



ANNUAL REPORT 2013



Your health, comfort and wellbeing. Our passion.

Welcome

Our Mission is to deliver the highest quality healthcare experience for patients. We do this by embracing Christian-based values and working together to express God's love through a caring expression of kindness, tolerance and tenderness.

Our Vision is to be the preferred choice for doctors, staff and patients and be recognised for the provision of high quality, medium acuity surgical services and palliative care.

Our Values:

Teamwork	We create an environment of unity and togetherness.
Respect	We recognise and acknowledge the uniqueness and value of every individual.
Integrity	We demonstrate honesty and trust.
Compassion	We work to express God's love through a caring expression of kindness, tolerance and tenderness.
Excellence	We excel in all that we do so that we can promote the mission of our hospital.
Professionalism	We have pride in the high level of care and service we offer.

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ABOUT



Bethesda Hospital is an independent acute surgical and specialist palliative care hospital situated on the stunning shores of Perth's picturesque Swan River, overlooking tranquil Freshwater Bay in Claremont. It has been providing care and services to the Western Australian community for nearly 70 years.

With 88 beds comprising of 68 overnight beds and 20 day procedure beds and state-of-the-art facilities, Bethesda Hospital offers a range of clinical specialties and onsite services that ensures our dedicated team continues our tradition of excellence in patient care for years to come.

Bethesda's beginnings are affiliated with the Churches of Christ and although the Hospital business is managed separately from the Church's affairs, these important linkages are held dear to Bethesda and are evident in everything we undertake.

The Hospital's facilities include 7 operating theatres, a day procedure unit, a range of diagnostic services and medical consulting suites.

Surgical specialties include orthopaedics, urology, general surgery, gynaecology, plastic and reconstructive, breast cancer surgery, fertility, vascular, oral and maxillofacial, pain management, dental and ophthalmology.

Along with a dedicated surgical ward, Bethesda Hospital also has a Palliative Care Unit, which is renowned for its superior reputation of specialised care for those who are in their last stages of life.

Bethesda Hospital is a not-for-profit organisation, incorporated under the Associations Incorporation Act 1987 (Western Australia) reporting to the Association members, at least annually, at an Annual General Meeting.

Providing care
and services to
the Western
Australian
community for
nearly 70 years.

Message from the Chairman & Chief Executive Officer



Dr Neale Fong
Board Chairman



Yasmin Naglazas
Chief Executive Officer

It is with great pleasure that we present the Bethesda Hospital Incorporated ("Bethesda") Annual Report for the period ending 30 June 2013, completed once again on a very positive note. The year was characterised by an extensive strategic review of the Hospital, undertaken over a six-month period. The review was far-reaching and confirmed the corporate objectives and business strategies that were required for the Hospital to continue to achieve a greater level of sustainability. The review culminated in the Bethesda Board of Directors (the "Board") committing to a growth strategy, including operating theatre expansion, designed to establish the long-term viability of Bethesda.

The strategic review commenced with the Board examining the history of Bethesda to fully understand the Hospital's beginnings, almost 70 years ago. Studying the history highlighted the intentions of Bethesda's founder Matron Beryl Hill and the strong affiliation with the Churches of Christ, confirming that the Hospital was founded with a clear vision - to care for patients in a spiritual way.

The strategic review reaffirmed the existing opportunity for Bethesda to continue its work as a private hospital, albeit needing to capture a 'niche' section of the market and hence, the Board made a decision to remain independent. The strategic review confirmed the Hospital's intent to continue ownership and operation of all aspects of the Hospital's services, with just some of the specialist maintenance functions and corporate consultancy being tendered to expert companies. Along with a plan for expansion, sound principles of financial stewardship have been well and truly embedded, resulting in a reinvestment of surplus funds into the business to ensure pace is kept in terms of medical advances and up-to-date diagnostic and treatment equipment.

The strategic review also confirmed that Bethesda's ongoing success relies on operating to the highest efficiency – running a lean overhead structure, efficient day-to-day operations and understanding (and immediately responding to) cost drivers and revenue opportunities. Future success also relies on partnerships, in their many forms, that add value and allow the opportunity for leverage. Most importantly, future success relies heavily on revenue growth and the achievement of further economies of scale and defrayment of overheads.

As Board Chairman and Chief Executive Officer, we are constantly reminded that our managers, staff, and the Board of Directors bear the workload. They tirelessly respond to the challenges of operating a small, independent, private hospital in an environment of increasing customer demands, tighter funder contributions and increased regulations and standards.

We thank them deeply for their continued commitment and hard work throughout this past year. Special thanks also goes to our volunteers who have again, worked so hard to enhance the lives of hundreds of patients and family members.

The important strategic work completed during the past year has given us an even greater understanding of how Bethesda began, filling us with a sense of pride and satisfaction that we are able to continue, and build upon, Bethesda's reason for being.

Compassion





THE YEAR IN REVIEW

Strategic Goal 1

We will remain true to our reason for being

The year was characterised by significant work designed to truly understand the central purpose to Bethesda's existence. Months of work examining the early founding years resulted in a publication being produced to tell the story of how Bethesda began, including its original connection to the Churches of Christ (namely the Subiaco Church of Christ). The new publication entitled "Our Beginnings" focuses on the initial years 1942 - 1945 and presents as a wonderfully rich story of faith and dedication. The story acknowledges the efforts of Matron Beryl Hill in achieving her vision to establish a Christian hospital in Perth, Western Australia where patients 'received spiritual healing as part of their treatment'.

The story of the Hospital's beginnings confirmed that the aspirations we have at Bethesda - to operate as a modern private hospital, can be achieved if there is an understanding of our heritage, one that is built upon strong values that reflect our Christian ethos. The work in researching our story showed us that there is enormous pride amongst many in being able to share the origins, understanding the importance of our historical roots and the reason that the Hospital was first established.

Bethesda's founder Matron Beryl Hill retired from the Hospital in 1969 following 26 years of dedicated and faithful service. Her devotion and commitment to patients in healing their mind, body and spirit was nothing short of inspirational. She left us with a special legacy - a Hospital that reflects her firm faith in God who cares and provides.

This year saw the first official Annual Remembrance Foundation Day held in July, the month in 1945 when the original Bethesda Hospital in Subiaco transferred patients and was 'officially' opened and dedicated to God on the now Claremont site.

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This year's event was officiated by the Board Chairman, Dr Neale Fong who welcomed the Hon. Colin Barnett MLA, Premier of Western Australia and Member for Cottesloe with the celebratory function and church service attended by past and present staff of the Hospital, as well as members from local Churches of Christ. It was at this event where Premier Barnett launched our new publication 'Our Beginnings'.

Ms Joyce Brand, a former Bethesda Matron also attended the event and provided much of the content for the new publication. Ms Brand worked at the Hospital from 1969, taking over as Matron from Founder, Matron Beryl Hill. She spoke of her experience with Matron Beryl Hill, who she described as a very spiritual person who had worked hard to establish a hospital with a Christian ethos, seeking to care for more than just the physical needs of patients.

The inaugural annual event will seek to remember Bethesda's beginnings and celebrate with staff, doctors, volunteers, Churches of Christ followers and other individuals who have a strong affiliation and/or interest in Bethesda.

THE YEAR IN REVIEW

Strategic Goal 2

We will provide patient care that is safe and of the highest quality, within a culture that truly values customer service



The Hospital's management team met the Board's expectations and continued to improve every aspect of care for patients with an unrelenting commitment to safety and quality. Resources were allocated accordingly and the management of quality and risk continued to be part of the Hospital's culture. Bethesda further invested in the engagement and development of staff, recognising that they are the most important asset for delivering compassionate, high quality care.

Bethesda's strategy in relation to the provision of high standards of patient care continued to recognise:

- Exceptional care - we must engage patients and their families in decision making about their care so they understand what is happening at all times and feel they have a level of say and control;
- Communication between doctors and clinical staff and also with patients and families, is critical to ensuring that care is safe, comfortable and supported by excellent handover of critical clinical and personal information; and
- That patient, family and general community expectations about the quality and outcome of care received, is higher than ever.

One of the past year's highlights was undoubtedly the Australian Council on Healthcare Standards (ACHS) organisation-wide survey. In September 2012, Bethesda was audited and achieved not only full accreditation status, but with 33 out of the 47 criteria achieving a higher rating ('extensive achievement'). Continuing to foster a culture of quality and safety remained a high priority for the Board and management team and with requirements increasing in this area, Bethesda is well placed to continue to take up the challenge to improve and build on its strong foundations.

During the year, private health fund HBF conducted an independent review of their members and their experience at Bethesda with the Hospital maintaining its top 3 ranking for private hospitals in WA.

The external Press Ganey review, where patients experiencing Bethesda were surveyed, was conducted in February and March 2013 and confirmed overall mean scores of:

- 87.6 (against 24 peer hospitals 50 – 100 beds with overall mean score of 88.5) for day surgery patients; and
- 83.1 (against 24 peer hospitals 50 – 100 beds with overall mean score of 83.5).

A part of the commitment to safe and quality care, Bethesda nursing staff continued to undertake pre-admission assessments, particularly as the number of patients undergoing more complex surgery (e.g. arthroplasties) increased throughout the year. This initiative has demonstrated that patients are far better prepared for surgery, leading to improved care outcomes. Moreover, Bethesda's standard practice of post-operative follow up for day procedure patients (within 48 hours) has shown there are very high levels of patient satisfaction in terms of their pain, nausea and wound care management following discharge. Overall results for the year demonstrated that 98% of patients were 'satisfied with discharge information' after leaving Bethesda.



A number of initiatives were introduced during the year that focussed on the safety of the patient and identified areas for ongoing improvement including;

- A sharps safety awareness campaign in the operating theatres to reduce blood and body fluid exposures;
- Orthopaedic surveillance including post-discharge follow up of knee and hip replacement patients;
- Trial use of 'standing orders' being available on touch screen devices that allows staff to access doctors' orders at bedside when admitting patients;
- Introduction of touch screen computers in the operating theatres to collect real time data to assist with allocation of patient care and services;
- Use of electronic incident monitoring system for infection control incidents and breaches in infection control; and
- Increased infection prevention and control education with inclusion in mandatory competency days for all clinical and non-clinical staff.

Bethesda enthusiastically submitted data to the My Hospitals website, run by the National Health Performance Authority, an independent agency that provides consistent, local, relevant and comparable information about health care services in Australia. Results in the two areas that Bethesda contributed data to were:

Safety and Quality Indicator #1: Indicator *Staphylococcus aureus* bloodstream infections.

- 0 cases were reported during 17,799 days of patient care under surveillance; and
- The rate was 0.00 cases per 10,000 days of patient care under surveillance.

Safety and Quality Indicator #2: Hand hygiene

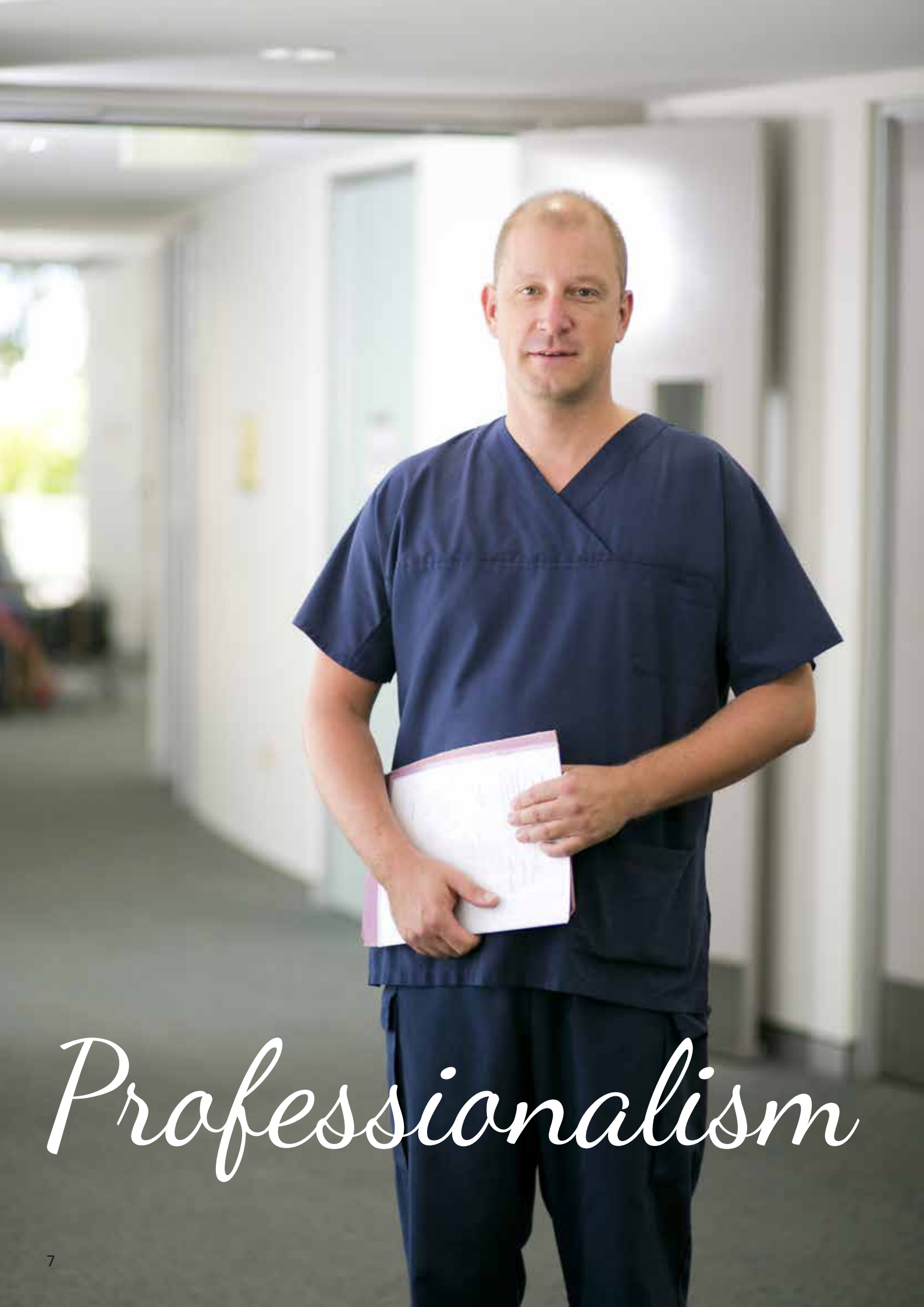
Hand hygiene rate of 90.1% (against national benchmark of 70%).

This year, three staff at Bethesda became nationally accredited hand hygiene auditors, undergoing a rigorous competency assessment. Infection surveillance remained a priority during the year with the principle objective of reducing healthcare associated infections. Bethesda continued to submit data to the WA Department of Health's Public Health Division, Health Infection Surveillance Unit (HISWA) for a range of indicators, seeking to benchmark and improve on the Hospital's current management protocols for:

- Surgical site infections;
- Methicillin resistant *staphylococcus aureus* (MRSA) – healthcare acquired infection;
- *Staphylococcus aureus* blood stream infection;
- Occupational blood and body fluid exposure;
- Hand hygiene; and
- Hospital *clostridium difficile*.

Bethesda's anti-microbial stewardship policy was formally endorsed during the year, with a framework and staged plan for implementation over a 12 month period. The aim of this initiative is to improve the safe and appropriate use of anti-microbials, reduce patient harm and decrease the incidence of antimicrobial resistance - a continual challenge for all hospitals, both public and private.

The Hospital's Palliative Care Unit and community-based Palliative Ambulatory Service North (PASN) program continued to enjoy a sound reputation amongst its peer programs, strengthening the relationship with a primary referrer, Sir Charles Gairdner Hospital in the North Metropolitan Health Service. Bethesda's contribution back to the industry has included senior staff involvement in the National Standards Assessment Program (NSAP) Collaborative Improvement Project: Assessment and Care Planning. The Hospital's commitment to the Palliative Care Outcomes Collaboration (PCOC) also continued, enabling Bethesda to use standardised and validated clinical assessment tools to benchmark and measure outcomes in palliative care within the Hospital's Palliative Care Unit.



Professionalism



THE YEAR IN REVIEW

Strategic Goal 3

We will achieve financial strength and long-term viability

Two important strategies continued to receive attention during the year:

- Responsible management of our financial, human and physical resources with a proactive approach to risk; and
- Accountable governance at all levels of the Hospital to ensure all relevant legislative requirements were met consistently.

The Board developed a corporate risk profile with the associated quarterly risk rating activities as part of their commitment to improving and sustaining high levels of corporate governance. The risk profile included very clearly articulated risk prevention and minimisation strategies that are in place and regularly reviewed.

The Board Governance Manual was also reviewed with a more contemporary publication being produced to guide all associated activities. An investment to further enhance business decision making through improved information technology and associated applications resulted in the implementation of a secure board portal with a quarterly 'Board Scorecard Report'. This report provides a clear oversight of the Hospital's key performance indicators, specifically in the areas of overall financial position/trends, banking covenants, debtor management, staffing costs (worked hours per patient day), workforce statistics (turnover, absenteeism, agency use) and qualitative indicators such as compliments and complaints, staff, patient and doctor satisfaction.

In our quest to achieve financial strength and long-term viability as an organisation, the strategic review conducted throughout the year focussed not only on future programs and services that meet the healthcare needs of the community, but also on those that Bethesda is able to efficiently and viably operate.

During the year, the principle of sound stewardship of resources with prudent risk management underpinned all decision making on future care and service planning.

Bethesda is committed to promoting strong business ethics and accountability by continuing to demonstrate improvement to the quality and consistency of patient care, the creation of a structure for employees to report potential problems, the prevention of illegal and unethical conduct, and the development of procedures for prompt and thorough investigation of misconduct.



Excellence



THE YEAR IN REVIEW

Strategic Goal 4

We will establish and invest in partnerships that produce mutually beneficial outcomes.

Bethesda continued to foster strong relations with doctors, seeking further opportunities to meet the community's health care needs during the year. Partnerships with our clinicians that resulted in safe and high quality care outcomes were further strengthened throughout the year with an active Medical Advisory Committee that:

- Provided advice and assistance to the Chief Executive Officer in all aspects of clinical practice, safety and quality of care;
- Promoted and participated in continuous quality improvement activities relating to clinical practice and in reviews that are required by Bethesda as part of its program of clinical risk management; and
- Used its best endeavors to ensure that patient care is delivered at the highest possible level of quality and efficiency and in accordance with the:
 - Mission, Values and Code of Conduct of Bethesda; and
 - Hospital By-Laws.



This year, a formal partnership was established with the Royal Australian College of General Practitioners (RACGP) to run a fully accredited Quality Improvement and Continuing Professional Development program at Bethesda, with six education events conducted. It has been a very successful initiative and has provided the Hospital with the opportunity to showcase some of Bethesda's younger, as well as the more experienced, surgeon groups and build new relationships with Perth metropolitan general practitioners.

As part of the Western Australian private hospital system, Bethesda continued to experience solid relationships with other service providers in the health, community and hospital sector.

The Board reaffirmed its commitment to partnering with organisations and groups for new, innovative and more responsive models of care delivery. The State Government remained a key partner of Bethesda's, with the Hospital providing palliative care services - both inpatient and in the newly established community program. The current government partnership has extended to further contractual arrangements to assist with the public wait list reduction strategy once again this year. Bethesda continued its enthusiasm to collaborate with all our funders (e.g. government and private health insurance funds) to create added value to the programs we run and they fund. A major review of the government funded Palliative Care Unit has further reinforced Bethesda's commitment to the program, although the results of the review indicated an opportunity to renegotiate a better contractual arrangement that supports the long-term viability of the program at Bethesda.

Bethesda's review of its current Palliative Care Unit this year reinforced the Hospital's support of the intention of the North Metropolitan Health Service's (NMHS) Palliative Care Services Plan to deliver care in a unified, integrated and cohesive approach across the health region. In the event that reform and restructure is needed in the future, Bethesda will continue to pledge its keenness to work positively with the Clinical Planning and Redevelopment Division within NMHS and the WA Cancer and Palliative Care Network. This will ensure Bethesda achieves outcomes that deliver high quality and 'value for money' services for those with life-limiting illnesses, requiring a palliative approach to their care.

The strong focus on palliative care by the Board illustrates the Hospital's ongoing commitment to continue to align everything we do to our reason for being as highlighted in the story of Our Beginnings. The palliative care sector is one that Bethesda seeks to be committed to long-term and the Hospital has the desire to grow and improve the service model to meet future demand. During the year, Bethesda and the Dalkeith Road (DR) Church of Christ (the closest Church of Christ community in Bethesda's locality) entered into an 'in principle agreement' to work together on the appointment of a Manager, Pastoral Care for the Hospital. There are many historical links with DR Church of Christ and Bethesda with numerous members of the DR congregation serving on the board of Bethesda through to successfully shared arrangements over the years of staff and a youth pastor. The 'in principle' agreement will lead to a more formal contractual arrangement that recognises the value of having spiritual/pastoral supervision provided by DR Church of Christ as well as generally strengthening the relationship with our local church.

The new arrangement with the DR Church of Christ follows many years of a successful partnership with Bethanie-appointed chaplains to Bethesda and signifies the Hospital's ongoing commitment to uphold the importance of the holistic care of individuals by addressing the connections between physical, psychological and spiritual dimensions of wellbeing.



Respect



THE YEAR IN REVIEW

Strategic Goal 5

We will be the hospital of choice for doctors, staff and volunteers



During the year we continued our efforts to provide a supportive, enjoyable and professionally fulfilling work environment that strengthens doctors, staff and volunteer satisfaction throughout Bethesda.

The Hospital's Code of Conduct was further embedded following the official launch in 2011. The Code has assisted Managers to articulate the conduct to staff members expected each and every working day, ensuring that behaviours demonstrate our values of teamwork, respect, integrity, compassion, excellence and professionalism. We know that individuals are attracted to working at Bethesda because of its culture and so the Hospital continued to invest in a positive, vibrant and high performance work culture with highly engaged staff.



This year Bethesda continued to afford attention to the relationships with surgeons, anaesthetists and allied health professionals, working alongside them on the issues that matter and hence, this resulted in strengthened relationships. We continued to recognise that high levels of staff satisfaction and investment in employee skill levels in both the wards and operating theatres have led to higher levels of contentment of medical and paramedical staff.

The health and wellbeing of those who work at Bethesda is of great importance and was actively supported with new initiatives launched over the year. Through corporate sponsorship by Credent Financial Services, 77 staff enrolled in the Global Corporate Challenge, a world-wide workplace health and wellness program conducted online, designed to encourage staff to become more active both at work and in their personal lives. The results were very positive with many of the staff taking on new personal programs of activity and fitness. When the 77 participants were officially surveyed:

- 58% of participants reported a decrease in stress at home and work;
- 42% reported increases in work productivity; and
- 65% said they are now more aware of Bethesda's commitment to health and wellbeing.

A range of other activities relating to staff wellness were introduced during the year with a goal to improve the overall wellbeing and fitness of our staff and contributing to greater work life satisfaction. There was continued commitment to a free staff seasonal influenza vaccination program, which this year resulted in a take up rate achieving 76%.

During the year, Bethesda adopted the Department of Health Western Australia's Healthcare Worker Immunisation Policy which requires healthcare facilities to implement workforce pre-employment screening/immunisation programs that:

- Reduce the potential risk for transmission of vaccine-preventable diseases (VPD); and
- Meet the organisation's occupational safety and health obligations and duty of care to employees, including health care workers, and other health services employees (e.g. gardeners, engineers, laundry workers).

Bethesda's 'safety scorecard' during the year demonstrated excellent results with an ongoing high level of commitment by management and staff to occupational safety and health activities. The lost time frequency rate (number of lost time injury and diseases for each one million hours worked) for the year was 7.7, compared to an industry average of 18.3.

The year delivered very good workforce indicators that compared exceptionally well with industry standards:

- Staff turnover: 3.9%
- Agency use: 4.6%
- Absenteeism: 2.6%

Long serving staff were congratulated and presented with gifts and certificates during the year with a special mention to Enrolled Nurse Penny Collin who worked at Bethesda in two stints of 36 and 7 years, an association with the Hospital totalling 43 years. Other staff who reached milestones were:

- Penny Charleston and Margie Forrest – 20 years of service;
- Robin Black, Kathryn Mikosza, Andrea Wilmot and Mike Gibson – 15 years of service;
- Danielle Kershaw, Robyn Simpson, Andrew Then, Frances Harvey and Julia Elliot – 10 years of service.



Teamwork

THE YEAR IN REVIEW

Strategic Goal 6

We will be a 'learning organisation' that has the ability to maintain its relevance and thrive

To support the Hospital's intention to establish high calibre education programs that result in both improved care outcomes and make a contribution to the future health workforce in the community, a simulation laboratory was established at Bethesda, enabling staff, undergraduate nurses and medical students to practice and develop their clinical skills. This area is used for training in clinical procedures such as urinary catheterisation, accessing ports, sub-cutaneous infusion device management, injections, resuscitation training, electrocardiogram reading and identification of arrhythmia conditions.

There was a number of other clinical education initiatives implemented with great success throughout the year:

- Implementation of clinical competencies to comply with National Safety and Quality Health Service Standards (NSQHS) Standard 3 Preventing and Controlling Hospital Acquired Infection, specifically an assessment protocol for accessing invasive devices and urinary catheterisation using Aseptic Non-Touch Technique (ANTT);
- Implementation of ANTT protocol for all clinical areas in the Hospital. All clinical staff completed the theoretical component online by the end of April 2013 and were assessed during their mandatory training competencies. Compliance with this will be regularly audited now that ANTT is the standard throughout the clinical areas; and
- All frequently used clinical practice standards at Bethesda have been brought in line with the requirements of the NSQHS. Other less frequently used clinical practice standards will be updated to comply by October 2013.

Bethesda has continued its commitment to the 'Building Capacity in Palliative Care Clinical Training' project, a project funded by Health Workforce Australia, now in its third year and having a very positive impact on student learning outcomes.

The project is being led by Nursing at the School of Population Health, within the Faculty of Medicine, Dentistry and Health Sciences, at the University of Western Australia, in collaboration with The University of Notre Dame Australia (UNDA) School of Nursing and Midwifery Fremantle Campus and Bethesda Hospital.

The project is supported by the Cancer Council WA, Palliative Care WA Inc., and the WA Cancer and Palliative Care Network. This project provides nursing and medical students with the opportunity to learn about caring for people receiving palliative care, achieving this by attending a clinical placement in the Palliative Care Unit at Bethesda and in the community palliative care service also delivered by Bethesda.

This project also provides health professional students with the unique opportunity to work together collaboratively in a palliative care environment, facilitated by structured interprofessional education and activities. A 'Learning Hub' adjacent to Bethesda's Palliative Care Unit continues to provide a dedicated physical and virtual learning environment for students during their clinical placement. The flexible learning and teaching space continues to be utilised by students and Bethesda staff for education sessions, inter-professional activities, computer access, meetings and debriefing. Throughout the year, approximately 80 medical and nursing students undertook a clinical placement at Bethesda.

Bethesda continued its commitment to the Graduate Diploma in Perioperative Nursing articulated with Notre Dame University as part of a public/private sector hospital network offering rotations for 7 nursing students in the areas of anaesthetics, Post Anaesthesia Care Unit, urology, plastic surgery and general theatre suite management.

In another initiative aimed at building knowledge and skills, the Royal Australasian College of Physicians (RACP) and Bethesda continued to fund a Specialist Training Program position. The funds assisted in providing doctors with expanded experience in an inpatient palliative care unit with this experience being an essential component in the development of high level skills and knowledge to enable the doctor to progress toward a Physician Medical Fellowship.

During the year, Bethesda became a founding collaborator with e-hospice, the first globally managed news application (app) and website that delivers international news and intelligence on hospice, palliative and end of life care. It was a welcome addition for managers and staff who require ready access and important information to assist them in their roles.



BETHESDA "HOUSE OF MERCY"

Now there is in Jerusalem near
the Sheep Gate a pool, which
in Aramaic is called Bethesda
and which is surrounded by
five covered colonnades.

A great number of the blind, lame,
and paralyzed used to lie
there. One day Jesus went
out and saw them lying there,
for they could not enter the
pool as soon as the water
was stirred. Then he picked
up one of the paralyzed men
and said to him, "Stand up,
take up your mat, and walk."

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Integrity

The Bethesda Hospital Board



BACK ROW from left, Richard Leaver (Deputy Chairman, Chair Finance and Audit Committee), Jeffrey Ovens, Dominic Bourke (Chairman Governance Committee), Mr Alister Turner (Chairman, Medical Advisory Committee).

FRONT ROW from left, Dr Neale Fong (Board Chairman and Chairman, Nominations and Remunerations Committee) and Yasmin Naglazas, Chief Executive Officer.

Hospital Management Committee

Deborah Bell	Executive Manager, Clinical & Support Services + Peri-Operative Services Manager
Luke Pasotti	Manager, Business Development and Strategic Communications
Colin Chester	Chief Financial Officer
Sally Winfield	Clinical Nurse Manager, Surgical Services
Glenys Thomas	Clinical Nurse Manager, Palliative Care
Christine Phillips	Manager, Safety and Quality
Don Kelly	Engineer
Rohitha Siriwardena	Manager, Hotel Services
Marie Murphy	Manager, Learning and Development
Michelle Olins	Manager, Human Resources
Helen Bucknell	Manager, Infection Prevention and Control
Graham Cowcher	Manager, Administration
Melody Miles	Manager, Occupational Safety and Health

SPECIALISTS ACCREDITED TO PRACTICE AT BETHESDA HOSPITAL

Ear, Nose & Throat

Pedram Imani

Imani Facial Plastic Surgery
& Cosmetic Specialist
Suites 3 + 4, 40 St. Quentin Avenue
CLAREMONT WA 6010
9230 7300

Gynaecology

Ana Perkovic

Fertility Specialists WA
Bethesda Hospital
25 Queenslea Drive
CLAREMONT WA 6010
9284 2333

Doreen Yeap

Hollywood Specialist Centre
Suite 32, 85 Monash Avenue
NEDLANDS WA 6009
9389 8900

Erica Shellabear

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PERTH WA 6000
9481 1581

John Love

Perth O+G Clinic
Suite 209, SJOG Medical Centre
25 McCourt Street
SUBIACO WA 6008
9382 9435

Kah-Lim Tay

Glengarry Specialist Centre
Suite 6, 64 Arnisdale Road
DUNCRAIG WA 6023
9246 2299

Krishnan Karthigasu

Hollywood Medical Centre
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9389 8900

Michael Aitken

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Panayiotis Maouris

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9200 6140

Robyn Leake

Hollywood Specialist Centre
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9389 5065

Roger Hart

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Gynaecology - KEMH
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9340 3031

Roger Perkins

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WEMBLEY WA 6014
9388 9099

Steven Harding

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WEST LEEDERVILLE WA 6007
6380 1864

Tamara Hunter

Fertility Specialists WA
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9284 2333

Wei-Ying Chua

Fertility Specialists WA
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Douglas Starling

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9322 7363

Harris Greenberg

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SUBIACO WA 6008
9371 8585

Kim Bennet

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9322 7363

Sophie Mougos

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9381 6686

Orthopaedics

Aaron Tay

Hollywood Orthopaedic Group
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9389 3868

Allan Wang

Murdoch Orthopaedics Clinic
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9366 1577

Angus Keogh

Western Orthopaedic Clinic
Suite 213, 25 McCourt Street
SUBIACO WA 6008
9489 8700

Benjamin Hewitt

Perth Orthopaedic and Sports
Medicine Centre
31 Outram Street
WEST PERTH WA 6005
9212 4200

Colin Whitewood

Hollywood Orthopaedic Group
Hollywood Medical Centre
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NEDLANDS WA 6009
9389 3868

Giglietto Pisano

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9535 9752

Grant Booth

Perth Shoulder Clinic
Bethesda Hospital
25 Queenslea Drive
CLAREMONT WA 6010
9340 6355

Gregory Hogan

Perth Orthopaedic and Sports
Medicine Centre
31 Outram Street
WEST PERTH WA 6005
9212 4200

Gregory Janes

Perth Orthopaedic and Sports
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