Countdown to the Lee Wing opening
Page 24

From wheelchair to walking using 3D printing
Page 3

Epworth Christmas party celebrations
Page 10

Congratulations to our scholarship recipients
Page 14
It's a great time, naturally, to reflect on the year that’s been, before we gear up for another busy, productive and exciting year for Epworth.

This year we’ve continued to explore exciting and innovative medical techniques. Last month we helped another patient using surgery with a 3D printed pelvic implant, with fantastic results. In October our surgeons performed an awake craniotomy on a patient, whereby the patient remained alert and awake while parts of her brain were tested, to see how her brain tumour is affecting essential cognitive abilities.

Congratulations to the recipients of the 82 scholarships awarded through the Epworth Medical Foundation, enabling our staff to be and do their best. These scholarships — valued at over $387,000 — will allow staff to undertake a number of educational opportunities. A second intake of nurses has been announced for the 2016 Cleveland Clinic Nursing Leadership Intern Program, following the success of the inaugural study trip this year. Nurses will depart in May for a two-week visit to the clinic, to partake in a tailor-made observational experience. Well done to all.

The 2014/15 Annual Report and Research Report have now been published. These titles showcase the excellent work we all do at Epworth and I encourage you to take the time to read these fabulous publications. Both reports can be found on the publications page of our corporate website.

In the past 12 months we’ve made substantial progress with our redevelopment projects. We are now on the cusp of opening the new Lee Wing at Epworth Richmond, with the emergency department, intensive care unit, cardiac units and six new theatres due to be opened to the public on 1 February. Our dedicated teams are preparing for this extraordinary event and I thank everyone for their ongoing commitment and support.

Over the past few months we’ve held recruitment forums for Epworth Geelong for interested prospective employees. We had a fantastic turnout at all sessions and now have an incredible 6000+ expressions of interest. As well, we’ve now appointed several senior leadership positions at Epworth Geelong, so we’re well on track for a successful mid-2016 opening.

Works have commenced on the tenth operating theatre and expanded day oncology unit at Epworth Eastern, and three theatres at Epworth Freemasons Clarendon Street site are next to undergo refurbishment, beginning in early January.

In mid-November we held an official opening for the latest Epworth Medical Imaging location, at Epworth Richmond. With the launch of the new service, we can now offer a superior patient experience with faster reporting times and access to a staff of highly skilled professionals.

It’s been a terrific year at Epworth and all staff should be proud of their contribution to our success. Our patients benefit on a daily basis from the ongoing commitment and dedication of our staff, and, for this, I sincerely thank you.

Merry Christmas and a happy and healthy new year to you and your family.

Alan R Kinkade
Group Chief Executive
Professor Richard de Steiger has created a breakthrough solution for two patients with a lifetime of arthritic problems.

The first patient had been confined to a wheelchair despite being only in her sixties, after suffering severe rheumatoid arthritis, having her first hip replacements at the age of 28 and undergoing multiple surgeries in later years. The second patient, Diane Grech, suffered from ankylosing spondylitis — a form of spinal arthritis — from age ten and had her first hip replacements at 27. She sought out Richard’s help because she’d been reliant on crutches since April this year and her specialist wanted longer lasting results for someone with her condition.

Both women presented with severe bone loss in the acetabular socket. Having experienced pain since she was a child, Diane cheerfully smiles when she explains that once her bones fused, the severity of pain decreased even though flexibility of movement was lost. Once she had the images taken in July to make the model of her new part, she wanted to protect the pelvis so that nothing could interrupt a perfect fit when the custom part arrived from Belgium.

Following her surgery on 10 November, she is delighted that both legs are the same length. She is happy to exercise carefully but can’t wait to get back to a hydrotherapy pool.

Richard says that orthopaedic and reconstructive surgery has benefited enormously over the last few years from the rapid advances in 3D printing applications.

“3D printing and other varieties of material processing involve computer-directed, layer-by-layer synthesis of materials and offers potential for new and exciting biomaterials to be manufactured to meet increasing population needs.

“The reconstructive devices usually involve a preoperative CT scan which acts as the template. Segmentation of the bony anatomy is relatively straightforward and this allows printable models to be generated,” Richard explains.

“The 3D printed parts were made in Belgium by a company called Mobelife. Using CT scans of the pelvis, 3D anatomical models were generated to mimic the implants in situ and we then constructed new implants to take into account her bone loss. The 3D computer models were later manufactured from titanium using a 3D printer. Titanium has excellent biocompatibility, osseointegration and a relatively low elastic modulus which can mimic bone,” says Richard.

Richard, who has more patients receiving 3D printed implants, says the whole process takes approximately six weeks and does require liaising with private health funds to ensure that the patient can be reimbursed for a major part of the procedure.

“The use of 3D printed custom parts provides safer surgical solutions for very complex problems than what is otherwise available. Prior to this technique, surgery would require the use of off-the-shelf screws and plates that have to be bent to conform to the patient’s altered anatomy. With 3D printing the implant is manufactured to suit the existing anatomy which makes surgery safer, quicker and less complicated.”

Pictured top: patient Diane Grech; middle: an x-ray of the implant; bottom: the 3D printed piece.
NHMRC grant for Epworth’s Gavin Williams

Epworth’s Gavin Williams, specialist neurological physiotherapist and research fellow, was recently awarded a National Health and Medical Research Council (NHMRC) Project Grant and an NHMRC Translating Research Into Practice (TRIP) Fellowship in the latest funding round.

The $661,430 NHMRC Project Grant is a four-year study which will enable the expansion of Gavin’s current randomised control trial to other brain injury rehabilitation units in Australia. Traumatic brain injury (TBI) is the leading cause of disability among young adults, many of whom have difficulty walking. Muscle weakness is the main cause of these walking problems, but previous trials have failed to improve walking performance.

“Receiving the Grant and Fellowship is the satisfaction of a lot of hard work paying off and now a lot more hard work to bring this project to completion”

Gavin’s team has developed new strengthening exercises which focus on how quickly the muscles can contract, rather than just how strong they are. These exercises can increase muscle power by 60–74% and are likely to improve a person’s ability to walk. This study will be a world-first application of these types of exercises to improve patients’ walking.

The NHMRC TRIP fellowship is a two-year program that aims to address an evidence-practice gap by facilitating better uptake of research findings into clinical practice. The focus of Gavin’s TRIP fellowship is the application of strength training in neurological rehabilitation. Although muscle weakness has been identified as the key impairment limiting walking in many neurological conditions, the targeted application of strength training to improve walking has been poor, leading to ambiguous results.

Gavin’s TRIP fellowship is one of 13 awarded in Australia. The project is the culmination of ten years of pilot research, and is third time lucky in the application process, after missing out on funding for the previous two years, says Gavin.

“Australia-wide the success rate was 13% so this has been a highly competitive funding round,” he explains. “For me, receiving the Grant and Fellowship is the satisfaction of a lot of hard work paying off and now a lot more hard work to bring this project to completion.”

Five other Epworth doctors received grants in the NHMRC founding round: Associate Professor Chris Hovens, Dr Niall Corcoran, Professor Tony Costello, Dr Andrew Stephens and Dr Gershon Spitz.

National Australian Physiotherapy Conference

Epworth was very well represented at the National Australian Physiotherapy Conference held in sunny Broadbeach, Queensland, on 2–4 October 2015. Ten Epworth staff attended the conference including Sara Aldous and Belinda Herrington, with ten platform presentations delivered by Liz Moore (2), Megan Banky (3), Michelle Kahn (1), Gavin Williams (1), Amy Bach (1) and Bridget Hill (2). The Epworth crew were certainly noted for our high quality research across stroke, traumatic brain injury, orthopaedic and management areas.

This was a great opportunity for us to showcase our work and network with leading researchers including Professor Julie Bernhardt and Dr Lynne Rochester from the UK.

Michelle Kahn
Physiotherapist, Epworth Richmond

L to R: Belinda Herrington, Liz Moore, Michelle Kahn, Amy Bach, Bridget Hill, Gavin Williams, Sara Aldous and Megan Banky.
Team approach for awake craniotomy

On 13 October, neurosurgeon Mr Vini Khurana coordinated and worked with a team of experts to investigate and operate on the brain tumour of a young patient while she remained awake, in order to respond to their important questions.

Doctors have been keeping an eye on 31-year-old Lisa Bentley for over 15 years, with regular MRIs to observe an asymptomatic lesion which presented when she was only 16.

Epworth Neurosciences Clinical Institute Director Associate Professor Graeme Brazenor says that from the start Lisa was very courageous.

“She was anaesthetised while Mr Khurana opened the skull and leathery covering of the brain, then she was gently woken in order to test her coordination of movement, language and senses while the tumour was being removed,” explains Graeme.

“She was comfortable, and we were asking her to respond to our questions while operating in parts of her brain that control these areas. She was very brave as the nurses conversed with her and tested her handgrip and foot movements, and asked her to count. At one stage her voice became very soft so Mr Khurana was able to protect that part of the brain.”

Vini says that such a procedure’s success depends upon the cooperative skills and communication of all the people in theatre, commencing with rehearsals with neurosurgeons A/Prof Brazenor and Mr Ron Jithoo, and anaesthetist Dr Praveen Vats. Lisa’s whole treating team included Epworth Radiation Oncology Director Dr Mike Dally, and dedicated theatre nurses Sun Hwang, Eds Santella and Angie Del Rosario, as well as the marvellous Epworth theatre technicians and staff who participated so helpfully to encourage the surgeons’ endeavours.

Tom Bronts and Shreyas Garuda from BrainLab were also there on the day, as well as a brain stimulator representative from Integra.

Mike had received prior permission to use special technology from BrainLab to plot the fibre tracts of the tumour and create the outline in a solid image. This is a service for use in highly selected brain tumours that are near “high-price brain real-estate” such as the parts that control body movements and speech, says Mike.

“She was very brave as the nurses conversed with her and tested her handgrip and foot movements, and asked her to count. At one stage her voice became very soft so Mr Khurana was able to protect that part of the brain”

Vini says the results have indicated the tumour is an oligodendroglioma, arising from a group of support cells in the brain. He and his team will continue monitoring Lisa’s brain while her husband and family are confident they are in the best hands at Epworth.
Ear, nose and throat practice at Epworth Richmond eases the patient experience

Offering a comprehensive service for all things ear, nose and throat, Pinnacle Surgery at Epworth Richmond aims to make the patient experience as seamless as possible.

Open since July this year, the practice encompasses a team of five highly trained specialists including ENT surgeons Dr Ben Dixon, Dr Matthew Magarey, Dr Amanda Richards and plastic surgeon Dr Ajay Chauhan, with more doctors joining in the new year.

Patients who visit the practice present with conditions including thyroid and neck lumps, blocked noses, snoring issues, voice problems, swallowing difficulties and more. Being able to cater to a wide range of patients in a fast and efficient manner — in one location — is a service the team is proud to provide.

“We’ve got quite a rapid turnaround service for a fairly high-level care of head and neck cancers”

Moving quickly with a diagnosis and treatment plan is key to a patient’s recovery. Throat cancer, still considered uncommon but presenting more frequently due to a number of factors including the rise of the human papilloma virus (HPV), can now be treated using robotic surgery.

TORS (transoral robotic surgery), available at Epworth Richmond, offers patients with throat cancer a far less intrusive surgical treatment and precise removal of cancerous tissue. Importantly, it’s the recovery process that is significantly improved using this technique, says Matthew.

“With throat cancer people can end up with long-term problems eating and drinking. With the robotic surgery we’ve had patients come back four weeks later eating and drinking a completely normal diet. They’re feeling good, the cancer’s out and they haven’t needed any additional treatment.”

Using Epworth Richmond’s onsite services, including the recently opened Epworth Medical Imaging, the Pinnacle team liaises with other medical professionals to best decide on a treatment plan for a patient. The Head and Neck Multidisciplinary Cancer Meeting, the first of its kind for private hospitals, is coordinated and chaired by Epworth’s ENT surgeons fortnightly to review patient cases.

“Everyone has the opportunity to know what’s going on, why we’re making the decisions for these patients,” says Ben. This coordinated approach ultimately means patients receive expert care without delay.

“We’re not limited by resources or expertise,” says Ben.
Learning leadership tools at Stanford University

I was recently given the privileged opportunity to attend a leadership program entitled 'The Effective Use of Power', which was held at Stanford University. It was a six-day live-in course with many highlights including the course content, my fellow participants, the wonderful surroundings at Stanford and the gorgeous weather in California.

We covered many subjects over the duration, but the one that resonated most with me was a concept entitled 'Shared Leadership', which places an onus on all to take responsibility for achieving the shared vision of the organisation. A number of fundamentals are required to enable this concept to take root and it became apparent to me that in our division, at least, we did not have all these fundamentals. One of these is a shared objective, and as we have multiple sites in the rehabilitation division, there is a tendency (which is natural) for each site to hold the objectives of that site paramount. However, as executive director, my main interest is in the overall success of the division and therefore if the members of the division are not aligned to that objective, we have an immediate disconnect and shared leadership will fail.

I simply loved the case studies, as I found these gave clear context to the concepts being taught. One of the case studies was about Stanford University Hospital and I could not help but be affirmed in the direction that Epworth is heading. The case study referred to the appointment of a new CEO, who immediately garnered a focus on the patient experience (inclusive of Epworth Excellence principles, though titled differently), listening to employees, high executive presence at the coalface, measuring outcomes and so on, with a result that Stanford University Hospital had a massive spike in patient satisfaction and grew the business and the bottom line significantly. Does that sound familiar? (I am happy to share the case study if anyone is interested — just email me.)

“I could not help but be affirmed in the direction that Epworth is heading”

Finally, as mentioned, I really enjoyed the networking opportunities with my fellow 47 course participants. They were from all over the world and my own study group consisted of people from the US, Germany, Saudi Arabia, Chile and Nigeria and organisations such as Google, NASA and Apple. It was fascinating to hear about their experiences.

I expect to bring many of the learnings into the way that I operate and hope that this benefits the Rehabilitation and Mental Health Division and Epworth HealthCare overall.

Vincent Borg
Executive Director Rehabilitation and Mental Health

The new face of research review at Epworth HealthCare

Early 2016 will see the introduction of a new, comprehensive, online platform for research ethics and governance review administration at Epworth HealthCare: Velos eCompliance.

Velos eCompliance is a secure, web-based, completely electronic system, comprehensively configured to the needs of Epworth, and will operate as a complete research review management system.

The Velos eCompliance management system incorporates all areas of ethics and governance review administration and will ensure that all information regarding a study submission is easily accessible. eCompliance revolves around specifically designed, intuitive Epworth submission forms that will be completed and submitted within the eCompliance environment.

The launch of Velos eCompliance and go-live will occur in late 2015. As a consequence, submissions through eCompliance will be mandatory for all new applications, amendments, reports and correspondence regarding research projects to be reviewed in 2016.

The Research Development and Governance team is excited by the impending launch of eCompliance and the benefits that will follow. The platform has been designed to improve review processes, advance research activity reporting, reduce paper handling and human error, clarify submission requirements, and reduce administrative requirements and data entry duplication, as well as significantly reducing review timelines.

Updates and further information regarding eCompliance are available for researchers and their team through the Research page on the Epworth website as well as the intranet page. Please visit these regularly to obtain the latest developments and news about this exciting initiative.
Point of Care bedside system at Epworth Eastern

Patients and clinicians are benefitting from the new Point of Care (POC) bedside system installed at Epworth Eastern, following collaboration by IT services, clinical staff and Oneview Healthcare.

Using touch-screen technology, the new POC terminals provide a range of entertainment, education and information services for our patients. The terminals also offer our clinicians a range of integrated clinical applications including electronic prescribing and administration, patient results, electronic nurse rounding and a range of other customisable options, all accessed with a biometric signature. We have also added non-clinical functions to truly integrate the care team — this includes Room Ready (room cleaning and facilities maintenance tool) and electronic meal ordering.

The 22-inch Cybernet terminals have been installed at 154 bedsides and ten nurse station locations.

As the Epworth Point of Care project progresses, added features will be introduced including electronic leader rounding, effective discharge screens and admission/risk.

Following the success of the new system, a rollout to other Epworth locations is being planned.

In September Epworth Eastern Executive Director Louise O’Connor attended a Beryl Institute one-day roundtable on the topic of patient experience hosted by University of California, San Francisco. This was a day to work with other healthcare leaders from across the US and challenge ourselves on what we are doing in the patient experience arena. It was a valuable day and reinforced that we are on the right path — to be a part of a healthcare organisation which considers patients as a whole person with biological, psychological and social needs, and where respect, compassion, concern, shared decision-making and communication are seen as vital base elements.

Louise is also a member of the Oneview advisory board and presented on patient experience and patient-centred care with the view of understanding what improvements and initiatives we can explore for POC to best address the needs of our patients.

New laser a first for the Australian private sector

Epworth Freemasons is pleased to announce the investment in a new technology for urological procedures. Epworth Freemasons is the first private hospital in Australia to purchase the Lumenis Pulse 120H Holmium — although since our purchase several hospitals interstate have likewise adopted the technology. Together with the robot and the greenlight laser Epworth Freemasons provides a complementary and comprehensive range of surgical devices for our urologists.

The new laser treatment is an ideal option for men suffering from prostate enlargement, a common condition in older men. It offers the patient a far less traumatic surgical procedure, with less bleeding, less pain and a faster recovery period.
One hundred and twenty-five of our most engaged specialists attended the Medical Leaders Dinner on Thursday 10 September for a Q&A style evening. Following the theme of ‘The Future of Medicine at Epworth and Beyond,’ two panels of Epworth doctors considered a wide range of topics, facilitated by ABC journalist Dr Norman Swan. Questions raised covered the developing role of private not-for-profit hospitals, specialist fee-setting, medical education, research, super-specialisation, patient consent, clinical freedom, health financing, performance monitoring, future care models for multi-morbidities, women in medicine, and how doctors should look after themselves. An internal podcast of the discussions has been recorded and will be distributed to participants along with written comments — ‘messages in the bottle’ — made on the night. The overwhelming feedback received showcased the evening as one of engagement, enjoyment and stimulation.

The Medical Leaders Dinner provided the opportunity to announce that Dr Ben Tran, a medical oncologist from Epworth Freemasons, had won the 2015 Peter J Dohrmann Medal. He will use the bursary to improve knowledge and outcomes for Epworth patients with bladder cancer. The Peter J Dohrmann Medal was inaugurated in 2013 to mark the outstanding contribution made by Peter as Epworth’s medical director over ten years, prior to his retirement from Epworth in 2012.

Bladder Cancer Advocacy Network (BCAN) is a community of advocates, survivors and researchers focused on bladder cancer. The BCAN Scientific Advisory Board participates in an invitation-only, bladder cancer focused symposium. Specifically Dr Tran will use the Peter J Dohrmann grant to fund attendance at this prestigious meeting, at which he is the first oncologist outside of North America to be invited to participate. This will allow him to bring back knowledge that can improve outcomes for Epworth patients while also promoting Epworth as an excellent site for clinical research.
Celebrating the festive season at the all-staff Epworth Christmas party

On Friday 4 December over 1600 Epworth staff got into the Christmas spirit at the all-staff Epworth Christmas party. The event was held at the Melbourne Museum and the crowd was kept entertained by a band, DJ and a tasty assortment of canapes and Christmas beverages.
Congratulations to our scholarship recipients

The scholarship program provides a unique opportunity for Epworth HealthCare to support our staff in further education, development and research opportunities to continue to deliver on our strategic plan of ‘Enabling our staff to be their best and give their best’.

With thanks to the generosity of donors and sponsors of the Epworth Medical Foundation, 82 scholarships — valued at $387,950 — have been awarded for use in 2016, to staff from across all divisions and from a variety of roles. The continued growth in the number of scholarships on offer reflects the quality of care our patients and their families receive and their wish to continue to support Epworth and its staff.

An extensive range of projects are being supported through the scholarship program, including completion of a musculoskeletal ultrasound course, attendance at speciality conferences in the areas of imaging, oncology and fundraising, Certificate IV in Training and Assessment, and training in aquatic physiotherapy. Other recipients will undertake further studies at a postgraduate and undergraduate level to continue their development for their current and future roles at Epworth, always providing excellence in patient care and safety.

Pauline Fogarty, theatre utilisation and patient flow manager at Epworth Richmond, is the successful recipient of the Matthew and Audrey Voss Scholarship. Pauline will be attending a course on theatre utilisation and patient flow by Franklin Dexter.

Audrey Voss is one of our most generous benefactors and in addition to this scholarship the new emergency department will bear the names of Audrey and her late husband Matthew to recognise their philanthropy to Epworth. Audrey has also established a gynaecological cancer research fund to seek new treatment options.

Congratulations to all of the successful scholarship recipients. These staff achievements were celebrated at awards ceremonies held in the first week of December.

Eight nurses to travel to the Cleveland Clinic in May 2016

Following the inaugural success of the Cleveland Clinic Nursing Leadership Intern Program, eight nurses have received a scholarship for the 2016 program. This affiliation agreement helps Epworth continue its goal of becoming a leading research and teaching hospital.

Recipients will travel to the US to visit the pre-eminent Cleveland Clinic in May 2016. The fully funded two-week development trip is made possible with thanks to donors and sponsors of the Epworth Medical Foundation. Recipients will participate in an observational experience specifically designed for Epworth, with each nurse spending time in the specific unit or area of their interest, as well as having the opportunity to attend the Cleveland Patient Experience Conference. On their return to Epworth, each participant will be responsible for delivering a comprehensive quality improvement project focusing on learnings from their experience.

Congratulations to the eight recipients:
- Jamilla Simonsen, Quality Coordinator, Epworth Corporate
- Andrew Samson, Hospital Coordinator, Epworth Richmond
- Nic Rush, Nurse Unit Manager, Epworth Rehabilitation
- Pranitha Govender, Deputy Director of Clinical Services, Epworth Eastern
- Sibaunne Mumford-Holmes, Registered Nurse, Epworth Freemasons
- Colleen O’Hara, Nurse Unit Manager, Epworth Freemasons
- Ta Fearnside, Nurse Unit Manager, Epworth Freemasons
- Mirjana Bulatovic, Nurse Unit Manager, Epworth Freemasons
Expanding our care for paediatric patients

Thanks to the generosity of the Susan Harris Foundation, a new paediatric ward is being established at Epworth Richmond.

Opening in April 2016, our new paediatric ward will enable us to care for our paediatric patients in a dedicated environment, with tailored admission criteria, models of care, and age-appropriate equipment.

The benefits of having a dedicated paediatrics ward are many, including the ability to recruit, develop and retain experienced and skilled paediatric staff.

“We are really excited to be developing this new service to cater for the specific needs of our young patients and further support our community. Importantly, for our paediatrics patients, this will mean coming to an age-appropriate environment, where we can accommodate parents as well, including facilities for one parent staying overnight,” says Nicole Waldron, executive director Epworth Richmond.

“This gift from Susan and her family makes them one of the most significant philanthropic supporters in the 95-year history of our great institution and we are indebted to them for their generosity and support.”

The Epworth Medical Foundation has organised a CEO Cycling Challenge in Thailand in February 2016, to raise funds for the unit. Leading the challenge will be Epworth Board President Rod Fitzroy and Group Chief Executive Alan Kinkade. They will be supported by many other CEOs and senior executives from Epworth as well as other companies.

Throwing light onto grey literature

What is it?
Grey literature is defined as written material or information that is unpublished or not published commercially, i.e. via blogs and social media, newsletters, theses, emails, reports and course materials. Due to the possible lack of peer review, critical reading is important for evaluation.

You can apply the AACODS (Authority, Accuracy, Coverage, Objectivity, Date, Significance) checklist from Flinders University.

Why is it useful to me?
It is often more current than published material, and can bypass publication bias. Many clinical publication formats are classified as grey literature; useful formats include guidelines, protocols, procedures, policies, peak body newsletters, clinical trials, standards, clinical practice updates and so on.

Where can I access grey literature?
Epworth Library has collected several sources for you, just visit epworth.libguides.com and read about the guidelines and standards, US clinical trials, calculators and diagnostic tests, and more grey literature sites. Grey literature is part of the larger body of scholarly and clinical published material; see the Library's Guide to Searching and Reviewing Literature page on the above site for more information.

Questions? Contact the Library for support on 9426 6134, or email library@epworth.org.au
Breast cancer is the most common cancer in women in Australia and the second most common cancer to cause death in women, after lung cancer. Over 15,000 Australian women are diagnosed with breast cancer each year. In fact, the risk of a woman being diagnosed with breast cancer by age 85 is one in eight.

Epworth Freemasons provides a comprehensive breast cancer service from diagnosis through the various modalities of imaging to treatment remedies, including surgery, chemotherapy and radiation therapy. Ten enthusiastic staff, visitors and friends are embarking on a hill tribe hike in Vietnam to help raise funds for the breast cancer service. They include Epworth Freemasons Executive Director David Nowell, and staff Suzanne Hawksley, Sally Morison and Angela Ardi.

Places are still available for this adventure of a lifetime.

**When:** 4 to 14 March 2016

**Cost:** $3590 plus $2500 fundraising towards the cause

**Benefits:** Breast cancer patients at Epworth

**Highlights:**
- Breezy cyclo tour through Old Hanoi, with bustling markets and water puppets
- Trek to mist-shrouded mountains with hill tribe villages and local markets
- Homestay in SinChai Village with Red Dao ethnic hosts and traditional meals
- Visit a village school over Silver Stone Mount, with Red Dao and Hmong children
- Cycle ride around the breathtaking Mai Chau Valley, visit a former munitions cave

The Epworth Medical Foundation is here to help. We can offer ideas on how to reach your fundraising target. This can be done through a variety of fundraising activities including our online fundraising partner Everyday Hero.

For a detailed brochure on the Vietnam Hill Tribe Hike for Epworth Freemasons go to [emf.org.au](http://emf.org.au) or call Kathryn Johnston in the Epworth Medical Foundation on 9426 6359 or email [kathryn.johnston@epworth.org.au](mailto:kathryn.johnston@epworth.org.au)
OrthoSport Victoria leads research in knee health

At the OrthoSport Victoria (OSV) Research Unit, based at Epworth Richmond, research projects are exploring the field of anterior cruciate ligament (ACL) injuries. Most commonly affecting athletes or those extremely physically active, ACL injuries — while being repaired successfully with surgery — can result in poor return to sport rates and may lead to a high risk of re-injury. In addition, the long-term incidence of osteoarthritis remains raised for these patients.

Orthopaedic surgeon Professor Julian Feller is involved with two research projects at the unit that are addressing these issues, with the hope of providing findings that could eventually lead to improved outcomes for patients.

"Over the last few years we’ve looked a lot at re-injury rates and return to sport rates, and they’re the two things we’ve probably been pursuing the most actively," says Julian.

In collaboration with La Trobe University’s Associate Professor Kate Webster, Julian has published papers on ACL that have appeared in peer-reviewed titles and have swayed thinking around return to sport data.

"We’re probably one of the leaders in that field, in terms of being honest about what the real return to sport rates after surgery like ACL reconstruction are," says Julian.

"If you just say, how many people get back to sport, it’s really high — 90% or more, if you want to report your results favourably. But if you ask how many get back to their pre-injury levels, that’s only about 60%,” he says.

The OSV Research Unit has paired with the AFL for one research project that audits ACL injuries in the AFL from 1999–2013. The other ACL research project Julian is leading is a large prospective study, which hopes to recruit at least 600 people who have undergone ACL reconstruction that will be followed for ten years.

“That’s important because if you can identify the groups that are at risk then potentially you can do something in those groups to modify that risk”

“We’re trying to work out if there is a group that is more susceptible to osteoarthritis," explains Julian. "A ten-year timeframe might seem fairly short, but we’re using MRI to measure cartilage volume and even at two years you can see some changes that may predict who’s going to be more likely to have osteoarthritis.

“That’s important because if you can identify the groups that are at risk then potentially you can do something in those groups to modify that risk.”

Epworth Annual Report and Research Report out now!

The publication that showcases all the best from Epworth over the last financial year, the Annual Report, has just been published.

Read all about the way we use innovative medical techniques and advancements to benefit our patients; learn about the excellent work our staff members do across our sites on a daily basis; meet some of the doctors that make a difference to our patients’ lives; read about our community contributions; and so much more.

It’s all in the Annual Report!

Plus, check out the latest Research Report, also hot off the press. Epworth undertakes research projects both nationally and internationally and our important work contributes to groundbreaking medical advancements that ultimately benefit our patients.

The Research Report summarises Epworth Research Institute activities from the last financial year.

You’ll find both of these titles available for reading on the Publications page of our corporate website.
Epworth Clinic welcomes new psychiatrists

Epworth Clinic is pleased to announce the addition of four new psychiatrists to the team.

Dr Greg Sam, Dr Aparna Chawla, Dr Mitali Das and Dr Swee Ghee Khoo join the clinic in a boost to our mental health service offering.

The group brings experience and training across a broad range of subspecialties and offers expertise for patients needing psychiatry assessment as an inpatient or via a private consulting suite appointment.

Dr Greg Sam has been involved in psychiatry for 12 years and has had leadership roles and teaching responsibilities with Monash University. Greg specialises in mood and anxiety disorders, bipolar disorder, schizophrenia, depression and telepsychiatry. He is fluent in Mandarin and Cantonese.

Dr Aparna Chawla has 12 years experience in psychiatry in teaching and research, and specialises in mood and anxiety disorders, bipolar disorder, schizophrenia, personality disorders and stress and grief.

Dr Mitali Das has been involved in psychiatry for ten years teaching in the public sector and in research. She specialises in mood and anxiety disorders, bipolar disorder, schizophrenia, personality disorders and stress and grief.

Dr Swee Ghee Koo has 12 years experience in psychiatry, both in teaching and learning and specialises in mood and anxiety disorders, bipolar disorder, schizophrenia, personality disorders and stress and grief. Swee is fluent in Mandarin.

Director of Clinical Services Mental Health Susan McLean says, “We are delighted to welcome our new psychiatrists to Epworth Clinic. It is very pleasing to gain the services of new psychiatrists at the beginning of their private practice as it gives us a great opportunity to build both their businesses and our service offerings. It is especially gratifying that our new consultant psychiatrists are already proving themselves to be wonderfully enthusiastic and our staff are really enjoying their individual contributions.”

Meet ... Dr Terence Chong

Dr Terence Chong, an adult psychiatrist and psychogeriatrician, has worked with Epworth Clinic since February last year. Terence has a particular interest in helping patients with obsessive compulsive disorder (OCD) and has written articles for Epworth health and wellness blog Goodness Me and GP Update.

What are your specialties?
Adult psychiatry and psychogeriatrics with a particular interest in OCD, anxiety, dementia, cognitive behavioural therapy (CBT), and acceptance and commitment therapy (ACT).

You have done some work in the area of OCD. Can you explain how the newly established ACT program for OCD at Epworth Clinic works?
ACT is a relatively new psychotherapy approach that has been applied to many conditions including anxiety disorders, and has now also started to be applied to OCD. It is a mindfulness-based therapy which aims to increase psychological flexibility. Core features of this therapy include changing the impact of symptoms on our life through committing to act in line with our values, a focus on the present and an acceptance of what happens in our minds.

How do patients benefit from this treatment?
The aim is that patients have improvement in their function, their levels of distress, their symptoms and general wellbeing.

What other forms of treatment are available for patients, including those that suffer from other disorders?
The main treatments offered are psychotherapy such as ACT and CBT and also pharmacotherapy with medications. Epworth Clinic also offers neurostimulation therapies such as transcranial magnetic stimulation (TMS) and electro-convulsive therapy (ECT).

What kind of results have you seen from patients that have been treated at Epworth Clinic?
There have been quite a number of patients who have benefitted from treatment and have been able to move forward with their lives in areas such as work, study, relationships and their overall wellbeing.
Celebrating Epworth Medical Imaging’s newest site

Epworth Medical Imaging marked the opening of its Epworth Richmond location with a celebration event on Monday 16 November.

Attendees included staff involved with the service opening, members of the Epworth Board, Sonic Healthcare partners and doctors who were all invited to tour through the new service and meet the radiologists and technicians.

Group Chief Executive Alan Kinkade congratulated everyone on the success of the launch.

“The opening of EMI Richmond demonstrates the commitment, planning and cooperation of a dedicated team and their managers who excitedly and seamlessly transferred a large radiography service in-house, after the stroke of midnight on 24 September, 2015. It also demonstrated Epworth as a team with people in various divisions doing extraordinary things to make this transition a success.”

In particular, Alan thanked Malcolm Wells, executive director operational projects; Sandy Chamberlin, director of operations, Epworth Medical Imaging; A/Prof Pramit Phal, clinical director of imaging, Epworth Richmond; Sonic Healthcare partners; Epworth Richmond staff; and IT, human resources and marketing and business development staff.

Former patient inspires at Occupational Therapy Week

As part of Occupational Therapy Week this year, staff at Epworth Brighton attended a presentation by Andy Gillott, a former patient who received therapy at Epworth in May this year. Andy spent two weeks as an inpatient at Epworth Brighton following surgery to remove a brain tumour and attended an outpatient program for four months following his discharge home.

Andy’s presentation, titled ‘A patient’s perspective’, gave staff valuable insight into our patients’ experiences and expectations before they arrive for rehabilitation. Andy gave a very personal and emotional account of his experience — everyone that attended agreed how powerful it was.

Andy also focused on his experience in occupational therapy and the process of setting goals to achieve his ultimate outcome of being able to play his guitar again. As part of his upper limb therapy program, Andy used a SAEB0 glove which is a relatively new piece of equipment that is now available for us to use with patients (Andy’s experience with the glove was detailed in the Winter issue of Epwords).

Andy was thrilled with the results he was able to achieve regarding return of hand function and very generously made a donation to EMF towards purchase of a full set of SAEB0 gloves for the occupational therapy department which we have just received.
**Targeting acute pain**

Patients who need extra attention due to severe pain issues now have access to a tailored service.

The Acute Pain Service (APS), which commenced operations on 21 September at Epworth Richmond, is run by acute pain nurse Caroline McLoughlin. Caroline works as a conduit between patients, ward nurses and medical staff to enable a smooth communication path and offer timely pain solutions to those in need. It’s a service that will be particularly beneficial as Epworth Richmond’s patient base grows.

“With the expansion of the Lee Wing and the volume of patients coming through the theatre complex, the need was identified to address patients’ post-operative pain,” explains Caroline. “That way, potential issues can be identified and managed earlier, so patients can return home sooner.”

Patients are referred to the service — some automatically depending on their case — to have their pain treatment assessed and monitored, which can then be adjusted as needed throughout their stay at Epworth. Those that benefit most from the service are post-operative and have had procedures including epidurals, intrathecal anaesthetic techniques, ketamine infusions, complex spinal surgery, or are patients that have spent more than two hours in PACU for pain-related issues, as well as those already experiencing chronic pain.

“VMOs are also welcome to refer any patients to the service who they believe would benefit from involvement of the APS,” adds Caroline. Since its launch, the APS has proved a valuable tool in helping patients transition from hospital procedure to post-op care. “Patients appreciate that there is a health professional whose main role is to assess and manage their pain,” Caroline says. “It’s very satisfying reviewing a patient who was experiencing too much pain to eat or participate in physiotherapy, a day or so later walking around the ward smiling.”

Dr Simon Reilly, an anaesthetist at Epworth Richmond and Chairman of the Anaesthetics Advisory Committee, established the APS after reviewing a study published by Epworth Professor Mari Botti, which found a disconnect between pain patients and effective treatment. The APS now addresses those issues.

“With difficult patients the liaison has been excellent — for patients that have chronic pain, severe injuries, or undergoing large-scale operations, it’s really streamlined that process. It also helps on the education side with nursing staff, as it helps them gauge when they should be raising issues and encourages them to phone clinicians instead of waiting until a problem worsens.”

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**Slade Pharmacy’s new-look launch**

On 9 November, Slade Pharmacy at Epworth Richmond celebrated the completion of recent renovations with a ribbon-cutting ceremony. Attended by Slade Pharmacy owners and father-son duo Graham and David Slade, as well as Epworth Group Chief Executive Alan Kinkade and Executive Director Epworth Richmond Nicole Waldron, the new marble-framed airlock entrances, updated and relocated Bridge Road entrance, as well as refreshed interior were celebrated.

Under the expertise of a world-class Irish designer, the pharmacy’s new look represents a visual concept that was four years in the making.

“It’s exciting to see the results of a collective vision to make a stunning entrance”

“It’s a vision come true for both Graham and me,” says David. “The designer has perfectly captured the essence of what we hoped to achieve — an improved patient-focused journey, a better customer experience and easier access for nursing staff through the back of the pharmacy.”

Planning has been underway ever since the Epworth Richmond redevelopments commenced in 2011. Slade celebrates an impressive 50 years of being in business and 35 years in partnership with Epworth, “a significant achievement”, says David.

The brand-new pharmacy provides a great service to patients and families, he adds. “It’s exciting to see the results of a collective vision to make a stunning entrance.”
Volunteering in Africa with LearnToLive

Over the last three years I have had the opportunity to volunteer internationally with a group called LearnToLive (LTL). LTL is a non-government organisation (NGO) that was founded in 2011 by Australian registered nurse Yanti Turang. Each year doctors, nurses, allied health professionals and administrative volunteers come from all over the world to work in Laos, Indonesia and, for the first time this year, South Africa. In September, I travelled to the Ufafa Valley of rural Kwazulu-Natal, South Africa, with eight other health professionals to partner with community-based NGO Woza Moya.

Woza Moya services almost 20,000 people affected by the highest prevalence of HIV in South Africa. They invited us to do a needs assessment in order to help them form and implement protocols and education programs for the future.

In the two weeks we were there, we saw 200 patients (all with their own stories that are both amazing and devastating), trained 30 community care workers in health education, including diabetes, diarrhea, tuberculosis and HIV, ran nine reproductive health education programs in schools and held menstrual hygiene workshops! I would not have been able to contribute to all of this without Epworth’s ongoing support.

Since beginning work with Epworth in April this year, I have not only been encouraged to continue volunteering internationally, but without hesitation have been supported wholeheartedly by my colleagues and management, who allow me the flexibility to juggle my roster and provide me with short term leave.

In my role as an associate nurse unit manager (ANUM) for the Hospital in the Home program, I work in varying communities throughout Melbourne, and although these are vastly different environments, I find the skills I’ve obtained at Epworth are interchangeable when working in communities in Laos, Indonesia and South Africa.

If you’d like to see more of what we did while we were away, what we get up to in Laos and Indonesia, or potentially donate or volunteer, snoop us at learntoliveglobal.org

Andrea Gunn
ANUM, Hospital in the Home

Chinese speaking concierge service at Epworth Eastern

In the city of Whitehorse, where Epworth Eastern is located, about 7.5% of the population — more than 11,000 people — speak Mandarin at home.

Amy Lau has joined Epworth Eastern as the new Cantonese- and Mandarin-speaking concierge, offering personal support and helping Chinese patients with their queries regarding admission, paperwork and health funds. Amy is available in person or by phone on 1800 903 899 (free call) on Mondays, Tuesdays, Wednesdays and Fridays between 10.00am and 4.00pm.

At Epworth Eastern, we have Mandarin-speaking doctors and specialists in the following areas to provide patients with language and cultural specific services:

- Cardiology
- Cardiothoracic Surgery
- Gastroenterology
- General Surgery
- Orthopaedic Surgery
- Plastic Surgery
- Urology
- Vascular Surgery
Our continued focus on staff health, safety and wellbeing

At Epworth we recognise that looking after the health and welfare of our staff, volunteers and contractors in the workplace is a cornerstone of our commitment to patient care and excellence. Safety is our priority. Throughout the last quarter we have undertaken a variety of initiatives to build on our culture of providing excellence in a safe and secure working environment.

EPWORTH EMMYS® SUCCESS

The 2015 Epworth Emmys® short film competition focused attention on health, safety and wellbeing and why it is important at work and at home. The competition, proudly sponsored by First State Super, invited all Epworth staff to create and submit a short film.

The competition was a great success with 26 entries received. The finalists were shown at the screening and awards event held on Friday 23 October where Hollywood came to the Epworth Richmond Auditorium.

Thank you to all staff who participated and congratulations to our competition winners:

Overall winners (prizes donated by First State Super)
First place: Psychological distress has become the elephant in the room — Epworth Clinic Therapy Team, Epworth Camberwell — $1000
Second place: A safetication — Education, Epworth Richmond — $800
Third place: Stress buster ICU — ICU, Epworth Richmond — $500

Chief Executive awards
First place: Imagine Epworth with no accidents — Support Services, Epworth Richmond — $500

Second place: SLACIATT Wars — Clinical Services, Epworth Corporate — $500

Third place: Safety Horror Picture Show — 2 North, Epworth Eastern — $500

Special commendations
Can you manual handle this? — Acute Physiotherapy, Epworth Richmond — $250
Watch me ... — Physiotherapy, Epworth Brighton — $250
Wellness at work — Marketing and Business Development, Epworth Corporate — $250

CONGRATULATIONS TO ALL THAT TOOK PART IN SEPTEMBER!

We had 28 teams participate in taking 10,000 steps per day for the month of September for Cerebral Palsy Alliance.

Overall in Australia September raised $3,951,009 and Epworth has contributed $4841 in fundraising (plus our registration fee).

Every dollar raised provides vital equipment, therapy and services to children and adults living with cerebral palsy and contributes to groundbreaking research into the prevention of cerebral palsy — and maybe even one day the cure.

A big well done to our top three fundraising teams:
• The Sole Sisters
• The Bees
• Pre-admissions Nurses.

Thanks for making a huge difference to thousands of people living with cerebral palsy and see you next September pounding the pavement!

R U OK DAY

R U OK day, held on 10 September, is dedicated to reminding people to ask family, friends and colleagues the question, “R U OK?” in a meaningful way — because connecting regularly and meaningfully is one thing everyone can do to make a difference and even save lives.

Epworth marked the day with various activities across the sites, including holding barbecues and morning teas, giving out Time Out bars and more. All divisions were given a party pack containing posters, balloons and booklets and were encouraged to ask the question, RU OK?, to help promote a safe and healthy workplace. Visit the health and wellbeing page on the intranet for helpful articles and links.
NEW APPOINTMENTS TO EPWORTH GEELONG

Epworth Geelong executive has been successful in appointing outstanding leadership staff and clinicians and welcomes the following people to the team.

Mr Glenn Guest
Professor of Surgery
A joint appointment with the Faculty of Health at Deakin University and Epworth HealthCare, Glenn will lead our surgical teaching, research, program development and entrepreneurial activity. Glenn will also promote the School of Medicine and Epworth Geelong to academic and professional communities in Australia and around the world.

Dr Anne Stephenson
GP Liaison
Anne has been a general practitioner at the Surf Coast Medical Centre in Torquay since 2000. Representing both the local GP community and clinical councils in the western region, Anne will support Epworth Geelong in building relationships and enhancing communication between general practice and the new hospital.

Leonie Lloyd
Director of Clinical Services
Having already been part of the project team as clinical operations manager, Leonie has been appointed to the senior nursing role within the hospital ensuring the new Epworth Geelong is equipped with the best healthcare professionals and clinical services ready to provide excellent healthcare to south west Victoria.

Matt Ryan
Director of Emergency
Matt will establish and run our emergency department. Well regarded in the Geelong medical community, Matt comes to us with an array of experience as an emergency physician in Geelong as well as Queensland. He will strive to establish Epworth Geelong as having one of the best private emergency departments in the country.

Dr Anne Stephenson
GP Liaison
Anne has been a general practitioner at the Surf Coast Medical Centre in Torquay since 2000. Representing both the local GP community and clinical councils in the western region, Anne will support Epworth Geelong in building relationships and enhancing communication between general practice and the new hospital.

Nick Hall
Neurosurgeon
Nick will provide a much-needed neurosurgery service to the growing region, specialising in the treatment of patients with complex skull-based tumours, trigeminal neuralgia and minimally invasive spine surgery, with expertise also in areas of general neurosurgery.

Tony Ma
Obstetrician and Gynaecologist
Tony will practice in all general areas of obstetrics and gynaecology, with a particular interest in endoscopic gynaecological surgery (laparoscopy and hysteroscopy).

Mick Fuller
HR Manager
Mick Fuller comes to Epworth with more than 15 years experience in senior HR management leadership roles. Mick is keen to establish Epworth Geelong as an employer of choice and is excited to be part of a team whose focus it is to develop a positive culture that attracts, develops and retains great people.

Cathy Portelli and Lisa Mistry
Workforce talent coordinators
Cathy and Lisa are part of the HR team providing support and assistance for the immense recruitment task ahead of Epworth Geelong. Part of their role involves building and managing a talent pipeline which encompasses the values of Epworth HealthCare.
EPWORTH GEELONG
Recruitment forums a success

More than 1000 people attended one of seven Epworth Geelong recruitment forums held in Geelong and Melbourne throughout October — three sessions about general recruitment and four specific to nursing and allied health roles.

It was great to see so many people eager to apply for a position at Epworth Geelong, with lots of questions asked and positive feedback on the information they received.

Epworth Geelong CEO Damian Armour opened each forum with a presentation, providing attendees with insight into Epworth Geelong and the services the hospital will provide, as well as a construction update and a timeline on recruitment plans between now and opening in mid-2016.

At the nursing and allied health forums, following the main presentation, attendees moved into smaller groups in the areas of critical care, perioperative services, general nursing and allied health, to find out information specific to these departments and roles.

The recruitment forums could not have been possible without the support of more than 25 Epworth staff who came to the events to run breakout sessions, help answer questions and tell their story about what it’s like to work at Epworth.

EPWORTH RICHMOND
Opening the Lee Wing

At Epworth Richmond we are pleased to share with all Epwords readers the latest news on the new Lee Wing.

Planning is well underway to ensure that the departments that are relocating to the Lee Wing are ready for the move. This is an exciting time in the redevelopment of the hospital, with the Lee Wing collocating the hospital’s critical care services.

We expect Epworth Richmond’s existing emergency department, intensive care unit and 6ES cardiac unit to relocate to the Lee Wing in or around 1 February, while at the same time we open our six state of the art new operating theatres, including a hybrid biplane theatre*. All of these units and theatres will be accommodated in the first four floors of Lee Wing.

Construction on the remaining floors will continue, with the opening of
REDEVELOPMENT NEWS

Epworth is investing in its infrastructure — redeveloping and building hospitals designed around patient services, equipped to meet the needs of today and anticipating the needs of tomorrow.

the final stage expected the first week of April 2016. At that time, 2LP, 3LP and 4LP will move into the new space.

A significant milestone was achieved in early December, with the completion and opening of the Lee Wing carpark, with the new spaces a boost to the parking situation at Richmond.

Bridge Road entrance reopens

The renovated Bridge Road entrance to Epworth Richmond has now reopened, providing easier access to patients and visitors and new access into Slade Pharmacy.

From early 2016, a new reception desk will open at the Bridge Road entrance, in addition to main reception, to support patients and visitors entering and leaving the hospital from Bridge Road.

Epworth Eastern redevelopment

When a crane is in sight you know it’s time for some serious construction. Plan Group has been awarded the building contract and works have now commenced at Epworth Eastern to construct a tenth operating theatre and build an expanded Day Oncology Unit which will bring the hospital’s total day oncology capacity to eighteen chairs.

As part of these works, the plant room on level 6 will also be expanded to accommodate the larger facilities.

To provide continuity of care for our patients, day oncology at Epworth Eastern has temporarily relocated to level 6 while the new unit is built. The new Day Oncology Unit on level 4 will open by May 2016.

The tenth operating theatre, located on level 3, will open by March 2016.

Epworth Freemasons redevelopment

Theatres 1, 2 and 3 at our Epworth Freemasons Clarendon Street campus are the next lot of theatres to undergo refurbishment within the level 3 theatre precinct.

Commencing 4 January 2016 and expected to be complete by late February, this package of works will enlarge each of the theatres by approximately 5m², update mechanical and electrical services, install new pendants and operating lighting and provide new audiovisual equipment for laparoscopic and endoscopic cases.

South West Regional Cancer Centre construction progresses

The South West Regional Cancer Centre facility comprises two components — a car park and a three-storey cancer centre, located on Ryot Street in Warrnambool.

The car park structure and associated service installation is complete, while the concrete structural works to the main cancer centre has been completed and now moves to the facade installation prior to Christmas.

The main building ‘topped out’ in December and the centre is on schedule for opening in mid-2016.

In a recent appointment to South West Regional Cancer Centre,

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*The hybrid biplane theatre is designed for the treatment of heart, vascular and neurological disorders, and combines advanced, high-precision imaging technology with a fully equipped surgical suite.
Endoscopy Masterclass at Epworth Richmond

The Endoscopy Masterclass was held at Epworth Richmond on Friday 13 November 2015.

The organising committee of General Surgery and Gastroenterology Clinical Institute Director Mr Gary Crosthwaite and gastroenterologists Associate Professor Gregor Brown, Mr Ian Hastie and Dr Peter Prichard coordinated an interesting and educational day.

The program featured eminent local and interstate speakers who contributed to a panel discussion, providing the audience with the opportunity to participate in a lively discussion of topical issues.

The masterclass was attended by approximately 90 people with attendees from Newfoundland, Fiji, New Zealand, Victoria, Queensland, New South Wales, South Australia and Western Australia.

We would like to acknowledge support from our sponsors Olympus (key sponsor) and Melbourne Pathology.

General Surgery and Gastroenterology Clinical Institute Director Mr Gary Crosthwaite presents to the masterclass
Clinical Institutes 2015 event roundup

Clinical Institutes have successfully run three symposia in 2015, including a masterclass held on 13 November by the General Surgery and Gastroenterology Clinical Institute (read about the event, left). Robotic Surgery also organised the Robotic-Assisted Partial Nephrectomy Workshop, held on 27 March. A highlight of this event was the international transmission of live surgery performed by Professor Monish Aron from the University of Southern California, in the US.

In July the Obstetrics and Gynaecology Clinical Institute delivered its sixth symposium. A host of eminent local speakers were joined by Mr Anthony Rutherford, a consultant in reproductive medicine and gynaecological surgery from Leeds, England. The Critical Care and Internal Medicine Clinical Institutes jointly organised the fourth Perioperative Medicine Symposium on 5 September and the Cardiac Sciences Clinical Institute delivered its fifth symposium on 24 October, ‘2015 Opinions in Cardiac Management’. All events were well received, with a combined attendance of over 600 people including delegates from interstate and overseas.

Digital Health Symposium demystifies health informatics

Epworth held a Digital Health Symposium on Saturday 24 October with the goal of helping to demystify health informatics.

An evolving domain at the confluence of medicine, computer science and information management, health informatics uses information systems/information technology (IS/IT) to improve healthcare delivery and offer a more patient-centric experience.

Most healthcare scholars and practitioners agree that technology has a growing role to play in healthcare but how to design and develop appropriate solutions is a key challenge. Moreover, there are many failed examples of IS/IT in healthcare today.

The Digital Health Symposium addressed this challenge with a host of local, national and international speakers discussing many of the essential elements of the digital health revolution, with a focus on the Australian experience to date. In particular, speakers raised what health informatics means for Epworth, working to identify key challenges, enablers and priority areas within digital health to help us successfully navigate Epworth’s digital health journey.

Presenters included:

- Dr Jonathan Schaffer — Cleveland Clinic
- Professor Elliott Sloane — Vilanova University
- Dr Louise Schaper — Health Informatics Society of Australia (HISA)
- Dr Christopher Pearce — GP and adjunct professor at Monash University
- Professor Raj Gururajan — University Southern Queensland

In addition, we had two panels moderated by Dr John Zelcer and Professor Peter Brooks, featuring Sue McCarthy of DataCom, Associate Professor Genie Pedagogas, Steve McConchie, Dr Damian Claydon-Platt, Sanji Kanagalingam and Professor David Phillips.

Feedback from the event highlighted the high calibre of research being conducted by Epworth’s health informatics unit — recognising our approach of grounding research in theory with an evidence base and systematically moving forward. Dr Louise Schaper, HISA CEO, stated: “At Epworth, you guys have got it right.”
Pastoral care chaplain shares gift of music

A welcome new addition to pastoral care services at Epworth Eastern comes in a musical format. Two afternoons per week, a qualified pastoral care worker, Samantha Lo, adds another string to her bow by playing her harp for patients in the oncology and general medical wards.

“Two families for whom Sam had played several times as their loved ones came towards the end of their lives wrote to the hospital to thank all staff, singling out Sam’s music as providing moments of calm and pleasure in the midst of sorrow.”

Sam began working with the pastoral care team as a volunteer denominational chaplain, and then — late in 2014 — started bringing her harp and playing for a few of these patients. This was so successful that a quality project was undertaken by the pastoral care team: having Sam play for other patients. The response from patients, families and staff was overwhelmingly positive.

Sam's approach is to engage in pastoral conversation with the patient (and family if appropriate), then tailor the music to the person. She has learned that the music often elicits memories of significance and helps people connect with their sources of strength and individuality.

Two families for whom Sam had played several times as their loved ones came towards the end of their lives wrote to the hospital to thank all staff, singling out Sam's music as providing moments of calm and pleasure in the midst of sorrow.

With respiratory patients, the music seems to help a patient relax, thus easing their breathing.

On the other hand, staff have reported that several patients who were flat and difficult to engage became more alert and interested in response to Sam's conversation and choice of music.

Staff, too, appreciate the music as it offers them a few moments to breathe in the midst of busy times.

Perhaps one patient best summed up the value people place on the harp music. Her phone rang whilst Sam was playing. She took the call, but said to the caller: “Sorry, I can't talk now. I'm having a procedure.”

Whilst all the anecdotal feedback is positive, the Eastern Pastoral Care team is planning to undertake research in the coming year into the measurable effects of pastoral care harping.

Women in Healthcare luncheon raises record funds

Hosted by the President of the Epworth HealthCare Board of Management, Rod Fitzroy, the eighth annual Women in Healthcare luncheon was held at Zinc, Federation Square on Thursday 8 October and attracted a record attendance of approximately 400 guests.

Epworth specialist breast cancer surgeon Dr Chantel Thornton was the MC and leading cardiologist Dr Jennifer Johns AM and cardiothoracic surgeon Associate Professor Silvana Marasco addressed the issue of cardiac disease in women and the latest techniques and outcomes in minimally invasive cardiac surgery.

With the largest ever number of corporate sponsors and with thanks to the major event sponsor, Conquest Services, and associate sponsor Abbott Vascular, a record net profit of $103,000 was raised. These funds will assist in the purchase of a portable echocardiograph machine for the new intensive care unit at Epworth Richmond.
Our volunteers awarded for their work

On 2 October Epworth Eastern volunteer Moira Axten received an award at the Victorian Senior of the Year ceremony, held at Government House. Moira was presented with the Healthy and Active Living award for her contribution to the health and wellbeing of seniors in the community.

Starting her career as a physical education teacher in her native Scotland, Moira later immigrated to Melbourne where she took on lecturing and teaching positions. Throughout the years Moira has committed her time to helping older people learn how to maintain healthy bodies and minds, and currently runs an exercise program twice a week which has proved very popular.

“To feel that I am able to help so many people in some way, however small, makes it all worthwhile and rewarding”

Moira has volunteered with Epworth Eastern for nine years, giving her time as a newspaper trolley volunteer around the wards. She says she was thrilled and surprised to win the award.

“I was humbled by the award but nevertheless felt very honoured,” says Moira. “I certainly do not do all this to be rewarded; I just get a great deal of satisfaction from being able to give so many people the opportunity to keep moving and keep healthy.

“I absolutely love volunteering, in fact, I retired early and almost immediately became a volunteer,” Moira adds. “All my volunteering has involved contact with people of all ages and with different needs. To feel that I am able to help so many people in some way, however small, makes it all worthwhile and rewarding.”

Four Epworth Eastern volunteers were the recipients of Caroline Chisholm Awards, which recognise outstanding members of the community of Chisholm, in a ceremony held on 31 October. Bill Preston and Peter Lewis both volunteer for HeartSmart, a rehabilitation program offered to Epworth cardiac patients. Helen Seifert, a patient at Epworth Eastern, nominated Bill and Peter after receiving their excellent care and support as part of the HeartSmart program.

Also awarded are Patrick Montgomery and Peter Marburg.

Patrick first began volunteering with Epworth Eastern in 2005, shortly after the hospital opened. He has worked in numerous roles, including regularly manning the hospital’s information desk, welcoming patients as they enter the hospital and helping with directions. His friendly and helpful nature makes him a valuable asset to the hospital.

A former patient, Peter Marburg chose to volunteer at Epworth after being impressed with the care he received during his stay. Peter uses his years of experience in finance and accounts (as the former chief financial officer for Stihl) to help out in the human resources department with sorting and filing documents in the personnel files. Peter has been a crucial member of the Epworth Eastern team for over six years.

Congratulations to Moria, Bill, Peter, Patrick and Peter for the well-deserved recognition of their volunteering efforts.
Staff Engagement Survey success

At Epworth, we care about our people and we know to deliver excellent patient care we need staff that are compassionate, caring and engaged.

The Staff Engagement Survey is a fantastic opportunity for us as an organisation to see how we are going. In recent years we have invested significantly in our staff through our education and scholarships and now have a fantastic safety record. The engagement survey is an opportunity for staff to let the executive team know about expectations, likes, and the issues that matter.

Thank you to the 3,321 staff who took the time to complete the Staff Engagement Survey. We achieved a response rate of 75%. This is a fantastic response. It means we have strong evidence and feedback about the level of engagement at Epworth and areas of strength and areas for improvement. This will enable Epworth to continue to create an environment where all staff come to work and want to be their best and give their best. And this will enable us to achieve our vision of delivering excellent patient-centred care with compassion and dignity.

The quality of service we deliver to our patients and the patient experience is dependent upon us having an engaged and customer-focused workforce and the quality of service we provide to each other.

BPA will present the results in February 2016 and these will then be communicated across Epworth within a month of Epworth executive receiving them.

Thank you for your support.

On Tuesday 13 October Victorian Liberal Party president Michael Kroger took a tour of the Epworth Richmond redevelopment alongside Epworth Group Chief Executive Alan Kinkade, Epworth Richmond Executive Director Nicole Waldron and Epworth Board President Rod Fitzroy.
My Roster at Epworth HealthCare

On 31 August, all staff working in day of surgery admissions, the central sterile services department, post acute care unit and anaesthetics department at Epworth Richmond and in Ward 3ERH at Epworth Hawthorn transitioned to using My Roster for electronic rostering and online timesheets. Along with the introduction of finger vein scanning on and off shift, this implementation has streamlined the rostering, labour database and timesheet processes, providing 24/7, real-time access to rosters for staff using the new system.

A few of the many benefits of this initiative are:

- electronic rostering and timesheet system (eliminating the need for manual timesheets)
- enhanced employee self-service
- improved reporting.

My Roster has enabled employees to:

- record shift availability preferences
- submit online leave applications for approval
- view and print rosters
- view and apply for vacant shifts.

Phase two of the project will see My Roster rolled out to the Epworth Richmond Lee Wing theatres and the existing cath labs throughout January 2016. Planning for a whole hospital roll out at Epworth Eastern is also underway, and the system is due to be ready for the opening of Epworth Geelong in mid-2016.

It is anticipated that My Roster will be rolled out group wide within the next 18 months. Information about My Roster including frequently asked questions and quick reference guides can be located on the My Roster intranet page or, to seek further information about My Roster, please email: MyRoster@epworth.org.au

Taking clean to a shiny new level!

On 10 November, Cogent visited Epworth Eastern to undertake an External Audit of Cleaning Standards. After a thorough testing of standards across the hospital, Epworth Eastern was awarded an impressive score of 96.1%!

Achieving an incredible 100% in some areas, including the ICU and CSSD departments, this high score is testament to the dedication and hard work of all the environmental services staff who work tirelessly to ensure a clean and safe hospital for our patients.

Some of the feedback from the auditor included comments on how “gorgeously maintained” our hospital is and how “amazing” our own auditing processes are, especially considering there is no compliance for private hospitals.

A morning tea was held on 25 November to thank our environmental services team for this wonderful result.

Pictured above: Michael Roberts (environmental services manager), Romalee Olvina, Darius Rafaalak, Elanor Damuni, Nokki Saenthijak, Louise O’Connor (executive director), Julie Nardo, Omar Garmoum, Marcie Dinaccio, Andrew Stott (divisional business manager), Benjo Panililo.

Epworth in the media

We make headlines across the media for advancements in technology, medical firsts and our ability to change patients’ lives. See our media coverage on the staff intranet homepage and the Epworth website under ‘latest news’.

Channel 7, 6 December
After a year in Australia, 16-year-old Yafi is heading home to Indonesia following life saving treatment at Epworth Richmond. Yafi was bought to Australia to treat a brain tumour by the generous team at the Children First Foundation.

Riverine Herald, 6 November
Scott Newyllyn suffered a near-fatal car crash in 2013 and has since been a patient at Epworth Richmond Rehabilitation. Scott’s mother Jody discusses his long and challenging recovery process as they prepare to bring him home for good.

Channel 7, 27 October
In an Australian first, Dr Hendrik Zimmet fits a life-saving new vest to forty-two year old Shane Anwyl. Mr Anwyl had suffered a serious heart problem and the vest is fitted with a defibrillator that activates immediately upon sensing a problem.

774 ABC, 26 October
Epworth head and neck surgeon Dr Matt Magarey talks to Red Symons on 774 about the importance of tonsils and tonsillitis, thyroidectomy, parathyroid glands and how childhood snoring should be investigated.

SEN, 1 October
Epworth Medical Imaging’s clinical director of imaging, Associate Professor Pramit Phal speaks with MyMP 1377 and Glenn Ridge about the service’s opening at Epworth Richmond.
Long service awards highlight our most dedicated staff

Each year, Epworth employees who have reached employment milestones are celebrated in ceremonies held across our sites.

Awards are given for five, ten, 15, 20 years and more of service.

Epworth Richmond and corporate departments celebrated their Long Service Awards on 12 and 16 October, and handed out 143 awards for five and ten years. Sixty-three staff members received awards for 15+ years of service. Executive Director Finance Liz Camilleri celebrated an impressive 20 years with the organisation, and Group Chief Executive Alan Kinkade read out Liz’s biography at the ceremony. Longest serving at Epworth Richmond is Miriam Tobias, a food services associate who has been with us for 35 years.

Epworth Rehabilitation held its awards on 30 November, handing out 68 awards for five and ten years, 13 awards for 20 years, three for 25 years and one for 30 years — which went to Professor John Olver, director of rehabilitation.

On November 9 Epworth Freemasons held its awards ceremony, awarding 154 staff with a combined service total of 1490 years! Of note, three staff reached the 30, 35 and 40-year mark. Taking home the title of longest-serving is Kamale Souki, at 40 years. Kamale works as an environmental services assistant at Epworth Freemasons and has been kept busy with a number of different roles during her time there, including working in the linen room, room presentation and upkeep, cleaning supervision — pretty much everywhere except the kitchen, she says.

Kamale came to Melbourne in 1963 from Lebanon when she was 18, accompanied by her uncle. Meeting her husband three years later, she’s called Melbourne home ever since. “I love my job and I like the people I work with very much,” she says. “I’m very happy to continue working at the hospital.”

Epworth Eastern’s Long Service Awards will be presented at the end of January 2016.

LSVT Loud program and workshop

LSVT® Loud is a voice therapy program offered at Epworth Rehabilitation that is based on the principals of neuroplasticity — including intensive vocal exercise, communication practise and application to real-life situations.

Research has established this program as particularly effective for people with idiopathic Parkinson’s disease. We treat approximately three patients per month across Epworth Richmond, Epworth Camberwell and Epworth Brighton. Our patients individually achieve at least a 5–10dB improvement in voice volume and this translates to an improvement in intelligibility in conversation of approximately 30–50%. This has positive implications for improved and more successful communication in a variety of situations.

Typical comments we receive from patients include: “My voice is clearer”; “I no longer cough when I talk”, “I don’t need to repeat myself in conversation”, “My friend told me voice has improved”.

The program has allowed patients to stand up in front of groups to speak — in work environments such as meetings and speech making; it has increased their confidence in communicating when previously they would avoid it; it has helped communications partners to hear them better.

The LSVT® Loud workshop, held in September, was a success with approximately 75 speech pathologists and student speech pathologists attending from around Australia. The presenters from the US reported it to be well run in our fantastic education facilities at Epworth Richmond.

Attendees also gave positive feedback about the course content, presenters and the venue. Presenting this workshop at Epworth Rehabilitation highlighted the availability of this specialist program in our facility and enhanced our relationship with LSVT GLOBAL overseas.

For more information please contact the speech pathology department at any of our rehabilitation sites.

Hospitality Services Manager Andrea Hunter with 35-year award recipient Miriam Tobias

Long Service Award ceremony at Epworth Richmond
Heart patients at Epworth fitted with life-saving vest

Another excellent reason to always wear your vest!

Recovering heart patients have taken part in trialling a new life-saving vest. This innovative new device, which is currently being tested at Epworth, is fitted with a defibrillator that monitors the heart and activates immediately upon sensing a problem.

Circular metal plates monitor the wearer’s heart rate and, if abnormal rhythms are detected, a shock is delivered via back pads to regulate the heart on the spot, saving critical time and aiding post-surgery recovery.

Forty-two-year-old Shane Anwyl is among the first Australians to be fitted with the vest after he suffered a serious heart problem. Shane, a father of three, wore his heart vest day and night for the first three months after his surgery — the most dangerous period for recovering heart patients.

“I looked at it like insurance, a security device, so that if something did happen to my heart rhythms the vest could sense it and could treat me,” says Shane. His children were excited too, convinced that the life-saving vest gave their dad superpowers.

“My youngest son, my six-year-old, is into Buzz Lightyear so he thought it was my jet pack!”

By wearing the defibrillator vest for three months after his surgery Shane avoided the need for further surgery or for a surgical implant. His heart has now recovered and he no longer needs the vest.

“If the patient has a dangerous heart rhythm, the device can be life-saving,” says Epworth cardiologist Dr Hendrik Zimmet.

The life-saving heart vest is new in Australia and is not yet funded through the Australian public or private health systems, however it is widely used in the US and Europe where it has saved many lives.

The cost of fitting a patient with the vest for the three critical months immediately after heart surgery is approximately $11,000.

Clinical research expansion

Epworth has expanded its clinical research capabilities to include phase I trials in oncology. To date, we have been involved with two phase I trials representing a milestone for Epworth and the Clinical Trials and Medical Innovation Unit. The drugs under study are ‘first-in-human’ reflecting an increased clinical trials capability and enhancing our reputation as a provider of clinical research services in this country.

Another highlight has been the enrolment of the first patient in one of these studies — the ‘NUVOX study’. Dr Ross Jennens is the principal investigator (PI) of the trial, which involves the administration of a novel high-capacity oxygen carrier called NVX-108 that increases the oxygen levels within normally hypoxic glioblastomas (brain tumours). Radiation-induced killing of malignant cells depends on the production of oxygen-free radicals by ionising radiation, and the hypothesis to be tested is that increasing oxygen delivery to hypoxic tissue will boost the effectiveness of radiation therapy.

The other phase I study involving an interesting antibody-drug conjugate to breast cancer commenced at the end of November. Dr Jason Lickliter is the PI for this study.

Epworth Radiation Oncology Research Centre has been at the forefront of investigator-led research at Epworth. The PINPOINT clinical trial is one of five in-house radiation oncology clinical trials, with Dr Pat Bowden, director of Epworth Radiation Oncology, as principal investigator. The study is an exciting collaboration between several medical specialties including Epworth’s radiation oncologists, urologists and radiologists.
Dear Kaye,
I am writing to thank you for the support you gave me after my surgery. Your words of wisdom sank home — I wasn’t really feeling sorry for myself; I just felt too lethargic to be bothered. After your second visit I had a “light-globe” moment and when the nurse came in first thing she asked what I would like and I replied “shower and hair shampoo” which she helped me with. The next day I said I would be fine but slow by myself. From then on I haven’t looked back! It is now nine weeks since the operation and I have been home six weeks and doing as much around the home as I am able.
The cardiac support group at the La Trobe Hospital are good and put me on the right track. But I had to write and tell you that you “got me going”.
Thanks once again,
Agnes

Dear Alan and the executive team.
We are very grateful for the opportunities that have been offered to us by way of the leadership development program, high potential pool, exposure and practice at other sites and the continual education offered to all nursing staff.
We would like to thank you for allowing us to be part of the Epworth team, and for listening to the managers and making pro-active steps to enhance the appeal, integrity and professionalism of the nursing and nurse manager role.
Kind regards
Nic Rush and Clare Payne
(Epworth Richmond Rehabilitation NUMS)

Dear Mrs Yucedag.
During this year I have undergone treatment at the Epworth Eastern day oncology unit and this has involved some very able assistance from volunteers which I understand fall within your control.
In particular I wish to indicate the remarkable input of Mrs Sandy Strong. Her ability to anticipate the needs of patients and to implement rapid effective action is quite remarkable and comforting. On observation she really is an adjunct of the oncology service team rather than just an appendage.
Following my retirement from the workforce and prior to reaching my “use by” date I devoted many years to voluntary work and I must say I found it to be a very rewarding period.
Thank you for the very valuable contribution made by you and your support staff.
Yours sincerely,
Geoffrey

I am currently one of your patients from Epworth Richmond Rehabilitation Centre. I am 52 years of age and have been a chronic pain patient for about ten years. I have been through three different programs and the one which has changed my whole life completely has been at Epworth Richmond.
When I first came to Epworth Richmond I was in a real bad way and more in than out of a wheelchair. My pain was most certainly not managed and my ways to help manage my many episodes were devastating.
I had done two previous pain programs
and also had two other doctors. Both those programs and doctors had failed. Upon coming to Epworth Richmond I was met with a whole team of doctors and therapists who assessed that I was in a very de-conditioned state, from constantly taking too much time in bed and no exercise.

This was over two years ago. Now my life has completely changed for the better. I am loving my new life with spending more time with my family and friends. Also for the first time in ten years we are about to embark on our first holiday as a couple.

My average day consists of spending some precious time in my garden which is looking fantastic now. It was really my first therapy which I love still doing. I will do a little trimming of my lovely plants and admire them for a while. Go for a walk with my hubby and dog. Go shopping for a while and a coffee. Take a trip up to my hydrotherapy pool and work out for a while. Then settle down with some nice meditation — what a perfect day.

With the pain program it has taught me to pace myself but to still be able to get out there and enjoy my life. Since I have come over to Epworth Richmond I have said goodbye to my wheelchair and I would like to donate it as a thank you for sending me down my new and exciting path I am setting for myself.

Thank you very much Epworth Richmond Rehabilitation, you have indeed changed my life.

Kind Regards,
Mrs Judy Taylor

On Wednesday 2/9/2015 I had an arthroscopy on my left knee. I wanted to let you know that I could not have had any better treatment.

Phone calls on pre-admission reminding me of various things to do. The admissions staff were great. Pre-op staff were excellent — Alisha the anaesthetic nurse was very caring and supportive.

Faye in recovery was also very caring and couldn’t have been any more helpful. The day after the operation I received a phone call at home to make sure I was alright. Congratulations on great staff and excellent procedures. Professor de Steiger and his staff are also excellent with great communication and support.

Yours faithfully,
Chris Bancroft

Ms Julie Myers, coordinator at Epworth Rehabilitation Brighton, is a dedicated senior management member there. From the time my wife and I met her on 15 September to my wife’s discharge on 25 September she has overseen the care and welfare of my wife, Astrid.

On the afternoon of the 16th she enquired of my wife if all was well in her room. My wife told her she was waiting for some clean towels. Julie Myers unhesitatingly went and got them herself.

She is a real gem and yet she is so humble. We admire and love her for her noble qualities — her kindness, her efficiency, even off duty. She saw me waiting on the evening of the 24th near the front reception desk as she came to go out home and when I told her I was waiting for a taxi (it was late) she
herself rang the driver for me. Mr Gianni, head of the kitchen staff, also deserves mention. He cared for my wife’s special dietary needs and when her meals were lacking in anything, swiftly did his best to remedy the fault. The nurses and the kitchen staff were always very helpful and obliging.

We praise their efficiency and congratulate Epworth HealthCare for having them.

Yours sincerely,
Maurice Elijah