ballarat
base
hospital

126th annual report
1982

Ballarat Base Hospital

ANNUAL REPORT, FINANCIAL AND
STATISTICAL STATEMENTS FOR THE
YEAR ENDED 30th JUNE, 1982

BALLARAT BASE HOSPITAL

annual meeting

The Annual Meeting of Contributors and Life Governors of the Ballarat Base Hospital will be held in the Board Room of the Hospital on MONDAY 20th SEPTEMBER, 1982 at 7.30 p.m.

BALLARAT BASE HOSPITAL

Established 1856

BOARD OF MANAGEMENT

PRESIDENT	Mrs P.I. FISKEN.
VICE-PRESIDENTS	Dr. J.G. GRIFFITHS, F.R.C.O.G. Mr. K.J. NEERHUT, F.R.C.S. (Edin.)
HONORARY TREASURER	Mr. J.H. HEINZ.
BOARD MEMBERS	Mr. A.L. BYRIELL (res. 31.12.81) Mr. J.E. CLEMENTS. Mr. W.L. COCHRAN. Mr. D.A.E. FAWELL (appt. 17.3.82). Mr. M.B. JOHN. Mr. K.F. KEMP. Dr. W.L. SLOSS, F.R.C.O.G. Mr. R.P. STRICKLAND Mr. J.B. VERNON.
AUDITORS	DRISCOLL, McIVOR & CO. PROWSE, COOK AND PERRIN.
SOLICITORS	CUTHBERTS.

SENIOR EXECUTIVE STAFF

CHIEF EXECUTIVE OFFICER	Mr. E.D. MACAULAY, E.D., B.H.A. (N.S.W.), F.H.A., A.A.S.A., A.A.I.M.
MEDICAL SUPERINTENDENT	Dr. J. ACHESON, M.B., B.S., F.R.A.C.G.P.
DIRECTOR OF NURSING	Miss M.S. OGDEN, F.C.N.A. (on leave to 5.4.82)
ACTING DIRECTOR OF NURSING	Mrs. E.R. ROBINSON, F.C.N.A. (acting to 5.4.82)
DIRECTOR OF GENERAL SERVICES	Mr. J.R. BRIDGER, A.A.S.A., L.H.A., A.A.I.M., R.C.A.

report of the board of management

The year 1981/82 was an extremely difficult one for the Base Hospital due to escalating costs, changes in the fee structuring, and the unavailability of funding from the Health Commission for Capital Building Redevelopment. The year opened with a meeting of hospital presidents and Chief Executive Officers to discuss the 1st September, 1982 changes and closed with further major changes being announced from 1st July, 1982. Since 1970, Australia has earned the status of having had the most chenges in Health Schemes in a 12 year period with 15 major reviews being implemented.

FEE CHARGES

This Hospital like all other Victorian Public Hospitals experienced severe Government cutbacks in funding throughout the year following the termination of the Commonwealth/State Hospitals Cost Sharing Agreement on 30th June, 1981. The reduction in Commonwealth funding to the States for hospitals necessitated increases to all hospital charges, which included the introduction of a complex outpatient charging system, and a complete restructuring of the inpatient charging system. Increases of 60% were announced in September 1981 with a further 38% being announced for 1st July, 1982.

SERVICE STATISTICS

Despite uncertainty of patients regarding the costs associated with hospital inpatient and outpatient treatment, the hospital's facilities continued to be well utilized as illustrated in the following comparative statistics.

In-patients Treated:	1981/82	1980/81	1979/80	1978/79
Standard	4,970	5,213	5,130	4,846
Non Standard	5,961	5,629	5,605	5,590
	10,931	10,842	10,735	10,436
Daily Average:				
Standard	90.06	91.49	97.52	98.56
Non Standard	102.00	99.40	95.57	95.34
	192.06	190.89	193.09	193.90
Average Stay Days:	6.41	6.43	6.58	6.91
Outpatient & Casualty Attendances: *	163,484	145.885	132,868	132,993
Births	891	840	834	921

Note *Pharmacy 16,020; Dietetics 2,829 1981/82, not included in previous years.

HISTORY

In September 1981 the Hospital celebrated its 125th Anniversery, which highlighted its continued service and close relations with Ballarat and the Central Highlands Region since its establishment in 1856. Arrangements are presently underway to have the history of the Hospital written from the complete set of Minute Books, Annual Reports, and Registars that have been kept by the Hospital since its beginning. The aim is to complete this work in time for the Australian Bicentenary. The cost of this book will be met entirely from Private Funds.

REDEVELOPMENT

Funding for the next stage of the Building Redevelopment Programme — the rebuilding of the Queen Victoria Block continues to be unavailable. Although funding is not readily available for building redevelopment, it is important to update and maintain existing buildings to conform to modern trends in patient care. To this end, renovations totalling $40,000 were made without Government assistance to improving the environment for patients.

During the year the Urology patients were temporarily relocated to allow the complete renovation of Ward E.G.E. at a total cost of $40,000 funded from the Minor Works Program.

The former Pharmacy area in the Edward Wilson Block has been renovated and air conditioned to provide a Day Ward, however the shortage of funds for additional staff has deferred the opening of the ward until February 1983. The ward has been established to enable persons requiring minor surgery to be admitted, treated and discharged on the same day. This conforms to modern trends in reducing patients costly stay in hospital, and returning them to their home environment as soon as possible.

Another main improvement for the benefit of patients and visitors to the Hospital is the installation of the automatic sliding doors at the Casualty and Ambulance entrances of the Hospital. The automatic doors facilitate entry by persons in wheel chairs, on crutches, with arm injuries or some other disablement.

STAIRMATE

The Hospital was pleased to assist the Stairmate Project funded by the Ballarat City Council. This mechanical device makes it possible for a person in a wheel chair to negotiate stairs. To make the equipment available to the public over 7 days a week, arrangements were made to store it at the Hospital and for expert instruction to be given before being loaned out. As an example of its use many wheel chair patients were able to view the recent production of Oaklahoma from upstairs at the Memorial Theatre.

COMMUNITY SUPPORT

In a period of tightening economic conditions it is gratifying that the public, groups associated with the Hospital, and service organisations continue to give support to improve the services provided. With cuts in spending for health, and staff shortages caused by the strict observance of staff ceilings allowed by the Health Commission, positive financial support given to purchase additional equipment to benefit patients has become increasingly important in maintaining and improving standards expected by the patients.

The Occupational Therapists explain to a patient how the Stairmate operates on the front steps of the Hospital.

BOARD OF MANAGEMENT

Changes. A valued member of the Board of Management, Mr. A.L. Byriell, retired in December 1981 after seven years service. Mr. Byriell was a forthright contributor in discussion and served on a number of sub-committees, including the Finance Committee. He was replaced by Mr. D.A.E. Fawell, a solicitor of Bellarat, in March 1982. Mr. Fawell has hed close links with the Hospital over the years in his capacity as legal adviser.

Appointment Procedures. At the annual meeting in September 1981 the contributors were notified that for the first time Board members ceased to be appointed by the annual meeting. Changes to the Hospitals and Charities Act now required them to be appointed by the Governor in Council. With the change in Health Ministers, further changes to this procedure have been introduced with the requirement of boards of management to advertise all vacancies, including retiring members who are eligible for re-appointment, prior to submitting recommendations to the Minister of Health. Under these new arrangements one only vacancy exists for 1982, that of Mr. J.E. Clements who retires and is eligible for re-appointment.

Board Member Education. This year the Board was fortunate in having Mr. K.F. Kemp attend the Australian Hospital Association Board Member Education Seminar at Mayfield Centre. Mr. Kemp is the fourth board member to attend this course which is run specially for board members and is designed to acquaint them with a wide range of matters that come within their responsibilities.

Draft Model By-Laws. In accordance with changes introduced with the new Health Commission Act 1977, hospital by-laws are once again under review. During the year the Board was asked to comment on the proposed model by-laws prepared by the Health Commission. These broaden the scope of the existing by-laws introducing a wide range of new special conditions including patient review, medical staffing and the like.

International Hospital Federation Congress. The President (Mrs. Fisken) and Chief Executive Officer (Mr. Macaulay) attended the 22nd International Hospital Federation Congress in Sydney in October. This was the first full I.H.F. Congress to be held in Australia. Following the Congress many of the overseas delegetes participated in organised State tours of health institutions and the Base Hospitel was privileged to be invited to host one such tour. Overseas visitors from Sweden, Nigeria, U.S.A., Canada, U.K. and Switzerland were shown over our facilities. It was very interesting to hear how favourably our hospital compared with institutions overseas.

MEDICAL STAFF

During the year new policies were adopted in respect of the provision of medical staffing, some as a direct outcome of the accreditation programme.

Firstly, processes were introduced to accredit all medical practitioners practising privately in the hospital. Categories of accreditation are as follows:—

(a) General — open to any local qualified medical practitioner (5 years).

(b) Specialist — for practitioners working in a defined specialty (5 years).

(c) Special — for practice in a specific area of medicine other than that covered by specialist accreditation. (5 years).

(d) Transitional — for practitioners, whether general or specialist, who have recently bagun practice in Ballarat. (1 year).

(e) Provisional — granted by the Medical Superintendent to enable a practitioner to commence practice pending consideration by the Credentials Committee. (3 months).

Secondly, the Board undertook, with the assistance of the Professional Staff Group, an extensive review of sessional appointments and allocations. On the recommendation of a sub-committee of the Professional Staff Group, changes were made to appointments and allocations in Psychiatry, Paediatrics and Surgery.

Thirdly, the intern rotation scheme has been extended to the Maryborough and District Hospital. This followed extensive discussions involving the two hospitals and the Medical Board of Victoria. In addition to this rotation programme, programmes are now well established at the Ararat and District Hospital and the Queen Elizabeth Geriatric Centre.

STAFF

Establishment. During the year discussions were held with the Health Commission to agree on the staff establishment and funding re the new cost sharing arrangements. Because of strict controls imposed over the last six years, we were very pleased with the outcome of these discussions to see that our expectations agreed with the Commission's analysis, with only minor adjustments to be made. Further changes to Commission policy have resulted in our Hospital accepting responsibility for the administration of relieving matrons and relieving sisters employed by the Health Commission to serve in smaller hospitals around the State. This has resulted in some adjustment to the Hospital's funding and budget allocations.

Staff Changes. A number of senior staff positions changed during the year. The Board records its special appreciation to Mr. George Peet on his retirement after a record 43 years of service. George started at the Hospital as its first apprentice and throughout his career worked in the Engineering Department, finishing as Deputy Chief Engineer. Mr. Peet's place was taken by Mr. Henk de Deugd, a lecturer in Middle Level Electronics at the School of Mines, Ballarat. At the end of the year another valued member of the staff, Mr. Fred Clay, retired after 23 years service. Mr. Clay served in a variety of administrative positions, including Paymaster, finally ending his career as the Hospital's first Personnal Officer. In this last post Mr. Clay is credited with establishing e firm base for the extension of personnel policies, which have become very important in recent years with increased staff and union awareness of working conditions.

38 Hour Week. At the close of the year the first pressures of the introduction of the 38 hour week have been felt with the granting of this condition to trades and boiler staff. The basis upon which this has been introduced is that the Hospital is expected to carry the additional cost without an increase in staff or overall expenditure. Clearly, at a time when staffing and resources are stretched to the limit, it would appear that the only way this could be achieved is for various services to be reduced. The Health Commission has already stated its policy when essistance was sought to increase staffing to cover boiler attendants, which itself is a 24 hour service. The major unions, including the Hospital Employees' Federation and the Royal Australian Nursing Federation, are yet to submit their claims. However, it is expected that before the end of the financial year 1983, these new conditions will be in for all staff.

report of the board of management

FINANCE

During the year an unprecedented level of wage increases was granted, with an average of 18% being awarded. This amounted to 1.7 million dollars of the annual wages bill between September and June, with a further $250,000 granted but yet to be approved for funding. The effect of this and other cost increases, has driven the average daily bed cost to $170.86 per day. Although the salaries budgets from the Commission have now been rationelised in a satisfactory manner, the Hospital is facing increasing problems in the areas of non salaried costs. In the last two financial years, increases in the budget allocations have been 9.75% and 9.4% respectively, to meet actual increases in costs by suppliers averaging between 13% and 18%. Because the Hospital did not curtail services to meet these increased costs, reduction in allocations in real terms resulted in an overrun of budget for the financial year of $76,000. This would have been more had it not been for a $40,000 grant in salary and wages costs which is unlikely to occur in the next financial year. Unless there is a major change in Government attitude to non salaried costs, it is clear that the Hospital is facing the dilemma of maintaining services and risking ever increasing budget overrun, or reducing services to meet the funds allocated. The Board is hopeful that the Commission will clarify this state of affairs before the end of the financiel year 1982/83.

The Hospital relies heavily on groups associated with the Hospital to provide funding for special items of equipment. Members of the Mary-Helen Auxiliary are shown donating a new patient lifting machine to the President of the Board, and the Director of Nursing.

CONCLUSION

Appreciation. Once again our State and Federal Parliamentarians have been of assistance to the Board in keeping us informed of developments at Parliamentary level, as well as making representations on our behalf. We acknowledge this assistance. The Ballarat Courier, Ballarat News, 3BA and BTV6 have all been active in promoting the Hospital to the community, for which we are grateful. To the Mary-Helen Auxiliary, Ballarat Base Hospital Trained Nurses' League, Ballarat Base Hospital Younger Set and "V.I.P.'s" we owe special thanks for not only raising funds for much needed equipment, but for taking a personal interest in our activities which we see as being an important community contribution.

MRS P.I. FISKEN
President

E.D. MACAULAY
Chief Executive Officer

The 38th Annual Graduation was held in the Civic Hall on Friday, 16th July, 1982 in the presence of Lady Murray, wife of the Governor of Victoria. A large crowd was in attendance and the Guest Speaker, Mr. R.M. Horner, Headmaster of Ballarat and Clarendon College, presented a very interesting and stimulating address to the Graduates.

LIST OF GRADUATES

General Graduates: Wendy Coe, Trudy Dalby, Robyn Dalkin, Jennifer Gilmour, Catherine Glenane, Jan Gribble, Margaret Grundell, Noela Jolly, Judith Lincoln, Wendy Llewellyn, Andrew Munro, Christine Pearson, Kerrie Scott, Pamela Stephens, Kelvin Wilson, Julie Caldow, Tracey Cummins, Denise Eason, Denise Foden, Janet Horgan, Dianne Horne, Michelle Kellock, Karen Morriss, Catherine Sillekens, Glennis Smith, Denita Stewart, Cheryl Wade, Leanne Wall, Gayle Warren, Debbie Waters, Jacinta Wilson, Elizabeth Wines, Joanne Chenery, Debra Currie, Debra Etherton, Theresa Gray, Michelle Harvey, Sharon Hutchinson, Helen Jamieson, Sharon Johnstone, Gillian Langley, Susan Lowday, Bernard Melican, Kaye Murray, Anne Ross and Jacqueline Webb.

Fourth Year: Graeme Merlin, Jayne Solley, Sally Bourke, Marion Funston, Dianne Nikolovski, Wendy Whitehead, Judith Collishaw, Judith Schenk, Wendy Snibson, Liana Besenghi, Barbara Grimmer, Beverley Sowter, Leonie Fileppe, Helen Houghton, Scarlett Stekelenberg, Janice Banks, Frances Crow, Janet McCartney, Petrina Whiting, Anne Hetherington and Margaret Tolliday.

Midwifery: Judith Parry, Beverley Coxall, Carol Dean, Erica Tymchishyn Susan Rochester, Elizabeth Bromham, Alyson Hutchinson, Sandra Nolan, Frances McKay, Yvonne Bull, Judith Murphy, Patricia Kennedy and Valerie Davie.

PRIZE WINNERS

1. Mary Helen P.T.S. Prize — Mrs. Amy Simmons.
2. Phase 2. Surgical Prize — Mr. Gordon Aggett.
3. Phase 2. Medical Prize — Mr. Gordon Aggett.
4. Surgical Nursing Senior Prize — Miss Jacinta Wilson.
5. Medical Nursing Senior Prize — Miss Michelle Harvey.
6. Dr. W. Sloss Prize for Highest Aggregate Throughout Training — Miss Ann Ross.
7. Jessie M. Langham Prize for the Best Practical Nurse — Mr. Andrew Munro.
8. City of Ballarat Prize for Best Second Year Nurse — Miss Rhonda Wills and Miss Lynne Hitchener.
9. Prize for the Best Practical Paediatric Nurse — Miss Jennifer Gilmour and Miss Sharon Johnstone.
10. Dr. Claude Salter Prize for the Best Practical Theatre Nurse — Miss Gayle Warren.
11. Matron's Prize for Efficiency and Reliability — Miss Susan Lowday.
12. Mr. W.R. Griffith's Prize for General Proficiency in Midwifery — Miss Judith Murphy.
13. Sister Margaret McGrath Prize for Paediatric Nursing — Mrs. Sandra Nolan.
14. The Sister Silvey Memorial Prize for Proficiency Fourth Year — Miss Janet McCartney.
15. Ballarat Base Hospital President's Prize for Efficiency and Leadership — Miss Sharon Hutchinson.

SCHOOL OF NURSING

Once again the School has had a very successful year achieving very good passes in all examinations.
Congratulations are extended to Mrs. M.A. Stevens, Principal Nurse Educator, on successfully completing her studies and obtaining a degree in Applied Science (Advanced Nursing).
Special thanks are extended to all members of the Teaching Staff for their dedication, support and co-operation.
Some Staff changes have occurred during the year and I wish to thank Mr. J. Adriaans, Mrs. C. Veal, Mrs. G. Rayner and Miss G. Farrow for the contribution they have made to the Base Hospital.

GENERAL

The task of providing safe quality care to all patients is a continuing challenge and all members of the Nursing Staff have played their part in achieving this aim.

During the past year some valued Staff members have moved on. I wish to particularly mention the contribution of Miss L. Wilson and Mrs. N. Moulton, who gave many years of service.

Mr. S. Williamson assumed the Charge position in Q.1. to enable Mrs. Van Dort to undertake further studies. Miss J. Rees is now in Charge of Q.G. and Miss M. Kearney is relieving in Y.1. whilst Miss Hutchings is on Long Service Leave.

I wish to particularly thank Mrs. E. Robinson and the Senior Nursing Staff for the fine manner in which they administered the Nursing Division whilst I was on Long Service Leave, to all members of the Nursing Staff my sincere thanks for their co-operation.

On behalf of the Nursing Staff, may I thank Mrs. Fisken and the Board of Management, Mr. Macaulay, Dr. Acheson, General Staff, Medical and Paramedical Staff for their continuing support.

The coming years may see many changes in the structure of Hospitals and Nursing but I hope the Nursing Division will continue in its prime role of providing care for the community of Ballarat and district.

Hospitals certainly ara placas which reflect the changes in Government attitudes and even the change of Governments. This has meant that continuing adjustments in policies, particularly those reflecting hospital patient classification, fees etc. keep cropping up almost daily. Accountability is another example which places more and mora pressure on Administration and also on continued maintenance and up grading of standards. In spite of these problems and whilst there is no doubt that the introduction of new procedures and treatments has been restricted there has not ,baen the great progress as in years past. There has, however, been a good standard of patient treatment maintained in the hospital.

EXCHANGE RESIDENT STAFF WITH OTHER HOSPITALS WITHIN THE REGION

With the introduction of Interns at Maryborough, together with the already existing exchange of Interns at Q.E.G.C. and Ararat, and the exchanga of first year Residents with Lakeside; incraased pressures of oversight and continued education of Resident Medical Officers has placed some extra burdens on Medical Administration. However, it would seam that whilst there is a high level of undergraduate entry into all Medical Schools, more and more peripheral hospitals will have to be involved in Resident training.

RETIREMENTS FROM STAFF

Drs. Dugdale and English resigned as Radiologists from this staff after valuable service to the hospital. Mr. Lionel Neri also has left the staff after valuable service as a General Surgeon with a special interest in Thoracic Surgery. Dr. Brian Hassett has vacated the position of Assistant Paediatrician. Resignetion and loss of staff is always a sad occurrence within a hospital and I wish all these people well in the future.

APPOINTMENTS TO STAFF

Dr. House has joined the Radiology Group and Dr. Graham has been appointed as Nuclear Medicine Consultant (temporary to this hospital). Mr. Alan Bath has returned to his position as Administrative Assistant in Medical Administration after a period as initial co-ordinator of Ballarat Regional Alcohol and Drug Dependence Association. In this role, he set up the whole structure of this counselling and referral service. He is welcomed back, and Mrs. Heather Baker, who relieved, transferred out of Medical Administration, to other duties.

Throughout the year it has been interesting as usual to see the development of the young Doctors on our Staff and to realise that this Hospital has mede a large contribution to thair training and future as Medical Practitioners within tha community.

MEDICAL STUDENTS

Elective students have again been resident here in the same numbers as previously, and this hospital now has many Resident Medical Officers who come here as elactive students. I beliave that advant of students has been of great benefit to their Medical Training and also to all facets of Medical Education within the Hospital.

CLINICAL STUDENTS

This training programme in affiliation with the Royal Melbourne Hospital Clinical School has proved very successful and very popular. The numbers wishing to come to Ballarat exceed the positions available. This is a credit to all members of the Ballarat Base Hospital staff and in particular to Mr. John Corbet, Clinical Supervisor and his team of Specialist Medical Teachers.

This year has proved a most difficult one because of the rapid change in Health service delivery and I must spell out my appreciation to all members of the Sessional and Honorary Medical staff who have carried out excellent patient treatment in spite of problems which have occurred. My particular thanks go to the Professional Staff Group and in particular to the Chairman, Dr. Nicholson for his support throughout the year.

In the absence of the Director of Nursing, Miss Ogden, her Deputy, Mrs. Betty Robinson proved an estimable substitute and I would like to thank both Miss Ogden and Mrs. Robinson for their help and friendly advice given during the year.

Both the Chief Executive Officer, Mr. Macaulay and his Deputy, Mr. Bridger, have also helped Medical Administration and supported it in some very difficult decision making. Without the backing of the Board of Management of course this hospital could not function and I would like to on behalf of the Medical Staff, thank them for their support during the year.

To the Director of Pathology and Radiology and all Ancillary Departments, go my particular thanks for a year's work well done.

Finally, my Secretary, Miss Margaret Dawe, and both Administrative Officers, Mrs. Heather Baker and Mr. Alan Bath togethar with the Deputy Medical Superintendent Dr. Hamilton, have shown a great deal of forebearance and support to the Medical Superintendent.

FINANCE

For the 1981/82 financial year the Hospital recorded a deficit of $200,373. This was almost entirely due to a shortfall in patient fee income from Health Commission estimates. These expectations were based on changes to the health insurance, and expected additional fee income from September 1981. Income from patient fees increased by 45% over the previous year due to those changes. During the year cost containment measures continued and effectively held expenditure to within .5% of the budget allocation. Total budgeted payments increased by 16.8% over the previous year while salaries and wages increased by 18.8%. Minor Works approved and completed in 1981/82 amounted to $139,600, this included alterations to the Urology Ward of $45,000, and the installation of automatic sliding doors at the casualty and main patient entrance at a cost of $20,000. This improvement will be of particular benefit to physically handicapped patients and visitors.

SUPPLY

The Supply Department has again had a busy year completing the change-over from a manual to a computerized stock control system. After a number of teething problems the system is now soundly established and is a big advantage over the previous manual one. There has been a general increase in both the quantity of goods supplied and the cost of those goods. For the year some of the major items supplied were:—

Item:	Year's Usage	Total Cost
Alcohol Swabs	2,360	$2,100
Syringes	181,000	14,828
Needles	273,900	8,190
Paper Towels in Packets-Rolls	8,000	10,409
Bandages — Crepe	9,025	7,198

CATERING AND DOMESTIC

During the year a total review of the Catering and Domestic Service Departments took place with Work Studies being undertaken of both departments by Health Management Services. A number of changes have already been implemented for the Domestic Services and at present the report on the Catering Services is receiving management attention. Menus for patients and staff were reviewed during the year and adjusted to provide a wider choice of meals. A total of 183,567 patient meals were served for the year and all other meals served including staff meals were 86,664. The average food cost per person per day was $2.71. The Domestic Service Department has had to contend with additional work load during the year because of the Multi-Resistant Staphylococcus Aureus Programme. Its control has placed further responsibilities and work on the staff.

LINEN SERVICES

Mr. C. Kain has been away on sick leave for 8 months, and this has put additional work and pressure on the staff in the Linen Department. With the help and co-operation of the small staff of the department the Linen Service has functioned very well, and I offer my thanks for the efforts to the staff concerned. I hope Mr. Kain will be well enough to return to work very soon. During the year 508,268 kilos of clean linen were distributed throughout the Hospital.

PERSONNEL

During the year staff intake and tarminatlons balanced with 250 employees being engaged and 250 leaving. Staff in the General Services Division who retired after 10 or more years service were:— George Peet (Maintenance), 43 years; Fred Clay (Personnel), 23 years; Iris Carrigg (Catering), 15 years; Joe Calvert (Catering), 15 years; A.W. Max Adams (Laundry), 12 years; Len Campbell (Maintenance), 12 years; Joan Barker (Clerical), 12 years; Aileen Bell (Clerical), 10 years.

To all thesa staff I record my thanks for their dedicated service to the Hospital.

In November 1981 Mr. George Paet retired as Assistant Engineer after giving outstanding service to the Hospital, and the Engineering Department for 43 years. He was succeeded by Mr. H. de Deugd who was appointed Assistant Engineer in February 1982.

Mr. Fred Clay retired in July after serving the Hospital for 23 years as Paymaster and more recently as Personnel Officer. His excellent service to the staff and the hospital was greatly appreciated. Mr. Les George was promotad to Personnel Officer, and Mr. Greg Dalziel eppointed as Paymaster, and I look forward to their contribution in their new posts.

A retirement seminar for staff was held during the year which was very well attended. This was en additionel staff service the hospital introduced for the benefit of its employees.

The processing of payroll for the Clunes and Deylesford District Hospitals commenced from 27th June and is working smoothly.

COMMUNICATIONS & ENVIRONMENTAL SERVICES

The main entrance foyer was redesigned and made more attractive, which has proved much more convenient for visitors making enquiries. Security is an ever increasing concern to hospitals, and an in depth study was undertaken during the year to improve it. Some changes have already been implemented, whilst others depend on funding in this year's Minor Works Programme. Heavy demands continue on hospital vehicles, particularly for regional health services to other hospitals. During the year 6 hospital vehicles travelled 168,662 kilometres.

ENGINEERING

Substantial remodelling was carried out on Ward E.G.S. (Urology) earlier this year to provide a brighter and more spacious appearance for the patients and staff. Facilities included a large sunroom and improved bathroom/toilet areas.

With the escalating cost of electricity and gas, particular attention has been paid to methods of reducing enargy consumption without significantly affecting the work environment, mainly by more efficient temperature control systems, and the installation of higher efficiency light fittings. This work is ongoing, and of increasing importance. Some significant advancements were made to our Safety Programme during the year, including improved training for hospital staff and more detailed statistical recording and follow-up of incidents. A ravised incident reporting system incorporating regular safety checks for all wards and departments.

In a time of industrial downturn in Ballarat, where the opportunity for school leavers to gain an apprenticeship was not good, the hospital was able to employ four new apprentices in tha Engineering Department. The new apprentices employed replaced those who successfully completed their trades last year.

The Chief Executive Officer, Mr. E.D. Macaulay, and Mr. Tom Evans, MLA inspect the progress of the renovations in the Urology Unit. The full cost of the work was met by the State Government under the Minor Works Programme.

APPRECIATION

Finally, to all the staff in the General Services Division, particularly my Departmental Heads I offer my sincere thanks for your contribution and support. To my Secretary, Mrs. Susan Cartledge I record my thanks for her help and assistance at all times. I am grateful to the President, Mrs. P. Fisken, the Board of Management, the Chief Executive Officer, Director of Nursing and Medical Superintendent for the co-operation I have received throughout the year.

ADDENDUM

It is with great regret that I record the tragic death of Mr. Brian Waight who passed away suddenly on Saturday, 31st July, 1982. Brian was an excellent worker and served the hospital extremely wall in the Laundry and Linen Services Store. Our sincere sympathy is extended to his family.

radiology

Dr. I.C. GOY, M.B., B.S., (Melb.), F.R.A.C.P., F.R.C.R. (Lond.), F.R.A.C.R.

The Radiology Department has experienced a very busy year and at times we have had to cope with reduced strength in the staffing of the department, but there has always been ready co-operation in working that little bit harder to make sure that patients have their X-Rays taken without any undue loss of time.

Mr. Ian Channing, Chief Radiographer hes continued the training of trainee Radiographers and, at the same time, has supervised the work of the Radiographers, organised their rosters and performs general administrative duties. This is a big work load for one person. The position of Deputy Chief Rediographer was not filled and two of our own previous trainees Mr. Ian Roberts and Michael Ford were promoted to supervisory Radiographers.

During the year there has also been changes in our Radiology staff with Dr. L. Dugdale returning to Melbourne and Dr. P. English moving to Geelong. Dr. R. House has joined the staff here from Perth and finds the work and the climate invigorating.

The Ultrasound service that we provide is being fully utilised and one of our previous trainees in Ultrasonography now has the senior position at the Royal Melbourne Hospital. We are now training our third Ultrasonographer since the installation of the equipment. The Radiology practice has located its own real time machine in the department and patients now have this extra facility. I would like to thank all the staff in the Radiology department for their loyalty and cheerful application during a busy and sometimes difficult year.

pathology

Dr. H.D.P. THOMSON, M.B., B.S., F.R.C.P.A., M.I.A.C.

The staff of the Pathology Department recognise and accept that our role is to provide services which assist doctors to care for patients. We try to do this in an efficient and reliable manner.

Pathology tests can only be performed at the request of legally qualified Medical and Dental Practitioners. The number and range of tests requested is largely beyond the control of the Pathology Department and depends upon the prevailing attitudes of the local medical community and the prevailing patterns of disease. However, in recent years governmant is exerting an increasing influence over the utilisation of Pathology Services, sometimes by indirect and often inappropriate mechanisms.

For example in March this year the Commonwaalth Health Department changed the rules for "bulk billing" of Pensioners and Health Care Card holders because the earlier rules were perceived to be encouraging overuse and abuse of Pathology Services.

To comply with the new rules this Department would have required to employ more staff, but this was impossible because of state government funding limitations. Therefore, the cessation of bulk billing arrangements has meant that Pensioners and Health Care Card holders now have to submit their accounts for Pathology Services to a Medical Benefit organisation which then posts to the Pensioner a cheque payable to the Pathologist. The Pensioner then forwards that cheque to the hospital where it is accepted as full payment for the services provided. Thus it is the Pensioner and Health Care Card holders who have to do tha extra work.

For many this may not be a significant burden but for some it creates problems and anxiety. The system is cumbersome and difficult to explain to many of those to whom it creates the most problems. The Hospital, the Pathology Department or the Doctor often get the blame for what are really inappropriate bureaucratic practices by the Commonwealth Health Departmant. The irony of the situation is that the perception of the previous bulk billing arrangements as the cause of overuse and abuse of Pathology Services was certainly incorrect for all but a few unethical Practitioners who could and should have been controlled by more direct and appropriate means.

Public Hospital Pathology Departments would certainly find it much easier and cheaper to assist doctors to care for patients if such bureaucratic practices were eliminated.

professional staff group

Chairman: Dr. A.L. NICHOLSON, M.B., B.S., (Melb.), D.P.M (Melb.), F.R.A.N.Z.C.P., M.R.C. Psych.

The Ballarat Base Hospital was founded to meet the needs of sick people in our community. Members of the medical profession have always co-operated with the Hospital in order to provide the best possible standards of patient care. For well over a century a vast amount of medical treatment was provided for patients on a voluntary and honorary basis and there is still much honorary service provided by the medical profession in Ballarat to the Base Hospital.

Last year has been a year of development, consolidation and change. Members of the Professional Staff Group continue to provide a comprehensive and up to date range of diagnostic and therapeutic services to patients of the hospital and such an objective necessitates an ongoing programme of self-education. Audit procedures have become a more regular feature of the medical scene. These have been integrated into the already extensive programmes designed for continuing education for members of the Professional Staff Group.

The presence of increasing numbers of medical students at the hospital has provided an impetus and indeed a challenge to members of the Professional Staff Group. The successful Integration of these students has proceeded smoothly and effectively due particularly to the efforts of Mr. Corbat and Dr. Morton. Medical student integration has also entailed an increased involvement by members of the Professional Staff Group who have co-operated at an educational and practical level in this Project.

Accreditation is functioning in an effective and meaningful way via our Credentials Committee and all medical practitioners in the Ballarat area have now been accredited to this hospital. Members of the Credentials Committee have devoted a good deal of work and effort to ensure that accreditation is a satisfactory and meaningful procedure and I believe the result is a vindication of their efforts.

Participation by individual members of the Professional Staff Group in a wide range of committees ensures an ongoing contribution at many levels within the hospital. Examples of such committees include not only sub-committees of the Committee of Management such as the Consultative and Advisory Committees but also a range of other committees including the Drug Committee, Ethics Committee, Nursing Advisory Committee, Theatre Committee, Infaction Control Committee, Library Committee and the Medical Establishment and Sessional Allocation Review Committee. The Professional Staff Group via the Medical Establishment and Sessional Allocation Review Committee has participated in a review of the medical establishment at this hospital and it has also taken steps to streamline our own procedures. Recommendations have been made to take into account developments which are occurring and which will occur at our hospital. A thorough review of sessional allocations has been carried out and an attempt has also been made to look ahead and understand the possible needs of the hospital over the next few years. The work of the Medical Establishment and Sessional Allocation Review Committee has been substantial and provides a good base for future consideration and development.

Many other problems and matters have been considered by the Professional Staff Group over the last twelve months. One matter which is currently under consideration and which has been the expression of some concern is tha draft model by-laws which tend to suggest to many members that there is a trend away from our primary function of patient care.

It is not of course possible to record separately the contributions made by so many individual members of the Professional Staff Group but their collective contribution to this Hospital must be gratefully acknowledged. At a personal level I would like to thank members of the Professional Staff Group for their co-operation and support over the last two years and to express my appreciation to the Medical Superintendent and his staff for their assistance. Members of the Group must also be grateful for the Honorary Secretarial work so capably provided by Mr. Denton and Mr. Moss.

Membership of the Professional Staff Group has shown some changes during the year and we have welcomed several new members. For a range of reasons we have lost the services of several members who have provided good service to the hospital, in particular Mr. Neri who has been a Surgeon to this Hospital for the last twelve years.

Medicine is now increasingly under challenge. Not only is the practice of medicine itself becoming more and more complex because of new advances in knowledge but the developments from high technology are producing a whole range of changes at an ever increasing rate and our hospital must remain aware of these trends and developments. Investigation of disease in particular is undergoing a technological revolution and treatment also tends to become increasingly complicated. Inevitably the cost of diagnosis and treatment of the ill becomes more and more expensive and this is happening in the setting of a hospital system which is labour intensive and therefore increasingly costly in any case. Financial implications of treatment of illness intrude increasingly into medical care and indeed are now beginning to intervene deleteriously into the traditional doctor/patient relationship. This has been a cause of increasing concern to members of the Professional Staff Group as this intrusion becomes more and more apparent in so many different ways.

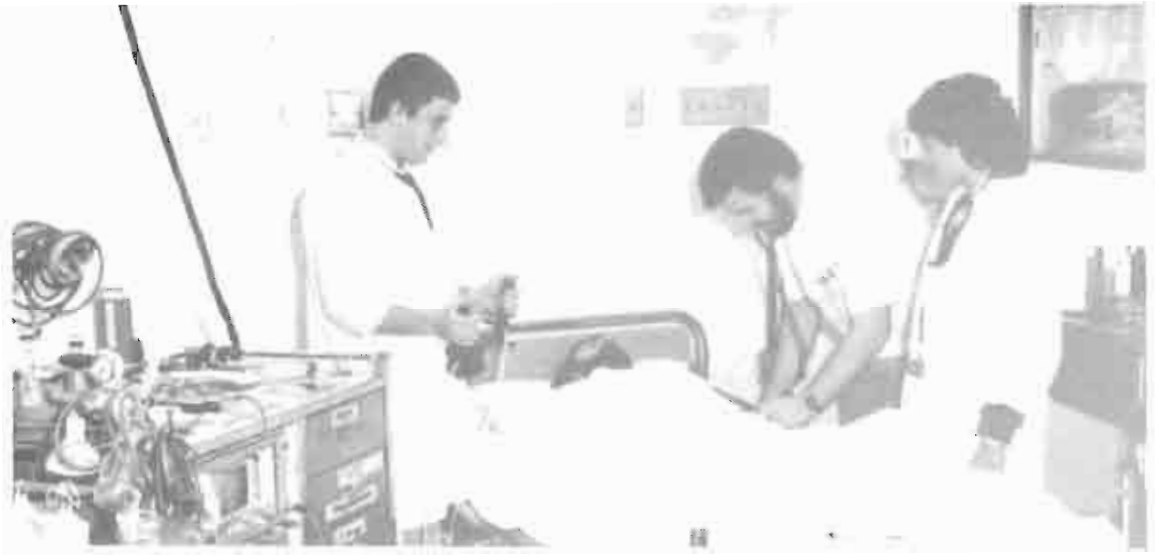
The Professional Staff Group at the Ballarat Base Hospital is thus faced with a formidable task: to provide high quality patient care in a setting of vastly increased parameters of medical knowledge and to do so at a time of tremendous technological development. These matters all have considerable financial implications and much time of the Professional Staff Group at an individual and collective level is taken up with the ramifications of cost control and its apparently inevitable bureaucratic proliferations. Individual medical practitioners trying to provide first class quality health care to their patients thus find many interruptions and diversions from their primary purpose. Constant alterations to the health care system aimed at adjustments to its financial implications are in danger of lowering the efficacy and purpose of primary patient care.

I believe the challenge facing the Professional Staff Group over the coming years in the face of all these obstecles is to try and make sure that the high quality of patient care provided to patients of the Ballarat Base Hospital over the years can continue. Along with other members of the hospital Board and staff this has always been our first concern and must continue to be our prime objective.

Dr. J. Oswald explains the advantages of the new Anaesthetic Machine to representatives of the Board of Management, and the combined sponsors which made the purchase of the equipment possible from B.T.V. 6, Gas and Fuel Corporation and Selkirks.

THE HEALTH COMMISSION OF VICTORIA FINANCED THE FOLLOWING PROJECTS UNDER THE 1981/82 MINOR WORKS AND EQUIPMENT PROGRAMME:–

Fire Escape Stairs — Birth Room	$4,250
Renovations — Urology Unit	$43,900
Automatic Sliding Doors — Main Entrance	$12,720
Battery Charger — Standby Battery Pack	$2,970
Interferential Unit	$3,645
Mobile X-ray Units (2)	$18,700
X-ray Processor	$13,830
Pharmacy and Multicabinet Refrigerators	$2,995
Short Wave Diathermy Machine	$4,580
Videocassette Recorder	$1,895
Word Processor	$22,240



Nursing and Medical Staff attend a patient in the well equipped emergency unit of the Casualty Department.

OPERATING ACCOUNT

STATEMENT OF RECEIPTS AND PAYMENTS

FOR THE PERIOD 1st JULY, 1981 TO 30th JUNE, 1982.

RECEIPTS:

Commonwealth/State Grants —		
Ordinary Grant	$10,254,000	
Other Grants	227,105	
		$10,481,105
Patient Fees —		
Inpatient Fees	$3,193,083	
Non-Inpatient Fees	252,040	
		3,445,123
Other Cost Sharing Receipts —		
Charitable Contributions	1,250	
Meals and Accommodation	120,057	
Fee Sharing Recoveries	649,683	
Other	23,790	
		794,780
Total Receipts		$14,721,008

PAYMENTS:

Salaries and Wages	$10,925,397	
Superannuation	136,544	
Sessional Payments	781,044	
Food Supplies	243,774	
Medical and Surgical Supplies	405,136	
Special Services Departments	368,245	
Drug Supplies	392,596	
Fuel, Light and Power	189,252	
Domestic Charges	434,227	
Renovations and Additional Works	46,766	
Replacements and Additional Equipment	77,755	
Repairs and Maintenance	313,998	
Administrative Expenses	323,873	
Ambulance	118,308	
Other Payments	164,466	
Total Cost Sharing Payments		$14,921,381
Excess of Payments over Receipts		$200,373

STATEMENT OF BALANCES AS AT 30th JUNE, 1982

A. OPERATING FUND

Cash on Hand	$ 220	
Less Bank Overdraft	431,204	$ 430,984
Operating Fund Balance		$ 430,984

B. ENDOWMENT FUND

Investments	$ 47,647
Endowment Fund Balance	$ 47,647

C. SPECIFIC PURPOSE FUNDS

Investments	$ 905,718	
Debtors	304,814	$ 1,210,532
LESS		
Bank Overdraft	978	
Accrued Income	120	$ 1,098
		$ 1,209,434
Specific Purpose Fund Balance		$ 1,209,434

D. CAPITAL FUND

Investments	$ 27,284	
Land & Buildings	10,497,123	
Plant & Equipment	2,109,190	$12,633,597
LESS		
Bank Overdraft	$ 5	
Creditors	64,882	
Other Borrowings	3,684	$ 68,571
		$12,565,026
Capital Fund Balance		$12,565,026

AUDITOR'S REPORT

We report that we have examined the Accounts of the Ballarat Base Hospital for the year ended 30th June, 1982, being the Statements of Receipts and Payments of the Operating Account for the year then ended and the Statement of Balances and supplementary information as at that date.

In our opinion, the accompanying accounts are properly drawn up so as to give a true and fair view of the Receipts and Payments of tha Hospital for the year ended 30th June, 1982, and of the cash position of the Hospital as at that date.

DRISCOLL, McIVOR & CO.,
Chartered Accountants.

PROWSE, COOK & PERRIN,
Public Accountants.

6.9.1982.

SUPPLEMENTARY INFORMATION

PATIENT FEES OUTSTANDING

Motor Accident Board	$ 108,451
Workers' Compensation	101,851
Veteran Affairs	55,060
Other	580
Private	312,212
Hospital	84,069
Outpatients	77,777
	$ 740,000

OTHER ASSETS

Stores	$ 217,293
Debtors (Other)	40,027
	$ 257,320

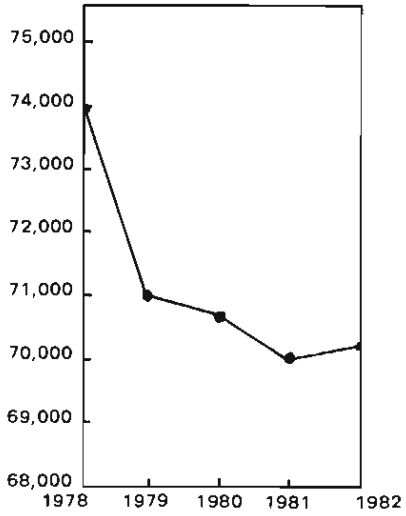
TRADE CREDITORS	$ 104,109

FINANCIAL/STATISTICAL SUMMARY

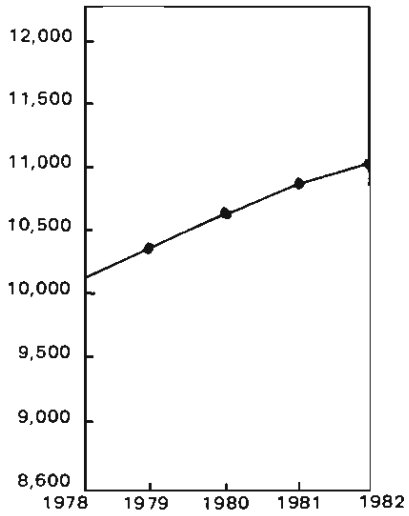
	1982	1981	1980	1979
RECEIPTS	$	$	$	$
Government Grants	10,481,105	9,518,045	8,526,767	7,716,227
Inpatients' Fees	3,193,083	2,258,241	2,245,165	1,991,349
Outpatients' Fees	252,040	114,871	97,779	91,950
Charitable Contributions	1,250	1,250	1,250	1,250
Other Income	793,530	743,731	622,404	556,104
TOTAL	$14,721,008	$12,636,138	$11,493,365	$10,356,880
PAYMENTS				
Salaries and Wages	11,706,441	9,810,755	8,891,610	7,885,754
Administrative	460,417	421,600	379,567	345,868
Dietary	243,774	214,664	217,209	183,024
Housekeeping, Linen and Laundry	434,227	422,937	392,794	200,950
Power, Lighting, Heating, Maintenance and Replacement	627,771	554,849	540,384	431,169
Medical and Surgical	1,165,977	996,851	868,042	758,469
Other Expenditure	282,774	359,037	315,474	265,222
Central Highlands Linen Service	—	—	—	306,598
TOTAL	$14,921,381	$12,780,693	$11,605,080	$10,378,054
Deficit	$200,373	$144,555	$111,715	$21,174
FINANCIAL STATISTICS				
Average Cost per Inpatient	1,093.80	931.31	843.72	762.16
Average Cost per day per Inpatient	170.86	144.91	128.15	110.85
INPATIENT:				
Inpatients Treated	10,931	10,842	10,735	10,436
Inpatient Days	70,103	69,675	70,673	70,774
Daily Average	192.06	190.89	193.09	193.90
Average Stay (Days)	6.41	6.43	6.58	6.78
Births	891	840	834	921
Operations — Major	1,100	1,140	1,171	2,307
Minor	4.395	6,949	5,904	5,767
Intensive Care Patients	518	592	516	511
Pathology Examinations	26,319	25,450	27,977	27,821
Radiology Examinations	8,563	6,112	4,917	5,469
OUTPATIENT ATTENDANCES:				
Outpatients (Clinical)	19,936	19,802	18,701	16,564
Casualty	36,090	41,658	39,668	39,733
Audiology	1,435	1,339	1,077	1,252
Speech Pathology	3,117	3,608	3,350	3,109
Physiotherapy	7,584	8,917	8,853	6,683
Dental	9,774	9,947	9,914	9,113
Occupational Tharapy	571	323	305	188
Welfare	2,236	2,182	1,356	1,198
Pathology	47,583	41,196	32,453	33,873
Radiology	16,309	16,913	17,181	21,280
Dietetics	2,829	Not available.		
Pharmacy	16,020			
Total Attendances	163,484	145,885	132,868	132,993

Note: Dietetics & Pharmacy figures unavailable prior 1982.

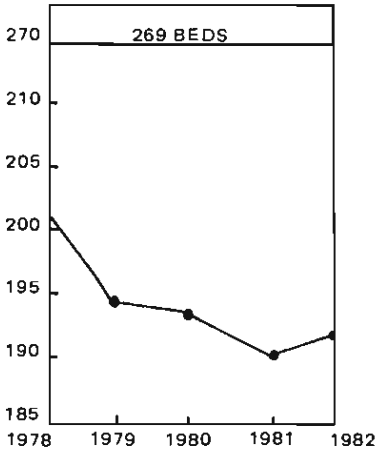
NUMBER OF INPATIENTS (DAYS)



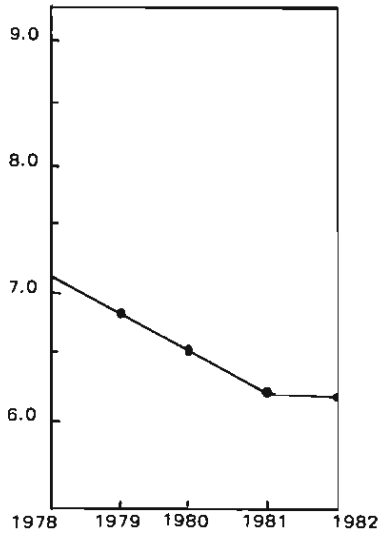
NUMBER OF INPATIENTS TREATED



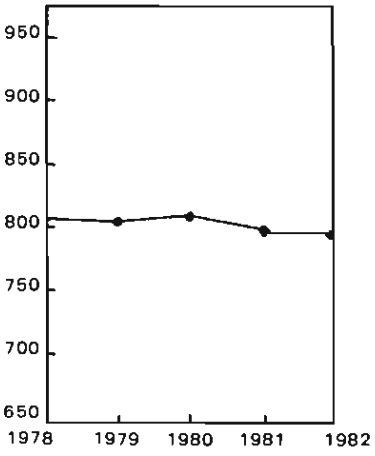
DAILY AVERAGE AND ACCOMMODATION



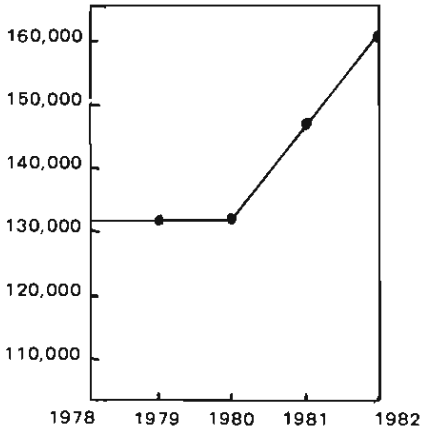
AVERAGE STAY (DAYS)



NUMBER OF PAID STAFF



CASUALTY AND OUTPATIENT ATTENDANCES



MEDICAL SERVICES

Medical Superintendent:
J. ACHESON, M.B., B.S., F.R.A.C.G.P.

Deputy Medical Superintendent:
C. HAMILTON, M.B. B.S.

Medical Administration:
Administrative Assistant —
A. BATH.

HONORARY CONSULTING STAFF
MEDICAL

Anaesthesia:
J.C. DICK. L.R.C.P. & S. (Edin.), L.R.F.P. & S. (Glas.), F.R.C.S. (Edin.), D.A. (Edin.), F.F.A.R.A.C.S. (Hon.). (Dec'd 25.10.81)

Geriatrics:
D.B. SKEWES, M.B., B.S., F.R.C.S. (Edin.), F.R.A.S.

Limb Fitting:
J.T.G. RENNEY, M.B., B.S., F.R.C.S., F.R.A.C.S.

Medicine:
B.A. BAKER, M.B., B.S.
J.S.T. STEVENS, M.B., B.S., M.R.C.P., M.R.A.C.P. (Dec'd 29.8.82).
D.A. ALEXANDER, M.D., B.S., F.R.A.C.P.
G.P. CROMIE, M.B., B.S., F.R.A.C.G.P.

Neurologist (Paediatrics):
I.J. HOPKINS, M.B., B.S., F.R.A.C.P.

Obstetrics and Gynaecology:
W.R. GRIFFITHS, M.B., B.S., (Melb.), F.R.C.S. (Edin.), F.R.A.C.S., F.R.C.O.G.
H.M. MOORHOUSE, M.B., B.S., M.R.C.O.G.
T.V. ROBERTS, M.B., B.S. (Melb.), F.R.C.O.G., F.R.C.S. (Edin.), F.R.A.C.S., F.A.G.O., F.R.A.C.O.G.
W.L. SLOSS, M.B., B.S., F.R.C.O.G., F.R.A.C.O.G.

Oto-Rhino-Laryngology:
I. LOPERT, M.B., Ch.B. (Lith.), M.D. (Lith.), L.R.F.P.S. (Glas.), L.R.C.P. et S. (Edin.), D.L.O. (Lond.). (Dec'd 16.6.82).

Orthopaedics:
J. JENS, M.S., F.R.C.S., F.A.C.S. (Dec'd 13.9.81).

Radiology:
H. DICK, M.B., B.S., (Syd.), D.M.R.E. (Camb.), F.R.A.C.P.

Radiotherapy:
R. KAYE SCOTT, M.B., M.S., D.T.R.E., F.R.A.C.S., F.F.R.
R. J. GOUGH, M.B., B.S., D.T.R., F.R.A.C.R.

Surgery:
E.A. GUYMER, M.B., B.S., F.R.C.S.
W.R. GRIFFITHS, M.B., B.S. (Melb.), F.R.C.S. (Edin.), F.R.A.C.S., F.R.C.O.G.
D.B. SKEWES, M.B., B.S., F.R.C.S. (Edin.), F.R.A.C.S.
H.D. DRURY, M.B., B.S., F.R.C.S., F.R.A.C.S.
J.H. PRYOR, M.B., B.S., F.R.C.S., F.R.A.C.S.

DENTAL
P.R. RICHARDS, B.D.Sc., L.D.S.
J.H. REDMAN, B.D.Sc., L.D.S.
F.J. MORGAN, B.D.Sc., L.D.S.

HONORARY VISITING CONSULTING STAFF

Dentistry:
Surgeons —
J.F.H. WILLIAMS, B.D.S., F.R.A.C.D.S. (N.Z.).
T.R. SANDERS, B.D.Sc., L.D.S.

Oral Surgeon —
G.G. FOWLER, M.D.Sc. (Melb.), L.D.S. (Vic.), F.D.S.R.C.P.S. (Glas.)

Family Medicine:
J.F. GARNER, M.A., M.B., B. Chir., M.R.C.S., L.R.C.P., F.R.A.C.G.P.

Nuclear Medicine:
Consulting Physician —
P. GRAHAM, M.B., B.S., F.R.A.C.P., D.D.U., (appt. 24.5.82)

Optometry:
Messrs. CUTTER & GARDINER.

Oto-Rhino-Laryngology: (Assistant)
P.J. DONOGHUE, M.B., B.S., F.R.A.C.S.

Psychiatry:
C.S. HAUGHTON, M.B., B.S., F.R.A.N.Z.C.P., M.R.C. Psych. F.R.A.C.M.S.

SESSIONAL MEDICAL STAFF
PROFESSIONAL STAFF GROUP **Chairman:** A.L. NICHOLSON, M.B., B.S. (Melb.), D.P.M. (Melb.), F.R.A.N.Z.C.P., M.R.C. Psych.

Anaesthesia:
G.L.T. CLARKE, M.B., B.S., F.F.A.R.A.C.S.
J.F. OSWALD, M.B., B.S., F.F.A.R.A.C.S.
G.A. SMITH, M.B.B.S., F.F.A.R.A.C.S.
P.N. TOOM, M.B., B.S., F.F.A.R.A.C.S.

Coronary Care:
Director —
D.M. O'SULLIVAN, M.B.B.S., F.R.C.P. (Edin.), F.R.A.C.P.

Dermatology: (Acting)
E.B. NAUG, M.B., B.S. (Cal.), M.R.C.P. (Edin.), D.T.M. & H. (L'pool.).

Geriatrics:
J. HURLEY, M.B., B.S. (Lon.), L.R.C.P., M.R.C.S., D.Obst., R.C.O.G., M.R.C.P.

Medical Training:
Director of Medical Education:
D.L. MORTON, M.B., B.S. (Melb.)., F.R.A.C.P.

Regional Supervisor Medical Training:
J.F. GARNER, M.A., M.B., B.Chir., M.R.C.S., L.R.C.P., F.R.A.C.G.P.

Nuclear Medicine:
Consulting Physician —
L.M. DUGDALE, M.B., Ch.B. (N.Z.), M.D. (N.Z.), F.R.A.C.R., F.R.C.R. (Lond.), M.R.C.P.E. (Edin.), F.R.A.C.P. (res. 31.1.82)

Neuro Surgeon:
R. McK. R. SOUTHBY, M.B., B.S., F.R.A.C.S.

Neuro Physician:
Consultant —
J.O. KING, M.D., F.R.A.C.P.

Obstetrics and Gynaecology:
J.G. GRIFFITHS, M.B., B.S., F.R.C.O.G., F.Aust. C.O.G.
I.K. MAYES, M.B., B.S., M.R.C.O.G., F.R.C.S. (Edin.), F.R.A.C.O.G.

Ophthalmology:
J.R. HAWKINS, B.A., M.B.B.S., B.Sc. (Melb.), D.O. (R.C.P. & S. Lond.), F.R.A.C.O.
G. MANGAN, M.R.C.S., L.R.C.P., D.O., F.R.A.C.O.

Orthopaedics:
Surgeon —
W.C. CARTER, M.B., B.S., F.R.A.C.S.

Assistant Surgeon —
P.J. KIERCE, M.B., B.S., F.R.A.C.S. (Orth.).

Oto-Rhino-Laryngology:
A.H. PLATTS, M.B., B.S., F.R.C.S. (Otol.).

Paediatrics:
Paediatricians —
C.R.F. RICHARDSON, M.B., B.S. (Melb.), F.R.A.C.P.
M.K. EASTON, M.B.B.S., F.R.A.C.P.

Assistant Paediatrician —
B.R. HASSETT, M.B., B.S., F.R.A.C.G.P. (to 25.5.82)

Physicians:
D.L. MORTON, M.B., B.S. (Melb.), F.R.A.C.P.
D.M. O'SULLIVAN, M.B., B.S., F.R.C.P. (Edin.), F.R.A.C.P.
J.F. STICKLAND, M.B., B.S., F.R.A.C.P.
A. AMBIKAPATHY, M.B., Ch.B. (Liverpool), M.R.C.P. (Lond.), D.T.M. & H. (L'pool), F.R.A.C.P.

Psychiatry:
Psychiatrist —
A.L. NICHOLSON, M.B., B.S. (Melb.), D.P.M. (Melb.), F.R.A.N.Z.C.P., M.R.C. Psych.

Assistant Psychiatrist —
V.R. THACORE, M.B.B.S., D.P.M., M.R.C. Psych., M.A.N.Z.C.P. (by agreement Lakeside Hospital).

Radiology:
I.C. GOY, M.B., B.S. (Melb.), F.R.A.C.P., F.R.C.R. (Lond.), F.R.A.C.R.
R.C. WILKIE, M.B.B.S., M.R.A.C.R.
P.R. ENGLISH, M.B., B.S., M.R.A.C.R. (res. 25.1.82).
L.M. DUGDALE, M.B., Ch.B. (N.Z.), M.D. (N.Z.), F.R.A.C.R., F.R.C.R. (Lond.), M.R.C.P.E. (Edin.), F.R.A.C.P. (res. 31.1.82).
R. HOUSE, M.B., B.S., M.R.A.C.R. (appt. 25.1.82).

Surgery:
Surgeons —
B.W. GRIFFITHS, M.B.B.S., F.R.C.S. (Edin.), F.R.A.C.S.
G.W. HOUGHTON, M.B., B.S. (Syd.), F.R.C.S. (Edin.), F.R.A.C.S.
R.H. MITCHELL, M.B., B.S., F.R.A.C.S.
L.E. NERI, M.B., B.S., (Madras), F.R.C.S. (Eng.), F.R.A.C.S. (to 21.5.82).

Relieving Surgeon —
J.D. CORBETT, M.B., B.S., F.R.A.C.S., F.R.C.S.

Urology:
Urologist —
K.J. NEERHUT, M.B., B.S., F.R.C.S. (Edin.), F.R.A.C.S.

Assistant Urologist —
D.I. McL. MOSS, M.B., B.S., F.R.A.C.S.

UNIVERSITY OF MELBOURNE

Clinical Supervisor (Part-time):
J.D. CORBETT, M.B., B.S., F.R.A.C.S., F.R.C.S.

Peter MacCallum Clinic:
D.L.M. BERNSHAW, M.B., B.S., B.Med.Sc.
P. HUGHES, F.R.C.S. (Lond.), F.R.C.R. (Lond.).

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S.D. GIDDY, M.B., Ch.B. (Birm.), D.A. (Lond.), Dip. Obs., R.C.O.G., F.F.A.R.A.C.S.

Dentistry:
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J.G. CRAMERI, B.D.S.C., L.D.S.

Pathology:
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R.K. STERLING, M.B., B.S., F.R.C.P.A.

Administrative Officer — Computer Services:
P. KOPKE.

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1981

Interns:
Dr. H. ANDREW, M.B., B.S.
Dr. P.J. HANNAH, M.B., B.S.
Dr. P.G. JENKINS, M.B., B.S.
Dr. C.J. MILLAR, M.B., B.S.
Dr. A.W. SCANLAN, M.B., B.S.
Dr. P.R. SCOTT, M.B., B.S.
Dr. M. SPRING, M.B., B.S.
Dr. R.L. WALL, M.B., B.S.
Dr. D.J. WARE, M.B., B.S.

Seniors:
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Dr. C.J. GORE, M.B., B.S.
Dr. D.R. HENRY, M.B., B.S.
Dr. N.J. LIVINGSTON, M.B., B.S.
Dr. E.J. REECKMAN, M.B., B.S.

Senior in Medicine:
Dr. M.B. WHITEHEAD, M.B., B.S. 1981
Dr. N.J. LIVINGSTON, M.B., B.S. 1982

1982

Interns:

Dr. M.J. CHRISTIE, M.B., B.S.
Dr. P.J. DAWSON, M.B., B.S.
Dr. F.J. DEL RIO, M.B., B.S.
Dr. M.C. FITZGERALD, M.B., B.S.
Dr. M. KOUTSOUKIS, M.B., B.S.
Dr. M.W. LAWRY, M.B., B.S. 11.1.81 to 10.2.82
Dr. A.T. MASON, M.B., B.S.
Dr. B.L. OPPERMAN, M.B., B.S.
Dr. H.M.M. O'SULLIVAN, M.B., B.S.
Dr. R.J. RAWET, M.B., B.S.
Dr. H. ANDREW, M.B., B.S.
Dr. P. JENKINS, M.B., B.S.
Dr. C. MILLAR, M.B., B.S.
Dr. A. SCANLAN, M.B., B.S.
Dr. D. WARE, M.B., B.S.

Seniors:

Dr. M.G. TOOHEY, M.B., B.S.
Dr. R.L. WALL, M.B., B.S.

Senior in Medicine:
Seconded from Royal Melbourne Hospital –
Anaesthetic Registrars:
Dr. A.D. SUTHERLAND, M.B., B.S. 4/5/81 – 14/9/81
Dr. R.J. SIMMIE, M.B., B.S. 14/9/81 – 1/2/82
Dr. M.B. WHITEHEAD, M.B., B.S. 1/2/82 – 13/9/82

Medical Registrars:
Dr. N.J. BAYLEY, M.B., B.S. 3/8/81 – 1/2/82
Dr. D.J. JOSEPH, M.B., B.S. 1/2/82 – 2/8/82
Dr. Susan VENABLES, M.B., B.S. 2/8/82 – 31/1/83

Surgical Registrars:
Dr. P.J. GREGORY, M.B., B.S. 3/8/81 – 1/2/82
Dr. P.J. TESAR, M.B., B.S. 1/2/82 – 2/8/82
Dr. G.J. NEERHUT, M.B., B.S. 2/8/82 – 31/1/83

Interns:
Dr. A. PATTON, M.B., B.S. 13/7/81 – 12/10/81
Dr. J. McKENZIE, M.B., B.S. 13/7/81 – 12/10/81
Dr. J. WEBBER, M.B., B.S. 12/10/81 – 11/1/82
Dr. R. HARROD, M.B., B.S. 12/10/81 – 11/1/82
Dr. J. LAIDLAW, M.B., B.S. 11/1/82 – 12/4/82
Dr. C. CLARKE, M.B., B.S. 11/1/82 – 12/4/82
Dr. S. BERNARD, M.B., B.S. 12/4/82 – 12/7/82
Dr. R. SHEEN, M.B., B.S. 12/4/82 – 12/7/82

PARAMEDICAL STAFF

Audiology:
D. BEER, B.Sc. (Hon.), Dir. Aud.

Pharmacy:
Chief Pharmacist –
G.R. McCURDY, B.Pharm., S.S.H.P.

Diet Therapy:
E. GRAHAM, D.I.M.

Library:
N. WORSWICK, A.L.A.A.

Medical Records:
Chief Librarian –
C.M. GOONAN, R.M.R.A.

Occupational Therapy:
H. INGOLDBY, B. App. Sc. (Occ. Th.).

Orthoptics:
J. FYFFE, D.O.B.A.
J. GREEN, D.O.B.A.

Physiotherapy:
Chief Physiotherapist –
P. ARCHER, B.App.Sc. (Physio.)

Radiography:
Chief Radiographer:
I.E. CHANNING, M.I.R., A.R.M.I.T., M.S.R.

Speech Pathology:
Chief Speech Pathologist –
E. BARTRAM, L.C.S.T., M.C.S.T., M.A.C.S.T., A.L.A.M.

Welfare Sister:
M. MORRISH, S.R.N.

Lady Murray was a guest of honour at a luncheon held prior to the Annual Graduation Ceremony. Lady Murray later visited the Childrens Ward and is seen here with the ward sister and a patient.

NURSING SERVICES

ADMINISTRATION

Director of Nursing: Miss M.S. OGDEN, F.C.N.A.

Deputy Director of Nursing: Mrs. E. ROBINSON, F.C.N.A.

Assistant Director of Nursing: Miss H.W. MENADUE, F.C.N.A.

Senior Supervisor Administration: Miss D.G. COAD.

SCHOOL OF NURSING

General Training:

Principal Nurse Educator: Mrs. M.A. STEVENS, B.App.Sc. (Adv. Cl. Nurs.), Dip. Ed. (N), R.N., F.C.N.A.

Deputy Principal Nurse Educator: Mr. K.A. HANDLEY, ST. Dip.

Midwifery:

Nurse Educator: R. WHITEHEAD, F.C.N.A.

SUPERVISORY STAFF

Night Duty: A.M. McKENZIE, F.C.N.A.

Sloss House: P. TWAITS, F.C.N.A.

Queen Victoria/Edward Wilson: E. CAMERON.

Midwifery: V. JERVIES.

Yuille House: J. McMILLAN.

Infection Control: C. GEAR (P.T.)

Nurses' Home: E. EDMONSTON.

WARDS:

Q1: S. WILLIAMSON, F.C.N.A.

QG: J. REES.

EGE: L. BOOTH.

EGS: K. MORAN.

E1: C. ALLEN.

YG: J. RYAN.

Y1: Y. HUTCHINGS, F.C.N.A.

Y2: H. LEWIS.

Y3: M. MORCOM, F.C.N.A.

Y4: J. BARTON, F.C.N.A.

DEPARTMENTS:

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Outpatients: N. DERBYSHIRE.

Intensive Care: F. LEWIS, F.C.N.A.

Operating Theatre: R. PECK.

C.S.S.D.: A. SHERRITT.

Radiology: A. HIDDLE.

Blood Bank: U. CHALLIS.

GENERAL SERVICES

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J.R. BRIDGER, A.A.S.A., L.H.A., A.A.I.M., R.C.A.

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P. DUGGAN, L.H.A., A.A.I.M.

Catering Officer:
D.R. BARKER, F.C.I.A., M.A.C.A.A., M.I.A.C. (London), H.M.A.C.F. (London).

Chief Engineer:
L.D. GRIGG, Dip. Mech. Eng.

Domestic Services Supervisor:
V. SARGENT.

Linen Services Supervisor:
C. KAIN (on leave).

Personnel Officer:
F.W. CLAY, M.H.P.A.A. (ret. 25.6.82)
L.M. GEORGE, M.C.E.S., M.I.A.A., A.H.P.A.A. (appt. 28.6.82).

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R. TONKS.

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Assistant Accountant:
M.H. WARNER.

Administrative Officer – General:
D.N. REES, M.I.A.A., A.I.C.M., R.M.N.

Assistent Chief Engineer:
G.T. PEET (ret. 27.11.81).
H.J.W. DE DEUGD, B.(Eng.) Dip. E.E., Dip. Ed. S.M.I.R.E.E., Grad. I. E.Aust.

Assistant Caterer:
L.J. WREN.

Assistant Domestic Services Supervisor:
K. PETTIT.

Paymaster:
L.M. GEORGE, M.C.E.S., M.I.A.A., A.H.P.A.A. (to 25.6.82).
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