



## ANNUAL REPORT 2015

Personalised care.



## Our Mission

*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, employees 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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*Bethesda Health Care 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.*

# About

02

Bethesda Health Care ("Bethesda") 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 70 years.

With 88 beds comprising of 68 overnight beds and 20 day procedure beds and modern and comfortable facilities, Bethesda offers a range of clinical specialists 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 healthcare business is managed separately from Church affairs, these important linkages are held dear to Bethesda and are evident in everything we undertake.

Bethesda's facilities include nine 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, pain management, oral/maxillofacial and sleep studies.

Along with a dedicated surgical ward, Bethesda also has an in-patient Palliative Care Unit and the Metropolitan Palliative Care Consultancy Service (MPaCCS) with both programs being renowned for their superior reputation of specialised care for those who are in their last stages of life.

Bethesda 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.



# A year in **review**

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It is a pleasure to present Bethesda's Annual Report ending 30 June 2015 highlighting the operational and financial performance for the year. During the year, the brand revitalisation process continued, with a (trading) name change from Bethesda Hospital to Bethesda Health Care. This major initiative has extended over a period of months and has resulted in all aspects of the business taking on a new look, which has been very well received by the majority of stakeholders. At the core of the revitalised Bethesda brand is a commitment to high quality, personalised care.

Bethesda continued to operate in a dynamic healthcare environment. The ageing population, advances in technology and care regimes, the continued shift toward same day and ambulatory care as well as the increasing demands of multi-day inpatients having multiple, complex co-morbidities are all placing demands on the Bethesda's model of care. A major project in the 2014-15 year focussed on the future clinical acuity framework that Bethesda would need to adopt to remain relevant, and continue to grow its market share.

Strategically, the Board of Directors ("the Board") continued their planning to ensure the future Bethesda Health Care business was sustainable and viable and

the financial difficulties of eight years ago were not experienced again. During the year, significant effort was afforded to planning for future growth and diversification, including the progression of a major initiative – the development of two new operating theatres, theatre staff dining room/lounge, consulting suites and expanded foreshore car parking, due for completion in 2016. A parcel of land adjacent to Bethesda was purchased during the year, heralding the organisation's desire to secure options for expansion. Work is planned, further to the master planning undertaken 2012, to determine the feasibility of further growth/expansion on the Claremont and adjacent land holdings, or alternatively, off-site options.

The Bethesda Foundation was formally established in 2014-15, being the official fundraising body for Bethesda Health Care, providing vital medical equipment, specialist staff, research and education, complementary services and services beyond the hospital. The Foundation has been established to improve the quality of life for patients and families of Bethesda Health Care, and the healthcare for Western Australians.



*The Bethesda Foundation was formally established in 2014-15, being the official fundraising body for Bethesda Health Care, providing vital medical equipment, specialist staff, research and education, complementary services and services beyond the hospital.*



The Foundation's objects are:

- To provide ongoing support to Bethesda Health Care and its patients as the official fundraising body.
- To provide resources for facilities, equipment, and specialist staff to improve the quality and comfort for members of the Western Australian community.
- To provide resources for research and education that initiate innovative and exceptional clinical and palliative and end-of-life care.
- To support complementary services that improves Western Australian's healthcare experiences.
- Doing all such things as are incidental or conducive to the attainment of all or any Objects set out above and carrying out other ancillary Objects.

The inaugural Bethesda Foundation Charity Ball was held during the year, with all profits raised through ticket sales and the auction going directly to the Foundation. A continued focus for the expenditure of funds from the Foundation is Bethesda's palliative care program, with purchases for patient amenity and comfort remaining a priority.

This report highlights some of the many achievements over the last 12 months and demonstrates how Bethesda is

continuing to evolve and change to meet the needs of the community within a national organisational framework that continues to focus on the quality and safety of our services. Aligned with the new National Health Standards, our care is patient-centred and focused on the whole individual. Our continuing work on developing our model of care has been driven by the feedback and input from those who access Bethesda's care and services.

The Board of Directors continued to provide strong strategic leadership which provided the Chief Executive Officer and her Executive team with clear direction about the achievement of goals.

The continued commitment by many individuals who work or volunteer at Bethesda has contributed to managing the challenges of operating a small, independent, private hospital in an environment of increasing customer demands, tighter funder contributions and increased regulation and standards. We thank them deeply for their continued commitment and hard work throughout this year.

Dr Neale Fong  
**Board Chairman**

Yasmin Naglazas  
**Chief Executive Officer**



**Back from left:** Tri Suseno (Director), Dominic Bourke (Director), Dr Alister Turner (Director) and Richard Leaver (Director)

**Front from left:** Yasmin Naglazas (Director and CEO) and Dr Neale Fong (Board Chairman)





*The Board continued its work throughout the year to understand and acknowledge the history of Bethesda and the key values that have shaped the organisation into what it is today.*

The Board continued its work throughout the year to understand and acknowledge the history of Bethesda and the key values that have shaped the organisation into what it is today. Directors have recognised that it has become increasingly important to demonstrate Bethesda's connection to Christianity by communicating the 'Bethesda Story' both internally and externally.

Clarifying and strengthening the relationship with Churches of Christ in WA (Inc) resulted in a memorandum of understanding being developed, with Bethesda becoming a founding partner. The development of closer ties with Dalkeith Road Church of Christ resulted in a collaboration to host a series of community forums on health and lifestyle issues, providing an opportunity for both organisations to increase their community profile and 'give back'. Chaplaincy services continued to be provided to Bethesda from Dalkeith Road Church of Christ.

Bethesda's Remembrance Foundation Day was conducted again this year, with the annual celebration marking the official opening of the hospital on the Claremont site in 1944. The focus of this year's event was the celebration of nurses at Bethesda and their contribution to patient care. Keynote speaker Karen Bradley, Chief Nurse and Midwifery Officer, WA Department of Health spoke of how nursing had changed over the years towards a broader 'care team', consisting of

a range of health professionals and ancillary staff caring for the patient in a more holistic manner. An inaugural honour, The Matron Beryl Hill Exemplary Professional Practice Award was presented to Miss Joyce Brand, the matron who took over from founding matron Beryl Hill, working at Bethesda from 1969 – 1989. The award recognised her contribution to outstanding nursing professional practice, particularly by the alignment and integration of the nursing practice with the mission, vision and values that the nursing profession and Bethesda have adopted. After receiving the award Miss Brand wrote "I was completely overwhelmed to receive this award. My immediate thought was to the Lord who, because of Bethesda's initiative (to establish a hospital) confirmed His call to me to undertake my nursing training. I see more clearly now that Bethesda's need was for a nurse who loved the Lord and would carry on this venture of faith".

In going forward, the Board resolved the continuing need for a strong faith-based values culture to be fostered amongst the Board and Executive so that our employees and volunteers undertake their work consistent with why Bethesda was established by Matron Beryl Hill 70 years ago; that is, for patients to receive spiritual care as part of their overall healing.



# A Sense of **Community**

The atmosphere and spirit amongst visiting medical officers (VMOs), employees and volunteers at Bethesda is considered to be a key element in creating a sense of community. During 2014-15, two major surveys were conducted; one with VMOs and the other with employees to determine the current level of engagement and to identify areas for improvement.

The VMOs survey returned a 49% response rate with three areas rating the strongest:

- Bethesda provides patients with high quality accommodation (97% agreement – benchmarking norm is 63%).
- Bethesda has the ability to attract and keep talented employees (76% agreement rating – benchmarking norm is 45%).
- Bethesda has well-coordinated clinical systems and processes (79% agreement – benchmarking norm is 51%).

VMOs were asked in the survey to list the three most important things that they expect from Bethesda and then to rate on a scale of 1-6 how satisfied they were that this expectation is consistently being met. The three top expectations were coded as:

- Quality – 76% of mentions (79% were satisfied this expectation is being met, i.e. rated it a 1 or a 2).

- Theatre – 76% of mentions (73% were satisfied this expectation is being met).

- Patient care – 55% of mentions (81% satisfied that this is being met).

On average, 76% of VMOs expectations are being consistently met at Bethesda.

An employee satisfaction survey (inclusive of volunteers) was also conducted during the year with a very pleasing response rate of 65%. Also pleasing was the percentage of employees as personally experiencing their working life:

- In an Engagement Cycle (positive, upbeat, optimistic, engaging) - 62.9%.
- As Swinging Voters (neither overtly positive nor overtly negative) - 29.8%.
- In a Disengagement Cycle (negative, pessimistic, blaming) - 7.2%.

This is considered a high level of employee engagement; approximately 20% higher than the benchmarking norm in the health and community services sector where the average level of engagement is 43%. In response to the question 'on balance is Bethesda a truly great place to work?' 76% of employees answered







*Our team of volunteers continued to contribute to the sense of community at Bethesda and represent a diverse mix of cultural backgrounds and ages, serving patients and their families in a broad range of roles.*

## A Sense of **Community**

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YES and this benchmarked in the 'high' (top quartile) against the benchmarking norm in the health and community services sector (59%). Employees answered in the affirmative due to the following reasons:

- People I work with – 31% of mentions.
- Friendliness – 22% of mentions.
- Teamwork – 18% of mentions.
- Work environment – 16% of mentions.
- Culture - 13% of mentions.
- Quality – 10% of mentions.
- Support – 10% of mentions.

72% of employees who completed the survey also took the time to complete the 'message in a bottle', a confidential section where there was an opportunity to provide feedback directly to the CEO – 'if there was one message you would like to pass on to Yasmin Naglazas, CEO, that would assist in making Bethesda a better place to work, it would be...' This initiative resulted in a significant majority of very positive and upbeat responses that will be used as part the organisation's quality activities.

Our team of volunteers continued to contribute to the sense of community at Bethesda and represent a diverse mix of cultural backgrounds and ages, serving patients and their families in a broad range of roles. The services that our volunteers provide are mainly in the palliative care unit in the form of social support, gentle massage, pet therapy, transport to and from Bethesda's dedicated garden etc. Other volunteer support roles at Bethesda include administrative support in the areas of 'meet and greet', ward support and hospital records.

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

Long serving employees were congratulated and presented with gifts and certificates during the year at the annual Remembrance Foundation Day. A special mention should go to Administrative Services employee Robyn Strong who has served at Bethesda for 36 years.

Other employees who reached milestones were:

- 20 years of service - Susannah James.
- 15 years of service - Colleen Harrison, Jocelyn Radosevich, Fiona Bowler, Keryl Gough and Janet Simper.



# A Sense of **Community**

- 10 years of service - Gillian Bathgate, Patricia Lomax, Marcia O'Connell, Susan Bazely, Jennifer Jones, Grace Gatchalian, Emma Brown, Debra Smith, Katherine Keenan, Rhonda Gale, Susan Vardy and Kim Young.

The sense of community also extended beyond the hospital walls and Bethesda continued to encourage the establishment of partnerships with like-minded groups and organisations to enhance patient care.

Bethesda's partnership with the Royal Australian College of General Practitioners (RACGP) continued throughout 2014-15 with another successful Quality Improvement and Continuing Professional Development Program (QI&CPD Program). Bethesda worked closely with the RACGP to ensure that general practitioners had access to professional development opportunities that improve patient care and ultimately benefit the Australian community. Bethesda maintained its status as an Accredited Activity Provider and hosted education on current topics in upper and lower limb orthopaedics, prostate cancer, cardiology, antimicrobial stewardship and breast cancer surgery. The 2014-15 program at Bethesda, hosted by the Chief Executive Officer Yasmin Naglazas, had a focus on quality learning experiences with high

calibre presenters, strongly evidence-based and often as part of a presentation delivered by a multidisciplinary team of health professionals.

Managers and employees continued to be encouraged, as individuals or groups, to be involved in contributing back to the community or volunteering their time.

Bethesda's partnership with the Cancer Council of Western Australia also continued throughout 2014-15, with a formal memorandum of understanding in place. The two key programs that formed the basis of the partnership during the year were a complimentary therapy program and a professional counselling service for patients on the Palliative Care Unit.

During the year Bethesda signed a service level agreement with Cancer Support WA that will benefit the patients and their families of the hospital's Palliative Care Unit (PCU), as well as the hospital staff and doctors. Cancer Support WA, based in nearby Cottesloe are now providing counselling, support and education resources to patients of the PCU and their families, and complementing the existing services that are currently being provided in the unit.

A more formalised debriefing session is now being held monthly for employees working in the PCU to ensure







# A Sense of **Community**

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they are supported in the wonderful, but challenging work they undertake.

Collaborations such as the aforementioned recognise the rising trend in cancer diagnosis and the growing need for service providers to work together to respond to patients' unique circumstances and individual needs, towards a model of care which addresses every dimension of the person, including the physical, mental, emotional and spiritual.

Leading on from the highly successful pilot project entitled Palliative Ambulatory Service North (PASN) for the past five years, Bethesda, in conjunction with the WA Department of Health, and the WA Cancer and Palliative Care Network expanded its reach with the launch of the Metropolitan Palliative Care Consultancy Service (MPaCCS). Continuing as a pilot, this service integrates the north and south metropolitan specialist palliative care area health teams to provide one coordinated approach to palliative care services across the Perth metropolitan area. The primary aim of the service is to support, and build capacity in the residential care sector, ensuring those in need of palliative care for cancers and life-limiting illnesses receive the best and most appropriate care, avoiding the need to transfer to hospital. The mobile

multidisciplinary specialist palliative care team is a nurse-led model and is based in South Perth, consisting of ten staff including nurses, social workers, palliative care physicians and administration support. A palliative care physician based at Bethesda's in-patient PCU provides additional telephone support to the team. With the generosity of the WA Department of Health and the Government of Western Australia, funds were provided to establish the new South Perth office, chosen because of its proximity to the north and south freeway entrances, a vital necessity for the mobile team.

Bethesda continued its support for activities during National Palliative Care Week during the 2014-15 year. The theme was 'Dying to talk; talking about dying won't kill you' with activities during the week focussed on normalising death and dying, encouraging the community to become more comfortable and confident to ask for the care they want as they approach end of life. A special morning tea was held in the PCU on Wednesday 27 May 2015, recognising the support and key role that all of the family and carers for palliative care patients provide.



# Respecting **Individuality**

In enhancing the commitment to personalised care, Bethesda continued the implementation of initiatives during 2014-15 which focussed on further elevating the patient experience and strengthening the partnership with consumers and patients. The treatment of patients as individuals based on an understanding of their healthcare needs remained a priority as did the development of tailored care regimes that delivered truly personalised care that is, approaching all tasks with the patient needs at the centre, with a view to offering an experience beyond what any other healthcare organisation is willing to do.

The year saw the continuation of the 'Morning Tea with the Director of Nursing' initiative, designed to provide an opportunity for patients and their family members to provide feedback on their hospital stay before they are discharged. The initiative continued to receive a high degree of enthusiasm and proved to be very useful in eliciting feedback which could be acted upon almost immediately by managers and staff. During the year an education portal was developed for employees with brochures and information to enable ease of access to tools to assist with consumer education and engagement.

A successful and significantly appreciated collaboration was established during the year with the Georgina Hope Foundation, a not-for-profit charitable organisation established by Mrs Gina Rinehart and her daughter Ginia. Each week during the 2014-15 year the Georgina Hope Foundation delivered gift baskets to male and female patients within the hospital, in both the surgical and palliative care wards. Each pack contained luxurious items such as Sheridan pillows, towels, mattress topper, hair treatments and a selection of Aesop products, all carefully chosen by Mrs Rinehart and Ginia. Sleep is always important for recovery along with risk of infection, and Mrs Rinehart was eager to include the mattress topper comforters and new pillows in the packs so that patients could sleep better and then take the items home with them as their own. The Foundation recognises the challenges and struggles many patients face during their illness and it is their hope that this gesture will make patients feel more comfortable whilst in hospital and also continue to aid recovery whilst at home.

Bethesda continued its commitment to the Corporate Champions Program during 2014-15, an Australian

*The treatment of patients as individuals based on an understanding of their healthcare needs remained a priority as did the development of tailored care regimes that delivered truly personalised care...*





# Respecting **Individuality**

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Government, Department of Employment initiative that supports employers who commit to moving towards best practice in the recruitment and retention of mature-age employees (aged 45 years and over). Bethesda has recognised the need to develop strategies to manage the recruitment and retention of a mature workforce, acknowledging that 30% of its workforce is aged 55 and over, compared the 21.2% industry benchmark and 17.6% in the overall Australian workforce.

As a participant in the initiative, Bethesda has commenced a major review of its workforce strategy in 2014-15, including recruitment and retention practices with a view to implementing 'positive age management', targeted occupational health and safety, career planning and training initiatives.

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# Fostering Innovation

Encouraging and fostering a climate of innovation that truly translates ideas to implementation continued to underpin the management philosophy at Bethesda. A comprehensive quality plan remained a key tool for change management and improvement and guided progress towards the achievement of the high levels of patient satisfaction and maintenance of Bethesda's accreditation status.

Bethesda's commitment to infection prevention and control continued throughout 2014-15, with the ongoing strengthening of systems and governance for the control of healthcare infections. Awareness raising activities continued throughout the year, promoting the importance of achieving high levels of compliance in this area, including a rigorous hand hygiene program that is consistent with the national hand hygiene initiative. Regular audits demonstrated an overall 82.1% of compliance with correct hand washing procedures amongst employees and VMOs against the national benchmark of 70%.


The Medical Advisory Committee continued to support Bethesda's policy on antimicrobial stewardship during the year and the multidisciplinary Antimicrobial Stewardship Committee worked diligently to monitor the appropriateness of administration of antibiotics.

Underpinned by the adoption of a collaborative and consultative approach, a governance structure for antimicrobial stewardship is now in place as well as a policy that specifies the appropriate prescribing for clinicians according to the *Therapeutic Guidelines: Antibiotic* and a system for monitoring antimicrobial usage. Significant progress was made with the development and endorsement of a range of hospital-specific antimicrobial guidelines and data collection tools to enable sound analysis and targeted interventions.

Another initiative during the year was the development of risk assessment tools to inform practice for patients admitted with a multi-resistant organism. With increasing numbers of patients in this category, careful assessment is undertaken on admission to ensure that the patient and family are subjected to the appropriate procedures and tests, but not burdened with unnecessary and distressing protocols, particularly if they are admitted for palliative care.

To ensure that Bethesda is abreast of how it is performing compared to industry benchmarks contributions and data continued to be submitted to the:

- Palliative Care Outcomes Collaborative (PCOC).
- National Standards Assessment Program (for palliative care) (NSAP).



*Encouraging and fostering a climate of innovation that truly translates ideas to implementation continued to underpin the management philosophy at Bethesda.*





# Fostering Innovation

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- National Antimicrobial Prescribing Survey (NAPS).
- Surgical National Antimicrobial Prescribing Survey pilot (sNAPS).
- National Antimicrobial Utilisation Surveillance Program (NAUSP).
- WA Department of Health's Public Health Division, Health Infection Surveillance Unit (HISWA).
- Australian Commission on Safety and Quality in Health Care.
- Australian Council on Healthcare Standards (ACHS) clinical indicator program.

Exceptional progress continued to be made in the area of Occupational Safety and Health during 2014-15, with the maintenance of Worksafe WA Platinum Award status, the State's highest accolade for workplace health and safety. Other activities included:

- Sustained activity on injury prevention resulting in a 45% reduction in reported employee injuries (compared to the previous financial year).
- A key focus on the promotion of hazard reporting. A number of activities were held throughout the year resulting in a 60% increase in the number of hazards reported and resolved (compared to the previous financial year).

- A lost time injury (LTI) frequency rate of 4.8, considerably below the industry average issued by WorkSafe WA of 16.78. The two LTIs that were sustained during the year, resulted in both employees being supported back to pre-injury status.

- The annual Safe Work Australia promotion encouraging participation in safety and health initiatives particularly in the area of slips, trips and falls prevention.

- The implementation of a safety culture awareness program entitled "Respect and Protect" in the perioperative services area with a key aim to reduce the incidence of bio hazard exposures. This program consisted of using a safety observation process, employee information package and a range of relevant education sessions.

- Implementation of a Hovermatt system providing employees with an almost weightless method of transferring a patient from the operating table to bed.

Again during 2014-15, Bethesda continued to experience levels of sick leave, employee turnover and agency use that rated very favourably with industry standards, indicating that the work environment is satisfying and professionally rewarding.



# Medical Advisory Committee

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David Sofield MBBS, FRACSE RCS (Edin.), FRACS (Urology)  
**CHAIRMAN**

David Sofield is a Fremantle-based urological surgeon specialising in urological cancer surgery and urethral reconstructive surgery, including management of male urinary incontinence post radical prostatectomy. Trained in Western Australia, David spent several years in the UK undertaking further training including cancer and reconstructive fellowships. He introduced laparoscopic radical prostatectomy to WA in 2004 and has trained a large number of consultants and fellows in this procedure. David is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.



Professor Roger Hart, MD FRANZCOG  
FRCOG CREI  
**DEPUTY CHAIRMAN**

Roger is the Medical Director of Fertility Specialists WA and Professor of Reproductive Medicine, School of Women's and Infants Health, University of Western Australia. He has interests in all aspects of infertility, and particularly polycystic ovarian syndrome. Roger has an international profile in the field of infertility, he has published extensively in the field of infertility, and runs a fellowship program in infertility. Roger is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.

[fertwa.com.au](http://fertwa.com.au)



Ben Hewitt MBBS (WA), FRACS (Orthopaedics), Fellow AOA

Ben is a fellowship-trained Orthopaedic surgeon specialising in knee, shoulder, hip and sports surgery. His special interests include arthroscopic surgery of the knee and shoulder. These include stabilisations, ligament repairs and reconstructions. He studied medicine at the University of Western Australia then spent a year in England as an orthopaedic speciality registrar. After completing his fellowship in 2004, he undertook a Sports Orthopaedic Fellowship in Brisbane, specialising in knee and shoulder injuries. Ben currently works with the group Perth Orthopaedic and Sports Medicine in West Perth. Ben is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.

[drbenjaminhewitt.com.au](http://drbenjaminhewitt.com.au)  
[perthortho.com.au](http://perthortho.com.au)

*Bethesda's Medical Advisory Committee comprises a group of visiting medical officers who broadly represent the specialties at the hospital. The MAC meets every 2 months for 3 back-to-back meetings working collaboratively with the CEO to ensure the clinical standards and patient care at Bethesda are at superior levels.*



# Medical Advisory Committee



**Professor David Playford MBBS (WA), FRACP (General Medicine), FRACP (Cardiology), PhD (UWA), FCSANZ**

David is a WA graduate who did his initial training in general medicine followed by cardiology at Royal Perth Hospital. He has a PhD from the University of Western Australia in vascular function and diabetes and a fellowship in echocardiography from Massachusetts General Hospital, Boston. He is the Professor, Cardiology at The Mount Hospital and the Chair in Cardiology at Notre Dame University as well as Coordinator of Cardiovascular Teaching at the School of Medicine. His main research interests are pulmonary hypertension and echocardiography.

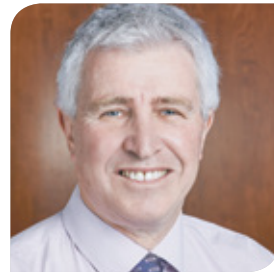
David is on several national boards, is a founding director of Vascular West and Sleep Studies Australia and has been a Cluster Lead and Clinical Senator for the WA Health Department. David is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.



**Toby Leys MBBS (WA), FRACS (Orthopaedics), Fellow AOA**

Toby completed his Orthopaedic Fellowship training in Perth in 2008 and then fellowships in knee surgery and limb reconstruction in the eastern states of Australia. Toby specialises in all aspects of knee surgery including arthroscopic surgery, sports knee injury, ligament reconstruction, primary and revision knee replacement surgery. His special interest is in arthroscopic and reconstructive surgery of the knee, and is currently involved in research on anterior cruciate ligament (ACL) injury and management. Part of the group Coastal Orthopaedics, he established the Perth Knee Clinic and the Acute Knee Injury Clinic at Sir Charles Gairdner Hospital. Both these clinics provide specialist multidisciplinary treatment of knee conditions. Toby is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.

[coastalorthopaedics.com.au](http://coastalorthopaedics.com.au)



**Gavin Bowra MBBS, FANZCA, FRACS**

Gavin undertook his medical education, at the University of Western Australia, graduating in 1976 and then working as a resident medical officer in medical/surgery specialties, paediatrics and neonatology. He later undertook his anaesthetics training, becoming a Fellow of the Australian and New Zealand College of Anaesthetists in 1996. He practices across a variety of private hospitals in Perth and undertakes his public work at Swan District Hospital. Gavin is a long standing member of the Bethesda Medical Advisory Committee. Gavin is also a member of the Bethesda Credentialing and Scope of Practice and Clinical Quality and Safety Committees.



**Mark Allen MBBS, FANZCA**

Mark undertook his medical education, at Trinity College, Dublin, graduating in 1988, later undertaking his anaesthetics training, becoming a Fellow of the Australian and New Zealand College of Anaesthetists in 2000. Mark is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.

Mark practices with Metropolitan Anaesthesia, one of Western Australia's premier private Anaesthesia practices.

[metroanaes.com.au](http://metroanaes.com.au)



**Richard Martin MBChB (Dunedin), FRACS**

Richard has almost 20 years of surgical experience including 2-years post fellowship training specifically in oncoplastic breast surgery encompassing all aspects of augmentation, reduction and reconstruction as well as breast oncology and sentinel node biopsy. Richard also has experience and expertise in laparoscopic hernia surgery, laparoscopic splenectomy, laparoscopic adrenalectomy and vascular access surgery.

Richard has published and presented both nationally and internationally and is dedicated to the development and progression of oncoplastic breast surgery in Australia and New Zealand. Richard is a member of the Bethesda Medical Advisory, Credentialing and Scope of Practice and Clinical Quality and Safety Committees.

[richardmartin.com.au](http://richardmartin.com.au)



# Hospital Management Committee

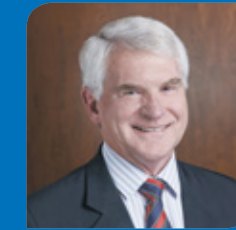
*Bethesda has an extremely committed team of individuals who form the Hospital Management Committee. As a group, they are responsible for ensuring the various business activities of their respective departments are aligned to the strategic plan.*



Yasmin Naglazas  
Chief Executive Officer



Deborah Bell  
Executive Manager  
Clinical and Support  
Services/Perioperative  
Services Manager



Colin Chester  
Chief Financial Officer



Luke Pasotti  
Manager  
Business Development  
and Strategic  
Communications



Sally Winfield  
Clinical Nurse Manager  
Surgical



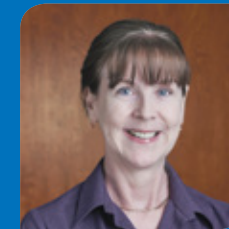
Glenys Thomas  
Clinical Nurse Manager  
Palliative Care



Don Kelly  
Engineer



Rohitha (Roh)  
Siriwardena  
Manager  
Hospitality Services



Dr Marie Murphy  
Manager  
Learning and  
Development



Michelle Olins  
Manager  
Human Resources



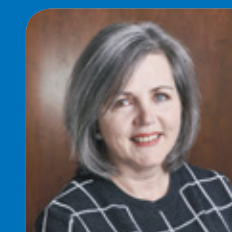
Lorica Storey  
Manager  
Administrative Services



Melody Miles  
Manager  
Occupational Safety  
and Health



Libby Oakes  
Manager  
Infection Prevention  
and Control



Christine Phillips  
Manager  
Safety and Quality



# Specialists Accredited to Practice at Bethesda Health Care

## ORTHOPAEDICS

**Peter Annear**  
**Orthopaedic Surgeon**

*Perth Orthopaedic and Sports Medicine Centre*

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WA 6005  
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**Grant Booth**  
**Orthopaedic Surgeon**

*Perth Shoulder Clinic*

Bethesda Hospital  
25 Queenslea Drive  
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WA 6010  
Ph: 9340 6355

**Jens-Ulrich Buelow**  
**Orthopaedic Surgeon**

*Perth Orthopaedic and Sports Medicine Centre*

31 Outram Street  
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# Specialists Accredited to Practice at **Bethesda Health Care**

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<b>Roger Hart</b> Gynaecologist
<b>Tamara Hunter</b> Gynaecologist
<b>John Love</b> Gynaecologist
<b>Roger Perkins</b> Gynaecologist
<b>Doreen Yeap</b> Gynaecologist

## UROLOGY

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<i>West Coast Urologists</i>
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<i>Urology West</i>
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<b>Tanya Ha</b> Urological Surgeon
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<b>Sunny Lee</b> Urological Surgeon
<i>Antony Street Specialist Centre</i>
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<b>David Sofield</b> Urological Surgeon
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<b>Andrew Tan</b> Urological Surgeon
<i>Dr Andrew Tan</i>
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## BREAST SURGERY (ONCOPLASTICS)

<b>Farah Abdulaziz</b> Surgeon
<i>Dr Farah Abdulaziz</i>
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<b>Lee Jackson</b> Surgeon
<i>Perth Specialist Breast Care</i>
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<b>Richard Martin</b> Surgeon
<i>Richard Martin</i>
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<b>Palan Thirunavukkarasu</b> Surgeon
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<b>Wen Chan Yeow</b> Surgeon
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<b>John Salmon</b> Pain Management
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<i>Samuel Cunneen</i>
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## PALLIATIVE CARE

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