in PNG

TWO EMERGENCY PHYSICIANS from Greenslopes Private Hospital recently volunteered their time to join the inaugural Lark Force Wilderness Trek that follows the route of the 2/22nd battalion as they fled the Japanese invasion of Rabaul in January 1942.

On 13th October, Dr David Rosengren, Director of Emergency at Greenslopes Private Hospital and Dr Sean Rothwell, Emergency Physician, were amongst the group of 15 trekkers, porters and guides to set out on the first official trek of 3 nights to Wide Bay.

Both doctors are members of the Wilderness Medicine Association and were

excited by the opportunity to get involved in this project while having the opportunity to experience the amazing contrasts of East New Britain.

The two doctors were invited to provide medical logistic support for the trek. Their role included the implementation of a first aid training program for local guides and porters, assessing priorities for medical services within local villages and developing risk management strategies for future trekkers along the physically challenging track.

While on the trek the two doctors took the opportunity to provide medical treatment to

the local people including many children in the remote villages.

The trek is an example of how important a role tourism plays in the development in East New Britain. The locals have ownership of this project and would reap the benefits.

The track project is the first trekking development in PNG that has taken all the right procedures and protocols to be developed in a way that promotes sustainable and responsible eco-tourism practices. More importantly, the landowners of this area are represented through their company, Lark Force Wilderness Track Limited, which aims to protect

the rights and responsibilities of the people and their interests in the tourism venture.

Through such projects the local people would become more self-reliant and responsible for the demands that this venture would bring.

Both doctors saw the real need for medicine in the rural areas of PNG, and having returned to Australia, would be happy to return and provide medical services again in the future.

ABOVE LEFT: Dr David Rosengren provides medical treatment to children in remote PNG villages.



UK news

Ramsay's UK reputation continues to grow

THE UK BUSINESS also works with influential groups, including NHS Partners Network and the Independent Healthcare Advisory Board, to represent both our business and the independent healthcare sector as a whole. As growing providers of NHS services as well as private, independent hospitals are playing an increasingly important role in UK healthcare.

Ramsay's growing UK reputation was further confirmed in November, when Jane Cameron, our Director of Clinical Services, was invited to a reception by none other than the Queen!

Ramsay a leader in Choose & Book

RAMSAY HAVE ENJOYED another strong rise in NHS activity, in both our acute hospitals and treatment centres. In September 2008, 400,000 Choose and Book bookings were made in total in England, and 16,000 of these were booked in the independent sector. Of these, 5,200 – over 30% – went to Ramsay Health Care UK.

Berkshire specialists lend their skills to help in India

CONSULTANT MR TOM Dehn and Anaesthetist Dr Maurus Rimmer have been making a difference to patients at Berkshire Independent Hospital, in Reading, for many years. The talented specialists recently reached out to patients much further afield – up in the Himalayas. Mr Dehn and Dr Rimmer joined four nurses to bring much-needed help to a remote valley in Northern India.

The team (pictured right) carried out more than 40 operations in 10 days, helping

people with cleft palate, hernias and gall bladder problems.

The setting was extremely challenging, with even the most basic equipment unavailable and temperatures so cold (well below zero) that the team often had to wear ski gear in theatre to keep warm. Conditions were very primitive, with an operating table propped up with bricks and a 'scrub room' comprising only a metal bowl and a bar of soap. At one point the power failed so they had to sterilise equipment using a candle flame.



News from Indonesia

Ramsay Health Care Indonesia Nursing Patient Safety Seminar

RHCI CONTINUES TO provide 6 monthly seminars for Indonesian Nurses. In October a "Nursing Patient Safety Seminar" was held at Mitra Hospital in Jakarta. Over 40 Jakarta hospitals were represented and a total of 114 participants attended.

Speakers came from Singapore, Australia and Indonesia. Topics included Nursing Patient Safety Education, Emergency Triage Processes; "How OH&S affects Patient Safety" by Dr Nitha Chandra from Bintaro Hospital, Jakarta; Inpatient Safety



ABOVE: Ms Kwee Sew (Angie) Ng, Head, Institute of Nurse Education & Training, National Health Care Group, Singapore.

Strategies and an Introduction to Clinical Pathways. Feedback from participants was extremely positive.

Indonesian & Australian Ramsay nurses meet at the 2008 Australian Infection Control Conference (AICC) in Melbourne.

NURSES - ROSDELIMA Simarmata (RHCI Infection Control Manager), Sri Suparini (Rini) ICN from Surabaya Hospital, Lili Agustina ICN from Bintaro Hospital, (Jakarta) and Jubaidah ICN from Mitra Hospital (Jakarta) attended the 2008 Australian Infection Control Conference in Melbourne recently.

The Ramsay Indonesia attendees also visited a number of Victorian Hospitals including Warringal Private Hospital and there was time for a social catch up with Helen Musgrove of HICMR.

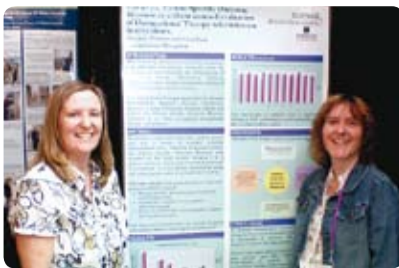
The information and knowledge gained from the visit will benefit greatly Indonesian Clinical Practice.



ABOVE: Front Row (sitting) - Rosdelima Simarmata (RHCI Infection Control Manager), Geoff from Hunters Hill & Southern Highlands (NSW) & Mary Newman-Martin (Hollywood WA)
Back Row (standing) - Jubaidah ICN from Mitra Hospital (Jakarta), Lili Agustina ICN from Bintaro Hospital, (Jakarta) & Sri Suparini (Rini) ICN from Surabaya Hospital

OT AUSTRALIA'S 23RD National Conference and Exhibition 2008 was held in Melbourne in September. Five members of the occupational therapy department at Donvale Rehabilitation Hospital attended with four poster presentations and one oral presentation. Presentation topics included home assessment criteria, outcome measures and the clinical direction education program. The conference theme was to inspire, explore and take action.

RIGHT: Donvale OTs Carol Lerk & Amanda Timmer presenting at the National Occupational Therapy Conference in September.



Berkeley Vale Private Hospital supporting community health

IN OCTOBER BERKELEY Vale Private Hospital held its second free Community Health Information Session in conjunction with the hospital's Rehabilitation Team. The topics focused on stroke prevention; reducing the risk of stroke; and treatment - both acute and rehabilitation.

Presentations were given by the hospital's Rehabilitation Specialist Dr Michael Smith and accredited Neurologist Dr Jonathan Sturm with the support of the hospital's new Rehabilitation Specialist Dr Pudy Lau.

A total of fifty five members of the public attended the session which was supported by our rehabilitation team in assisting to answer a large number of questions raised by those attending.

Overall feedback of the sessions was extremely positive. Berkeley Vale CEO Marilyn Clayton said the many supportive comments from this event, and a previously held session focusing on orthopaedics, has highlighted the strong need in the general public to continue to offer these community health sessions, thus committing Berkeley Vale Private to hold further free community health forums in 2009.



ABOVE: Berkeley Vale Private Hospital Rehabilitation Team members (Left to Right) Judy Simpson (NUM – medical/rehabilitation), Dr Michael Smith (Rehabilitation Specialist), Leanne Hamilton (CNS Rehabilitation), Cheryl Graham (Occupational Therapist), Robbie Small (Social Work Manager), Dr Pudy Lau (Rehabilitation Specialist)

Life Enhancement product range launched at Northside



AN EXTENSIVE RANGE of products has been specifically selected to enhance the patient's experience at Northside Clinic. Products include self-help books, journals, affirmation cards, aromatherapy socks, essential oils, electric oil vaporisers, body and hair care products, heat packs and much more.

The Gift packs are packaged to cater to a specific need: Relax; Refresh; Balance; Calm & Soothe; Daily Essentials; and Your Journey Ahead.

To meet the increasing demand of our patients wishing to purchase gift packs for their loved ones and friends, there are two gift packs available: Carers & Friends Relax and Thank You/Special Occasion.



Client Relations Manager at Northside Clinic – Laura Stewart

St George gets behind Division of GPs

IN OCTOBER, TRACEY Burton CEO attended the St George Division of General Practice's Annual General Meeting. The evening, sponsored by St George Private, was a great success with 92 GPs and their partners in attendance.

In his address to the GPs, Division Dr Klaus Stelter thanked Tracey for the support provided to the Division both generally and through the Hospital's GP CPD Program and reminded his GP members, to ensure they supported the Hospital in return. Dr Stelter then invited Tracey to address the Division Members, where she outlined the proposed expansion plans for St George Private over the next 12-18 months.

A highlight of the evening was an address by renowned guest speaker Professor John Murtagh, author of Murtagh's General Practice, who presented a "Vision of General Practice". His presentation provided his view on the status of General Practice today including his concerns at the apparent deskilling of the local GP.



ABOVE: St George Division Representatives, Professor John Murtagh & St George Private Hospital's CEO, Tracey Burton.

Pumping gas, the good oil!

BERKELEY VALE PRIVATE Hospital hosted it's first ever Nursing Anaesthetic and Post Anaesthetic Conference appropriately called "Pumping Gas, the Good Oil!".

Presenters discussed ten topics of interest for those who work in the pre, peri and post surgical areas. Such challenges as fasting times, anaphylaxis, nerve blocks, keeping kids happy, massive blood loss, multimodal analgesia and post anaesthetic care were discussed.

A total of 120 attendees and presenters participated in the day, with nursing attendees coming from as far as Queensland, Ramsay Health Care facilities and from both public and private hospitals, and Day Surgery Centres. Participants were also able to be involved in the "hands on" emergency airway management workshops gaining valuable skills and confidence for future emergencies.

The day was a great success due the committed team effort and interesting topics.

Berkeley Vale Private Hospital was overwhelmed on the day with the positive verbal feedback from attendees which allowed our commitment to continue to host further quality Nursing Education Conferences for Anaesthetics and Post Anaesthetic staff in the future.



People caring for people & the environment

Albury Wodonga Hospitals get water wise

ALBURY WODONGA PRIVATE Hospital has installed a 100,000 litre rainwater tank and Murray Valley has installed two 45,000 litre tanks for the purpose of providing water to keep the courtyard gardens and precious trees alive over the long hot summer.



Hospitals' CEO Stuart Schneider said the benefit of the tanks was that the hospitals were less reliant on the filtered town water.

"On top of the obvious environmental benefit, the rainwater tanks will have the added benefit of being economically sensible – as it will save the hospital from being billed for waste water. (In Albury companies are charged for the water they use and then billed again for the treatment of waste water that it is presumed the use of the water will produce)."



Mornington Wig Library at Peninsula Private Hospital receives national recognition



L-R: Pat Quinn, Virginia Howard & Romyne Holmes

AT THE APHA National Congress held in October in Adelaide, Peninsula Private Hospital received national recognition for its efforts in establishing The Mornington Peninsula Wig Library.

The APHA Awards recognize the private hospitals and its individuals who have made an outstanding contribution in their specialized field.

Peninsula Private Hospital was a top finalist in the Community Involvement or Outstanding Achievement for its Community award. Accepting this formal recognition on behalf of Peninsula Private Hospital was Virginia Howard, Chemotherapy Unit Manager. Virginia was one of the driving forces behind the Mornington Peninsula Wig Library.

Peninsula & Beleura Private Hospitals host Mini-Fields of Women at Dame Elizabeth's Cruden Farm

PENINSULA AND BELEURA Private Hospitals invited their oncology patients, past and present, for morning tea at Dame Elizabeth Murdoch's Cruden Farm in Langwarrin.

Together with Breast Cancer Network of Australia, a musical tribute was presented for all breast cancer patients, family and friends. Over 200 attendees enjoyed the beautiful spring morning listening to various performers and exchanging tales of support. The morning's festivities began at the entry gate with the Pied Piper welcoming everyone with a number of Scottish ballads.

During the event, a time was set aside for all to reflect on the severity of this disease. There was the opportunity to write personal messages on pink ladies and place them throughout the main garden.

Pat Quinn CEO of Peninsula Private and Beleura Private and Romyne Holmes, Peninsula Private Hospital's Oncologist conducted a most extravagant raffle. All raffles prizes were donated by various businesses and support groups on the Mornington Peninsula. The raffle, plus other donations, generated over \$2000 which will be used for purchasing wigs for the Mornington Peninsula Wig Library. This day was made successful by the ongoing support from the Peninsula and Beleura Private Hospital's oncology departments and their volunteers.

LIBRARY UPDATE

THE NATIONAL LIBRARY has introduced an improved way of accessing the Library's electronic resources. Now with one personal logon you are able to access the Library from any Internet enabled computer.

To register for your own logon you need to submit the online registration form linked to the Library Intranet at: <http://swidc41/sites/corporate/library/default.aspx> Once you receive your confirmation email, you will be able to access the resources by logging on at the Login via Athens link at <http://www.ramsaylibrary.com.au/>

An excellent new resource is the Natural Medicines Comprehensive Database which provides product information for any natural product. Of particular interest is the Natural Product / Drug Interaction Checker which tells you potential interactions between any natural product and any drug.

New journal titles can be found in AtoZ and include *Journal of Pain and Symptom Management*, *Nurse Education Today*, *Nurse Leader*, *Australian Critical Care and Women & Birth*.

Feedback is welcome by emailing the Library at library@ramsayhealth.com.au

Priceless Volunteers join the family at Cairns Private

IN SEPTEMBER, CAIRNS Private Hospital launched a new volunteer program and welcomed ten members of the Cairns community into the role of Hospital Volunteers.

Carol Roughsedge, Health Information Manager and Volunteers Coordinator said the main role of the volunteers would be to be patient advocates but the volunteers have also proved willing to undertake a range of other tasks with equal amounts of drive and determination.

"Both the volunteers and staff have embraced this program with great enthusiasm. This new program has now been in operation for nine weeks and already the strength and success of this new scheme is evident every day," said Carol.

"In essence, this new program has proven to us all that Volunteers are indeed priceless and has taught us all to remember every day that the Titanic was built by professionals but the Ark was built by volunteers."



Ramsay completes acquisition of Cairns Day Surgery



RAMSAY HEALTH CARE has received confirmation from the Australian Competition and Consumer Commission (ACCC) that it does not "propose to intervene" in the completed acquisition of Cairns Day Surgery.

Ramsay purchased Cairns Day Surgery in 2007 but the acquisition was subsequently reviewed by the ACCC as it considered competition issues associated with the purchase. Ramsay Health Care also owns Cairns Private Hospital.

CEO Mark Page said staff and doctors working at the Day Surgery had been extremely patient through this time and had continued to provide the highest level of service and care regardless of the uncertainty of this decision.

"They (staff and doctors) have been truly fantastic. We are all now looking forward to getting on with it and working with the Cairns Day Surgery as part of the Ramsay family."

Tamara graduate takes out inaugural Award of Excellence

SALLY LAURIE FROM Tamara Private Hospital in Tamworth has taken out the inaugural Gradplus NSW Award of Excellence for demonstrating excellence in her overall work performance and professional development project throughout her graduate year.

Gradplus NSW Coordinator Karina Kiely said Sally had that "something extra special which made her stand out from the other finalists".

"This year is our first year having this award and we had 16 graduates nominated from several hospitals throughout NSW. The Gradplus Steering Committee assessed each nomination. It was a very tough decision to make as each nominee was worthy of the prize," Karina said.

However, they did come up with the top 5 finalists being: Alex Gould North Shore Private, Kate Windsor North Shore Private, Michael Ivery Kareena Private, Rachel Sinclair St George Private and Sally Laurie from Tamara Private.

And the final results were Sally Laurie from Tamara for first place; Rachel Sinclair from St George for second place and Michael Ivery from Kareena Private in 3rd place.

Tamara CEO Annette Arthur said her confidence in current college training programs had been rejuvenated with the quality of the new graduate, Sally Laurie.

"Sally entered our hospital with an ability to readily communicate and offer the highest standard of customer focus towards her colleagues, patients, doctors and visitors," Annette said.

Patients and carers have commented that "Sally was lovely" or "Sally was very patient". Sally received high praise from each area in regards to her nursing care, knowledge, professionalism and eagerness to learn.

Karina said the Committee were very impressed by Sally's achievements in the past 12 months. "And we are very proud to have Sally as the "Face" of Gradplus NSW for 2009."

Sally received the "Award of Excellence Certificate" which was presented at the awards ceremony by Mr Chris Rex, Managing Director for Ramsay Health Care along with a Travel Voucher to the value of \$3500 which was sponsored by Tyco Healthcare.



Kareena Private Graduate gains \$10,000 grant from MBF

KAREENA PRIVATE GRADUATE Amanda Pope is the successful recipient of \$10k MBF study grant scholarship to undertake further studies in nursing. Amanda completed her new graduate program at Kareena Private last year. She currently works on the short-stay surgical ward and is planning on progressing her studies.

Amanda plans to use the grant to pursue a graduate diploma course at the College of Nursing in Acute Surgical Nursing.



Tamara Private farewells Kate

KATE STEWART COMMENCED work at Tamara Private Hospital in July 1975 and has seen the hospital grow from a small cottage hospital into the vibrant acute care facility it is today.

During the past 33 years Kate has become a stalwart support in the Operating Theatres taking a keen interest in the recovery phase of paediatric patients.

Kate has always been willing to train new employees in PACU and becoming their surrogate mother during their maternity leave and return to work schedules.

Development of the Veterans' garden at Tamara was her 'baby' and is now the focal point of Tamara's reception area.



Kate continues to monitor the gardens during her break!

Joondalup's Reverend James Reid receives Award

JOONDALUP'S OWN REVEREND Jim Reid was recently invited as an honoured guest to the Churchill Fellows Reception at Government House Ball Room where he received a life time membership certificate.

Commonly known around the hospital as Rev'd Jim, this indispensable staff member was employed seven years ago at the age of eighty. He works at the hospital on a part-time basis.



The Avenue Hospital Staff Service Awards

THE AVENUE HOSPITAL held a Staff Service Awards evening in September at the Jam Factory. Everyone enjoyed fine food and drinks before the presentation of certificates, badges and gifts to the staff that have been at the hospital for 5 to 25 years. 10 staff members were recognised for 25 years service.



ABOVE L-R: The Avenue Hospital Staff Celebrating 25 years of service – present: Shirley Hyacinthe, Margaret Chesterman, Maria Lunn, Cathy Okleshaw & Renate Nelson (Staff not in attendance: Jeannine Weir, New Lee, Florence Briggs, Kaye Jenkins, Gim Law).

Deirdre represents St George Private & the Navy Reserves in Chicago

DEIRDRE SMITH, STL Peri operative E.N.T. Faciomaxillary, Head and Neck and Plastic Surgery at St George Private Hospital is the N.S.W. Chapter Co-ordinator for OHNNG. AUST and a Lieutenant RANR in the Navy Reserves. She recently attended the 32nd Society of Otolaryngology Head and Neck Nurses Conference in Chicago from 19th – 23rd September 2008.

Deirdre presented a paper on Otolaryngology Head & Neck nursing. The paper looked at Otolaryngology, Head & Neck nursing in Australia in our hospital and from a Navy Reserve perspective. The conference was run in conjunction with the Surgical conference. There were 8,500 surgeons and 1,000 nurses. Deirdre will convene the Australian Conference of Otorhinolaryngology Head & Neck nurses group in Sydney in April 2010.



ABOVE L-R: Deirdre Smith N.S.W. Chapter Co-ordinator OHNNG (Otorhinolaryngology Head & Neck Nurses Group) Australia, Mary Huntton SOHN Board Member, Tracey Nicholls. President OHNNG. Australia.

A focus on Occupational Health & Safety



Ramsay Hospitals celebrate Safe Work Australia Week

SAFE WORK AUSTRALIA Week 19-25 October of 2008 is a national week to focus attention on workplace safety issues around Australia. It aims to encourage all working Australians to get involved in, and concentrate on, safety in their workplace to reduce death, injury and disease. Each year Ramsay Health Care holds a SWAW Competition where facilities are asked to provide a solution to a workplace hazard. Ramsay has donated a total of \$15,000 in prize money for the best 5 entries. Prizes range from \$5,000 for first prize, \$4,000 for second and so on.

This year the National Safety Team received 22 entries. We will review these entries over the next 4 weeks and the winners will be announced by Chris Rex, our new Managing Director in December.

In addition to the Ramsay competition, all facilities' have undertaken "Safe Work Australia Week" activities including in-house competitions, safety expos, safety quizzes, poster competitions, safety week staff BBQ's and morning teas. All of these activities are designed to bring safety to front of mind and get everyone involved.

Safety – everyone's business.

By **Chanelle McLennan, National Safety Manager**



St George celebrates National Safe Work Australia Week

ABOVE: OHS/Risk Manager, Steve Brindley & St George Private Hospital staff at the Safety Champions morning tea.

ST GEORGE PRIVATE Hospital celebrated national Safe Work Australia Week in October this year with a number of events to raise awareness and promote safety in the workplace.

These included :

- Daily Safety Alerts with key safety messages
- Departmental workplace inspections
- Staff wellness lunch with giveaways and free massage
- Awards for Safety Champions

Twelve staff were nominated by their team mates for a Safety Champions award for their efforts in raising awareness, encouraging co-workers, and generally championing the safety message in their departments.

A morning tea was held during the week where the Safety Champions were presented with a prize pack of safety themed goodies and double movie passes by CEO Tracey Burton and OHS/Risk Manager, Steve Brindley.

Safe Work Australia week activities were well received and the hospital is already looking at ways of getting the safety message across and rewarding staff during Safe Work Australia week 2009.



Safe Work Week at Cairns Private

ABOVE: Inspecting hazards in the Risk Room at Cairns Private.

SO WHAT DO you get when you fill a room full of hazards???

THE RISK ROOM! Sound scary? It was, but it was also the highlight of Safe Work Australia Week (SWAW) at Cairns Private Hospital.

Workplace Health & Safety & Infection Control Manager at Cairns Private, Andrea Grimes said the Risk Room was filled with a vast array of potential hazards with staff then competing to see who could identify the most number of hazards.

"It was definitely a look but not touch competition which was educational and fun," Andrea said.

The Risk Room initiative was a great success with over 60 staff involved. Every participant walked away with a bag goodies supplied by SWAW and Cairns Regional Council.

Additionally, prizes were given out for identifying the most number of hazards (1st place Janice Gatto from CSSD, 2nd place Terri Wise from OT) and Rheana Campbell a first year nursing student from JCU took out the student prize.

"The main objective of the week was to put safety on everyone's agenda. With that in mind we launched our Safety charter for both managers and employees, which highlighted everyone's obligations and encouraged us all to continue striving for safety here at Cairns Private," Andrea said.



ABOVE: NSW Claims Manager Sue Clark, National Safety Team Admin Assistant Regina Ross, National Safety Manager Chanelle McLennan and Warners Bay OHS Manager Jodie Stiess cooking up a storm at the Warners Bay Safety Week BBQ.

Stress Less Day 2008

WARNERS BAY PRIVATE Hospital's mental health unit, Lakeside Clinic, celebrated Mental Health Week this year by hosting a barbeque in the hospital courtyard on. All patients, family members and the public were invited, to help promote good mental health and educating the public on mental health issues.

The day was deemed a success, as evidenced by all the smiling faces (some of which were painted) and many sausage sandwiches consumed.

Each department from the Warners Bay Private Hospital contributed to the day, promoting the community spirit within the hospital.

Warners Bay Private Hospital's very capable kitchen staff supplied sausages galore which Stores Manager, Lee Parsons skillfully cooked. They also provided a beautiful fruit basket

which was raffled off, with the money being donated to a mental health charity.

Entertainment was provided by way of staff and friends singing and playing music, massage therapy sessions, exercise workouts and face painting.

Lakeside Clinic's 10 tips to stress less:

1. Accept the things you cannot change.
2. Find opportunities in life's challenges.
3. Focus on the present.
4. Set yourself realistic goals.
5. Be active, eat and rest well.
6. Relax with a cup of tea.
7. Use humour to see things differently.
8. Develop supportive relationships.
9. Note 5 positive things each day.
10. Give someone a helping hand.

Our 2 biggest set the LTI-Free National Benchmark



RAMSAY'S TWO LARGEST hospitals Greenslopes and Hollywood have both achieved a record 3 consecutive months without a lost time injury.

This great result has been achieved by 2 key strategies

A commitment from everybody at Greenslopes and Hollywood including management, staff and safety coordinators to spread the message about safety.

The Ramsay Injury Management process, which includes safety training, dedicated follow up of injured workers on suitable duties and support from department managers. This has meant that any staff member who was injured was able to stay at work.

National Safety & Workers Compensation Manager Chanelle McLennan said given the size and complexity of both facilities this was certainly an achievement to be proud of.

"The National Safety Team would like to thank everyone a Greenslopes and Hollywood for their support and commitment, keep up the good work!" said Chanelle.

TOP: "LTI GUY" – Anthony Leskovar – Return to Work Coordinator Greenslopes Private Hospital.

ABOVE L-R: - Chanelle McLennan (National Safety & Workers Compensation Manager), Jennifer Guest (Injury Management Coordinator), Tania McKenzie (Safety Management Coordinator) & Paula Bell (WA / SA Workers Compensation Manager) – celebrate 3 months LTI Free at the Ramsay WA Safety Coordinators state meeting.



Group HR role review



FOLLOWING A RECENT review of the Group HR function, roles and responsibilities, Gavin O'Meara has been appointed as Ramsay's Manager of People and Culture and Carolyn Terry has been appointed as National HR Manager.

Gavin said this change not only recognised the evolving roles and responsibilities of the HR team, it also recognised the critical HR challenges facing Ramsay Health Care over the next few years.

Gavin's role will be to focus primarily on developing a better understanding of the impact of strategic HR issues such as the changing workforce demographics and the impact of

global competition for the health workforce. Carolyn will take over responsibility for all aspects of operational HR. Carolyn will also continue to maintain primary responsibility for HR in Victoria so the role of State HR Manager (Vic) will not be replaced. In lieu of this position, Liz Spauld will assume the new role of National Workforce Planning & Development Manager. Liz will also support Carolyn with both National and Victorian projects when she returns from parental leave next year. Samantha Radlow will take over Liz's former role as the Workforce Planning and GradPlus Coordinator for Victoria.



ABOVE: Gavin O'Meara & Carolyn Terry.



Division 2 Medication Endorsement graduation- Victoria

FIFTEEN DIVISION 2 Nurses from across Victoria proudly received their Medication Endorsement certificates in October, after 20 weeks of theoretical classes and 2 weeks of clinical practicum.

Over the past 3 years Ramsay Health Care (in conjunction with Kangan-Batman TAFE) has trained almost 60 Division 2 RNs "in house" to have them obtain their Medication Endorsement. National Workforce Planning & Development Manager Liz Spauld said: "We look forward to another fantastic program in 2009. The success of the course is due to the fact that it is tailored exclusively for Ramsay staff and is taught by Ramsay's own clinical educator Shae Stewart."

"The unique arrangement between Kangan Batman TAFE and Ramsay Health Care enables our nursing staff to be nurtured and supported by our very own educator in a relaxed and informal learning environment in our own hospitals."

Liz thanked all preceptors, managers, educators and nursing staff involved in the training and offered a big congratulations to the Div 2 nurses!

E-Learning trial soon to start

RAMSAY HEALTH CARE will shortly launch an e-learning trial which will see staff able to complete their orientation program and competency checks for all mandatory training via a series of online purpose designed modules. The e-learning program is interactive such that assessments and competency checks can easily be built into training materials and will automatically populate an individual's training record.

Further to an initial pilot with a small sample of employees from Greenslopes, Hollywood and Strathfield late in 2007, Janison Desktop has been selected as the Ramsay E-Learning Management System going forward.

National HR Manager Carolyn Terry said the Janison System will allow Ramsay Health Care to either author its own on-line training materials inhouse (eg adapt from existing self-paced packages), or link in with relevant commercially available e-learning products.

An interface will also be built with the Chris 21 payroll system to facilitate record keeping and compliance tracking.



A National E-Learning Steering Committee had been established to progress this initiative across the organisation under the banner of the new Ramsay Training Institute:

At this stage, the identified priority areas for implementation are to:

Develop a generic on-line Ramsay Orientation Program (including competency checks) to be completed by all new employees joining Ramsay before they commence their first shift (this can then be supplemented by additional hospital-specific self paced or face-to-face induction training on-site)

Utilise stand alone modules / competency checks for ongoing annual mandatory training

"Using E-learning in the above priority areas is a means of flexibly delivering consistent content in a timely manner, with built in competency checks and automated mechanisms for tracking compliance," Carolyn said.

"Beyond orientation and mandatory training, the scope of e-learning in the business has huge potential for the future in terms of other areas such as Management and Professional development programs as well as offering on-line training in Microsoft applications (Word, Excel, PowerPoint etc)."

The following hospitals will pilot the e-learning approach to orientation and mandatory training from 10 November: Hollywood - WA; North Shore Private & Westmead - NSW; Mitcham - VIC; John Flynn & Greenslopes - QLD. Group HR then plans to progressively implement the above across all Ramsay sites nationally during calendar year 2009.

Ramsay CasBank (Vic) celebrates one year of operation

RAMSAY CASBANK (VIC) blew out the candles for its first birthday last month as it celebrated one year in operation.

After commencing last year, the allocations office has proven a success following a six month trial involving Waverley, Warringal, Masada and The Avenue Private Hospital.

Since the completion of the original trial, Donvale Rehabilitation Hospital and Mitcham Private Hospital have also become involved.

The project was instigated by Linda Allen on secondment from her role as Director of Clinical Services at Mitcham Private Hospital.

Since its launch, CasBank has utilised the Cascom™ data matching software system which was developed in NSW for casual staffing management.

The software allows for casual employees to submit availabilities via the internet and receive and accept shift offers via their mobile phones.

Once all casuals are allocated, the CasBank office manages the overflow of shifts by referring them to agencies.

Linda Allen said this has provided great support to Nurse Unit Managers in staffing their units.

"Our system decreases the amount of time Nurse Unit Managers have to spend on the phone trying to find staff, it means they can

spend more time with their patients and their staff and managing their departments." Linda said.

Workforce Planning Coordinator of Warringal Private Hospital, Helen Young said "Nurse Unit Managers are able to devote their time to clinical and department issues instead of trying to figure out how they are going to organise staff for a pending shift."

Linda Allen also said "An important aspect of the CasBank Allocator role is to ensure that casual staff always have priority over agency staff. The cascom system allows tracking of availabilities for staff, that can be updated at work or from home.

Helen Young agreed that CasBank has benefited casual staff immensely. "Casual staff are now able to check the availability of extra shifts, book in advance and still have the freedom to decide where and when they can work," Helen Young said.

The other great aspect of the central office is that we have been able to assist a number of casual staff to take the opportunity to work at more than one hospital. This has been terrific for the hospitals and great for casuals who get the amount of work they want and provide them with new learning opportunities as well.

At present there are approximately fourteen casual staff who have decided to work at a combination of hospitals in order to increase their chance of work if their home site does not have any requirements that match their availability.

On average around 2700 shifts per month are booked through the cascom system for the six hospitals.

The Ramsay CasBank brand has also been used as part of a recruitment campaign that was launched in February 2008. A Ramsay CasBank website linked to the Ramsay jobs site was launched, as well as a series of ads on seek. These ads for casual employment were for all the Metropolitan Melbourne hospitals.

Since this campaign was launched, more than 60 casual nursing staff have been recruited with another 50 applications under consideration.

The CasBank brand has also been used for medical recruitment by Lynne Edgerton, Ramsay Doctor Recruitment Consultant.

The Ramsay CasBank Team appreciates the consistent cooperation and support received from DCS's, NUMs, ANUMs, After Hours Coordinators and casual staff to implement and maintain the CasBank Service.

RIGHT:
CasBank
Allocator
Nicola Hunt &
CasBank Team
Leader
Fiona Bolton
(standing)



**Ramsay
CasBank**

The Lifestyle
choice for casual
healthcare staff

Employee Self Service



RAMSAY HEALTH CARE PeopleConnect

will shortly be commencing the chris21 Employee/Manager Self Service (ESS) pilot. Primarily, this system provides employees with access to their personal and pay details and provides managers with access to leave balances and pay details for their staff.

There will be opportunity for additional functionality to be incorporated into the system as time progresses. After much deliberation, People Connect has been selected as the name for ESS going forward.

For the first stage of the pilot, commencing 24 November, People Connect will be rolled out to everyone on the corporate payroll. For the second stage, it is planned to pilot People Connect at the following four hospitals from February 2009: Attadale - WA; Berkeley Vale - NSW; Mitcham - VIC; Caloundra - QLD

Once the pilot has been completed, it is planned to progressively implement People Connect across all other Australian Ramsay Health Care sites during calendar 2009. Further information will be provided in early 2009.

Questions, feedback or suggestions about People Connect or other chris21 HR modules now or in the future, should be directed to Damian May on 07 3394 6765 or <mailto:maydamian@ramsayhealth.com.au>

Celebrating 20 years of Mental Health Services in SA

A GALA DINNER for over 200 people (past and present RHC staff and doctors) was held to celebrate over 20 years of RHC Mental Health service in Adelaide. The Adelaide Clinic began operating in 1988, Fullarton Private Hospital was purchased 10 years ago in 1998 and Kahlyn was purchased over 23 years ago.

Chris Rex, Danny Sims, Kevin Cass-Ryall and Marjorie Brislee were among the notable guests. Entertainment was by Music Theatre Australia (Pot-Pourri).



Caloundra nurses graduate from Advanced Nursing Practice course



PRESENTING THE "CLASS" of 2008, Caloundra Private Hospital nurses who successfully graduated from this year's Certificate in Advanced Nursing Practice.

The 13-week program facilitated by Jenny Selfe included 40 hours of face-to-face sessions, onsite tutorials, clinical laboratory work at Central Qld University and take home assignments. Content covered MET criteria, primary and secondary assessment, cardiac anatomy and physiology, cardiac disease and ECG interpretation, pharmacology, surgical and other emergencies.

The same program has recently been completed at Nambour Selangor Private Hospital with equal success.

Congratulations to all graduates on this great achievement.

Backing winners in Falls Prevention

DONVALE REHABILITATION HOSPITAL Falls Prevention Working Party presented a poster "Screening Falls Risk in an Inpatient Rehabilitation Setting Using Clinical Judgment".

The 3rd Australian and New Zealand Falls Prevention Conference was held at the Grand Hyatt Hotel in Melbourne in October 2008.

540 participants attended from Australia and overseas. The standard of speakers and presenters was excellent. The information provided many ideas on how to improve falls prevention programs. Abstract details at www.anzfpconference.com.au



ABOVE: Donvale Rehabilitation Staff: Dr Michael Dorevitch, Christine Galloway, & Jan O'Neill.

DEBT CONSOLIDATION

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*Please note that the Bank@Work service is available at most Ramsay Health locations, however the following hospitals will be serviced by phone only (no personal visits): Port Macquarie, Orange, Armidale, Tamworth and South Australia hospitals. ALBWKprxCUA4001

LEGAL UPDATE

Continuous Disclosure Policy – Price Sensitive Information



Ramsay Health Care Limited ("Ramsay"), is a public listed company, whose shares are traded on the Australian Securities Exchange ("ASX"). As such, the Ramsay Group has continuous disclosure obligations under the Australian Corporations Act and the ASX Listing Rules to ensure shareholders and the Market generally are provided with full and timely information about Ramsay and its Group companies.

In particular, there is a duty imposed on Ramsay to announce any Price Sensitive Information concerning the Group and its business. Price Sensitive Information is any information about the Ramsay Group which a reasonable person would expect to have a material effect on the price or value of Ramsay securities – this would include a major acquisition by Ramsay Health Care or any significant diversification of Ramsay Health Care's business activities.

If any staff becomes aware of information which may be Price Sensitive, should immediately notify me as Company Secretary, as I have primary responsibility for ensuring compliance with the Ramsay Group's continuous disclosure obligations.

If an employee is unsure whether the information they have is Price Sensitive Information, they should still make the appropriate notification to enable the Group Company Secretary and, if necessary, the Disclosure Committee of the Board, to decide whether public disclosure should be made.

Ramsay employees must not disclose any Price Sensitive Information until such information has been released to the ASX and Market.

The Ramsay Policy which relates to the matters referred to above is called the Continuous Disclosure Policy and a copy of this Policy can be found on the Ramsay intranet site: reference Legal & Corporate Governance Policies and Procedures List.

This is an important Policy and must be adhered to at all times. It is required that all executive personnel familiarise themselves with this policy, as a breach is serious and may lead to disciplinary action being taken. If Ramsay fails to comply with the Continuous Disclosure obligations, it can be suspended from the ASX and criminal and civil penalties may follow. Accordingly, these disclosure obligations must be treated by all Ramsay employees with the utmost seriousness.

John O'Grady
Company Secretary & Corporate Legal Counsel



North Shore staff complete Charity Challenge

FOUR NORTH SHORE Private Hospital staff completed the Oxfam Trailwalker Challenge in September covering 100km in 19hrs 43 mins and coming 25th out of 516 teams.

Dena Hogben, Keti Stevanovski, Lindy McDowell and Tsasha Russek were the third all-female team across the line.

The team managed to raise almost \$4500 through their challenge which are funds used to fight poverty and injustice in Australia and around the world.

Ramsay Health Care topped up the funds the team raised by 20% through the Charity Challenge program contributing over \$700 to the team's fundraising total.



Strathfield Private congratulates 2 of their Trainee Enrolled Nurses.



RECENTLY TWO OF our Trainee Enrolled Nurses were awarded prizes for their outstanding achievements during their training with Strathfield Private, and Meadowbank TAFE.

Danny Williamson was awarded the Meadowbank TAFE Colleges' award for Academic Excellence. He was also awarded the prestigious prize from The NSW Nurse's Association for Nursing Competence. This award was given to him for his outstanding academic excellence, excellent nursing skills and for being an outstanding team player. This award is given to the most outstanding Trainee Enrolled Nurse in NSW.

Ruby Koussan was also awarded a prize from the TAFE for her Outstanding Nursing Competence. Ruby has shown excellent clinical skills throughout her training. Both these excellent staff members have decided to call Strathfield home. Congratulations to them both.

MOVEMENTS & APPOINTMENTS



DOUG MCRAE HAS recently been appointed Commercial Manager for Baringa Private Hospital. He has joined Ramsay's from his previous role as Financial Controller for the highly successful stage production Priscilla, Queen of the Desert – The Musical. Doug has held senior management roles in multi-national companies in IT, retail and transport and has had prior health industry experience at Auckland Hospital in New Zealand where he held the position of Finance Manager.



SUE MCLEAN HAS been appointed CEO/DCS at Albert Road Clinic and commenced in this role on 10 November 2008. She replaces Petra Snelleman who is transferring to The Avenue Hospital as CEO. Sue has extensive experience in mental health care and is currently Site Manager at Fullarton Private Hospital and Kahlyn Day Centre in South Australia. She has worked with Ramsay since 1990 and has a nursing background and a Masters of Social Science. She recently participated in the Future Leaders Executive Development Program.



TRISH HOGAN HAS been appointed as CEO of Pindara Private Hospital on the Gold Coast and commenced in the role in early November. Trish has a clinical background and has extensive experience in managing hospitals in Qld, ACT, New South Wales and South Australia. Her most recent role was as CEO for the Tweed region in North Coast Area Health where her portfolio included The Tweed Hospital as well as Byron, Mullumbimby and Murwillumbah Hospitals. During her time at Tweed, Trish managed several hospital expansion projects and developments which put her in good stead to take on the upcoming Pindara Re-development.



JODY MEIER HAS joined Ramsay as the Ramsay Training Institute Manager with 13 years experience in secondary, tertiary and work-based education. He joined Queensland Health in a training and development capacity in 1995 and has subsequently worked in human resources, project management, innovation and change management roles for Health, Queensland Police Service and the Department Education. As the Deputy Director of the Medical Workforce Advice and Coordination Unit, in Queensland Health, Jody led a number of workforce planning and management projects, ranging from capacity planning, medical education reform for junior doctors and the annual recruitment of Registered Medical Officers and Interns. As the Manager of the Ramsay Training Institute, Jody will be responsible for the development organisational-wide education and training strategies to ensure the continued support and professional development of its staff.



JILL GLEESON HAS been appointed to the role of CEO, Linacre Private Hospital in Melbourne commencing 1 December 2008. Jill has held several DCS roles over the past 4 years, most recently at The Avenue Hospital where she has been instrumental alongside the CEO in achieving significant improvements in many key areas including bed days, admissions, agency utilisation and skill mix since her appointment in April 2007. Jill is currently undertaking an MBA and was also a participant in the first Future Leaders Program.

Sunshine Coast farewells Dr John McCarthy

RAMSAY HEALTH CARE'S Nambour Selangor and Noosa Private Hospitals sadly remember Dr John McCarthy who passed away on 1 November. Dr McCarthy had been instrumental in the commencement of HDU/ICU services and the provision of critical care services at Selangor and Noosa for over five years.

He provided excellent services to these hospitals and will be very sadly missed by all those who knew or worked with him.



Oaks Day medical secretaries breakfast



FOR THE PAST 8 years Shepparton Private Hospital has hosted an early morning Victorian Spring Racing Carnival - Oaks Day Breakfast for Medical Secretaries and support staff. The event is primarily a "thank-you" to the staff of both specialists and general practitioners for their continued support of the hospital and to update them of developments at the hospital. The event also provides an opportunity for rooms' staff and hospital staff to meet face-to-face.

This year's competition included Best Hat made of Fresh Flowers and Best Hat made from Recyclables. CEO Chris Thompson also provided great entertainment with his phantom race call.

L-R: Winner of best hat recyclables, SPH Theatre Manager Lee Flemming with Recyclables "Champagne Hat" & Margaret from Murchison Medical Clinic with her Bird of Paradise Hat.



Beleura raises funds at Oaks Day

BELEURA HELD ITS annual "Oaks Day" celebrations again this year. There were five races held with 6 horses in each race and staff paraded their very imaginative hats. The entertainment value alone was fantastic and they also raised \$911.20 for the Will Torey Trust Fund.

Pindara EC - 21 years of Emergency Care

THE PINDARA PRIVATE Hospital Emergency Centre opened its doors and treated its first patient almost 21 years ago this year. Today, this busy emergency centre located on the north end of the Gold Coast, treats over 20,000 emergencies per annum. With an ever expanding medical community it has evolved to become an integral part of the Gold Coast community's medical infrastructure.

The Pindara EC was proudly the first private emergency centre in Australia and now services an expanding community on the Gold Coast – the Gold Coast has topped the list of the fastest growing populations in Australia every year for 31 years. This community demand access to a higher grade and choice of medical care.

For patients with private health cover Pindara is supported by an extensive list of quality specialist surgeons and physicians providing a significant alternative to the over burdened public hospital system.

Pindara EC's success is the result of the willingness and



ABOVE: Staff and doctors from Pindara Private Emergency Centre celebrate 21 years of operation since opening as Australia's first private hospital emergency centre.

motivation of its supporting specialist medical practitioners to provide their expertise and services to patients in the cooperative environment of a private hospital.

The depth of specialist services available means more comprehensive medical care and greater satisfaction for patients and staff.

Over the last decade the Emergency Centre doctors have endeavored to improve communication and forge relationships with the local practitioners providing 24/7 emergency care to their patients with an understanding of individual preferences for patients.

Bumper baby boom at Westmead



THE MONTH OF October was a bumper one for Westmead Private Hospital with 218 births recorded for the month – an all time record for the hospital. Staff rallied together in a team nursing environment to achieve complete care for both mother and baby, with only a 3.24% nursing agency rate.

Of the 218 births, there were three sets of twins and 70 caeser deliveries.

Westmead CEO Carol Bryant said "not only did we have a record month, but our time taken to get mothers back from Recovery improved by 30%, which meant mothers were reunited with their baby and family much quicker."



ABOVE: New Cardiologist Dr Sam Adera (2nd from back left) - at Tamara with some of his new patients.

Pacemaker insertion now available at Tamara

NEWLY ARRIVED, TAMWORTH Cardiologist, Dr Sam Adera has commenced cardiac procedures at Tamara Private Hospital.

This service has allowed many families the option to remain within their local region if they require insertion of cardiac pacemaker or internal defibrillation devices.

Thus far 15 patients, who would have previously had to travel to metropolitan areas, have taken up the option to remain in Tamworth and have their cardiac surgery done at Tamara.

Dr Adera met with his patients recently who are now leading and enjoying a much improved life style.

Orthopaedic workshop for Nowra nurses

CONTINUING EDUCATION REMAINS a focus for Nowra Private Hospital where recently The College of Nursing presented a customised workshop on Orthopaedic Nursing. The workshop was a great success and was attended by 20 staff from across the hospital.



ABOVE: Nowra staff Kim Bennett, Gloria Sherman & Tod Adams dissecting long bones whilst exploring the anatomy & physiology of bones as part of the bone workshop.

Your Corporate Health Plan cares for Ramsay Health

Special offer for
457 Visa Holders

Together HBA Health Insurance and Mutual Community are one of Australia's largest and most innovative health insurers, covering over one million customers.

As a member of the Ramsay Health Corporate Plan, you can access these great features on the products available under your plan:

- **Discounted premiums** – You will receive a health reduction off your premiums, whilst you remain with Ramsay Health
- **No 2 month waiting period** – We're waiving the 2 month extras waiting period – so you can claim straight away on most extras services
- **No gap dental for kids at Members First dentists** – You'll have no-out-of-pocket costs for your kids dental until they're 25 on more than 250 dental services including check-ups, teeth cleaning, fillings, x-rays and more
- **Special Plan for 457 Visa Holders** – Specifically designed plan to help with your needs while working in Australia
- **Convenience of direct debit payments** – So there's no bills and no fuss
- **More from Members First providers** – We have agreements with many dentists, optical outlets, chiropractors and physiotherapists across the country.

For more information about the Ramsay Health Corporate Plan, call 1800 649 406

Ask about the Ramsay Health Corporate Plan today!



*Other waiting periods apply. *Excludes orthodontics. At Members First dentists on benefits payable. Available on family hospital covers with Corporate, Executive, Platinum, Gold and Silver extras. Excludes hospital treatment. Waiting periods apply. Child dependants only. Normal fund dental rules apply. BUPA Australia Health Pty Ltd ABN 50 003 098 655 Trading as HBA and Mutual Community



Fun & Fitness

Caboolture produces sport superstars



ABOVE L-R: Caboolture Mums – Sue Adams, Ros Madsen, Sue Nickalls & Amanda McDowell.

SOMETHING IN THE water at Caboolture Private Hospital has the RNs working there producing some of Australia's young sporting elite. The children of four of Caboolture's hospital staff:

- **Paul Adams** 16yrs (Son of Sue Adams, Nurse Unit Manager), has won several State and National titles for clay target shooting. Paul is on the Australian Team for the World Shooting Tournament in Victoria in 2009.
- **Matthew Madsen** 16yrs (Son of Ros Madsen, RN Oncology Unit), chosen to represent Australia in the World Junior and Veteran Tae Kwan Do Championships held in Uzbekistan in September following national selections, where he was just pipped for a bronze medal.
- **Rhys Nickalls** 15yrs (Son of Sue Nickalls, RN Surgical Ward), selected in the Sunshine Coast representative AFL team in May and was selected for the Qld State AFL team to play in Melbourne in July. Rhys made the Qld AFL Rookie Camp team.
- **Lucie McDowell** 15yrs (Daughter of Amanda McDowell RN Operating suite) Lucie represented Football Qld under 17s in the National Titles in Coffs Harbour this year where Qld won. Lucie has been selected by Football NSW to participate in a tour of USA.

Kareena competes with local GPs in Sutherland to Surf Marathon

KAREENA PRIVATE HOSPITAL joined forces with local GPs to compete in the Sutherland to Surf marathon.

Kareena Private's wellbeing and balance program extended a warm welcome to the Sutherland Shire GP Division for a post race BBQ lunch along with 25 Hospital staff.

The chilly yet beautiful winter's morning proved a great backdrop for the scenic run or walk to Wanda Beach. The Kareena Marquee was a welcome sight for weary muscles to enjoy post race refreshments and lunch.

The feedback from the GPs was very positive and they are looking forward to participating again next year.



Men in lycra!

DURING JULY, NORTH West Private Hospital's Dr Brian Wilson-Boyd organised a bike ride from Brisbane to Noosa with Greg Borland (OT) and other doctors. They all made it and survived.

They then re-challenged them selves in September and rode from Brisbane to the Gold Coast.



Beleura Masters

BELEURA PRIVATE HOSPITAL'S Paula Mulholland, AUM and Lorraine Townsend, Receptionist (above photos) recently participated in the Masters held in Alice Springs. Paula played basketball and after competing in 8 games her team came away with a bronze medal. Lorraine, a champion swimmer, had a very successful swimming meet winning gold in the 100m butterfly and 3 silver in 50m butterfly, 100m freestyle and 50m freestyle.



Arthur's Seat Challenge

BELEURA PRIVATE HOSPITAL staff participated in the Arthur's Seat Challenge which supports the "Fit To Drive" education campaign. All staff finished the 6.7km walk/run climb up the mountain finishing within 1 hr 15 minutes. Seven of the 11 participants pictured above are (L-R): Zac Stephens, Cathy Tilley, Sue Ward, Bernard Hornblower, Lesley McFadyen, Carole Gill, Rebecca Coyne.

Wangaratta Private Hospital participate in Inaugural Relay for Life Event

IN OCTOBER THE Wangaratta community held its first Relay for Life raising money to fight cancer.



ABOVE L-R: St George Private participants in the 10km run Andre Peralta, Erlinda Sebastian & Steve Brindley.

Brighton Beachside Dash

ST GEORGE STAFF and doctors were participants in the inaugural Brighton Beachside Dash held in October at Brighton Le Sands on Botany Bay. The Dash was organised by St George Medical Research Foundation to raise funds for much needed medical research into cures for such diseases as cancer and arthritis.

Ramsay Health Care and St George Private Hospital were key sponsors of the event and the Dash was promoted to St George Private staff as part of the "Mind Body Balance" staff wellness program.

Three Ramsay staff members agreed to be "White Knights" on the day. This involved them taking part in the 10 km event and agreeing to raise a minimum \$1,000 each in fundraising. Our White Knights were Alison Reus and Michelle Pittard of St George Private, and Mick Campbell from NSW Corporate office. They managed to raise a combined total of over \$3,500 for the Research Foundation.

St George Private also provided nine staff as volunteers on the day who staffed the drinks stations and made sure the runners stayed hydrated.

The Hospital also sponsored the "Ramsay Health Zone" where free massages were provided under the Ramsay marquee for runners after each event. The Health Zone proved very popular with many participants availing themselves of a free massage.

The inaugural Brighton Beachside Dash was very well received by the community and attracted some very serious runners as well as those just wanting to support a great cause and enjoy the glorious spring weather.

The funds raised from the Dash totalled \$78,800.

A total of 70 teams raised over \$116,000. The staff of Wangaratta Private, as well as staff from onsite practices, family and friends, walked over a 24 hour period in the team event. In the preceding months, Eric Churchill (Hotel Services Manager) and Wally Zabilowicz (Maintenance) worked tirelessly organising numerous activities and driving the team to raise a total of \$1690.00.

Ramsay Health Care



TRIATHLON pink

All Female Triathlon Series

Ramsay helps paint Australia pink

THOUSANDS OF WOMEN from all walks of life got fit, had a bit of fun and raised thousands of dollars for the National Breast Cancer Foundation as they took part in the Ramsay Health Care Triathlon Pink during Breast Cancer Awareness month, October.

Triathlon Pink is not about winning or losing according to race organizer Brett James, it is all about just "having a go."

And the event has been successful this year in raising over \$120,000 for the National Breast Cancer Foundation.

Brett believes it is the infectious "spirit of hope and survival" that makes Triathlon Pink such an alluring event. And everywhere you looked, there were examples of that spirit on show. In Sydney there was a young girl completing the cycle leg with training wheels on her bike. On the Gold Coast, one lady felt so strongly about finding a cure for breast cancer that she had the first swim of her life three weeks before the event, crammed in some lessons, then successfully completed the Gold Coast race.

Ramsay's own also demonstrated their own spirit on a mass scale with over 100 Ramsay staff competing in the events which were held in Sydney, Melbourne, Perth and on the Gold Coast this year.

Maggie Burke from Mt Wilga's lymphoedema program completed the race in Sydney while still on a course of chemotherapy drugs after she was diagnosed with breast cancer last December. Maggie entered the event with good friend Bernadette Carrigan, and the pair of them were both swept up in the ever-present atmosphere of enjoyment that engulfed Sydney Olympic Park.

"It was just about having fun," Maggie said "There was a bit of self-satisfaction, but we just enjoyed the whole day."

Despite the relaxed, social atmosphere, the day did have a serious side. The National Breast Cancer Foundation raises funds and awareness for a disease that kills over 2600 Australian women every year.

Events were staged right across Australia over four successive weekends.

Triathlon Pink was the brainchild of t3 Events Director, Brett James, who has been thrilled with the support offered by Ramsay Health Care as major sponsor of the event.

"It was a pleasure in 2007, to watch the Ramsay women of all ages become Pinkies," Brett said. "Now with events in Perth and on the Gold Coast we saw many more Ramsay participants this year."

Total competitor numbers for the event have swelled dramatically this year. In 2007, the two events in Sydney and Melbourne attracted 800 competitors. This year however, over 3000 women signed up to become pinkies.

After such dramatic success in its first two years of existence, Ramsay Health Care Triathlon Pink will be back again in 2009, and all Ramsay Health Care female staff are invited to outdo the impressive efforts of the 2008 event.

Mt Wilga supports Triathlon Pink

SEVERAL STAFF

MEMBERS from Mt Wilga Private Hospital in Sydney took part in the Ramsay Health Care sponsored Triathlon Pink event at Sydney Olympic Park! The Mt Wilga Pinkies managed to raise \$4,100 for this worthwhile charity through sponsorship for the triathlon, selling pink ribbon merchandise, and holding a fundraising cake stall.

There were four staff members who competed again, after completing the inaugural event in 2007, and all four managed to beat their PBs, even one lady with a 4 month old baby!

