



*Over 70 years ago, Bethesda began with five shillings and a lifetime of prayer by its founder Matron Beryl Hill, a young Christian nurse who dedicated her life to God. The establishment of the 14-bed St Andrews Hospital in Subiaco, Western Australia in 1943 (and later re-named Bethesda and transferring to the Claremont site in 1944) fulfilled her vision to care for patients providing spiritual healing as part of their treatment. This is both our heritage and our legacy – where we have come from and where we are committed to heading.*

*Today, the sense of purpose has remained with those who are associated with Bethesda. We are a modern, vibrant healthcare community with a reputation of exceptional quality, 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, acute 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 has been providing care and services to the Western Australian community for over 70 years.*

Bethesda Health Care (“Bethesda”) is an independent acute surgical and specialist palliative care hospital situated on the 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 over 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 its dedicated team continues the 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. 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 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 2015 (Western Australia) reporting to the Association members, at least annually, at an Annual General Meeting.



## Independent

*Throughout its history, Bethesda has fought to remain independent, whilst being mindful that this comes with unique challenges. Being independent means we can be flexible with the ability to adapt to areas of changing need in healthcare, which includes researching new models of care. We seek to be innovative in our approach to healthcare and are constantly adding value to the services we offer.*

## Faith-based

*From humble beginnings, but with a strong sense of purpose into the future, Bethesda continues to operate and build on its Christian heritage. Today, those who visit Bethesda often recount their experience of ‘healing’ that comes through the kindness and compassion of all those who work in our healthcare community.*

## Not-for-Profit

*Bethesda uses its surplus revenues to further achieve its purpose or mission, rather than distributing to shareholders (or equivalents) as profit or dividends. Investment activities transcend the whole business, but in particular, support the palliative care program which is intrinsically part of our mission.*



## A YEAR IN REVIEW

*We are aware of how much Bethesda has changed over recent years. Following a period of major Organisational restructuring from 2007 - 2012, the past 4 years of growth/transformation has been characterised by activities underpinned by specific corporate objectives and clear business strategies required for the Organisation to continue to achieve a greater level of viability and sustainability.*

The Bethesda Board of Directors committed to a growth strategy in 2012, inclusive of two additional operating theatres and associated facilities, a \$10M investment designed to contribute to the long-term viability of Bethesda. The project was achieved on time and on budget during 2015-16. Recent strategic planning activities has seen the Board of Directors establish some key objectives for a longer-term plan which establishes a 6-year horizon (2016 – 2022) inclusive of a target to achieve an increase in Organisational revenue.

This 2015-16 Annual Report summarises the activities of a successful year for Bethesda Health Care. In articulating what 'success' means, we are reminded that first and foremost it means providing safe, high quality, personalised care to our patients. We have demonstrated this by the results we have achieved from our own internal patient feedback surveys and external reviews by Bethesda's accrediting and licensing bodies.

As Board Chairman and Chief Executive Officer, we are constantly reminded that our managers, staff, and the Board of Directors bear the workload of responding to the challenges of operating a healthcare business. We are also reminded of the many partners in care we have who work with us (visiting medical officers, health funds, government, universities, peak bodies and professional associations) to deliver the quality of care for which Bethesda has become known. We thank everyone for their continued commitment and hard work throughout this year. Our volunteers have again enhanced the lives of hundreds of patients and family members and deserve a special note of appreciation.

There is a sense of optimism, confidence and a vision and we remain very excited and proud to share the 2015-16 Annual Report.

**Dr Neale Fong**  
Board Chairman

**Yasmin Naglazas**  
Chief Executive Officer







## CARE AND SERVICES

# Personalised Care and the Patient Experience

*Quality improvement systems are very well established and coordinated throughout the Organisation as evidenced in the Executive and committee minutes and the minutes of Board meetings. It is evident to the surveyors that patient safety and quality of care is of paramount importance at every level of staff and management.*

*Australian Council on Healthcare Standards Surveyors following the 2016 organisation-wide survey*

Activities continued throughout 2015-16 aimed at enhancing the commitment to personalised care, focussing even more on 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. The year saw our care teams continuing to work closely with visiting medical officers to ensure that high levels of patient care were implemented consistently.

The measurement of the patient experience at Bethesda has been assisted by the implementation of a new patient feedback form for surgical admissions during 2015-16. It is now almost 5 years since the Bethesda Board of Directors undertook work to examine the 'agreed purpose' and the 'primary beneficiary' of our Organisation's work. The new form has resulted in a substantial increase in the number of patients providing feedback, which we use to improve what we do. Bethesda's objective for the coming year will be to increase this to 40% of admitted surgical patients providing us with feedback.

Customer satisfaction is commonly used by organisations to measure the value they deliver to their 'customers' and as a proxy to determining customer loyalty. Over the last decade, views have emerged that customer satisfaction is not the best indicator of customer loyalty. Whilst satisfaction ratings were high, many organisations have found customers defecting to competitors.

The Bethesda Board has adopted the Net Promoter Score (NPS), being a customer loyalty metric with the objective of determining a clear and easily interpretable patient satisfaction score. Bethesda patients are asked: "how likely is it that you would recommend Bethesda to a friend or colleague?" 2015-2016 data confirmed that 95% of patients would recommend Bethesda as a preferred hospital. Also, 2015-16 data confirmed that 98% of patients rated as being satisfied with their admission, care, attitude of staff, cleanliness of the Hospital, quality of the meals, discharge information and hand hygiene education.

It is worth noting that there continues to be a low level of complaints with 0.19 complaints/1000 admissions 2015-16 (2014-15 = 0.35). Bethesda has a very proactive

approach to complaints management and a system of recording and escalating when required.

During the year, The Australian Council on Healthcare Standards (ACHS) conducted an organisation-wide survey, which was the first full survey for Bethesda against the National Safety and Quality Health Service Standards with 209 core and 47 developmental actions. Bethesda achieved a very positive result, with all 209 core and 45 developmental actions met (with 5 met with merit). The surveyors were impressed with the Organisation's commitment to learning and development, the incident management program, Bethesda's occupational safety and health program, safe management of medications, the way we partner in care with patients and families, the collection and use of patient feedback and the system of credentialing our visiting medical officers. The surveyors made particular mention of the maturity of our antimicrobial stewardship initiatives and Bethesda's ambulatory palliative program, Metropolitan Palliative Care Consultancy Service.



*I was pleasantly surprised to hear the first question from the palliative care physician to her newly-admitted patient – ‘what would you like to get out of your stay with us here?’ It proved to be the tip of the iceberg – from food choices to pain medications, window views and background music, every decision at Bethesda involved the patient or their family to a far greater degree than I had ever seen in practice. It was a genuine pleasure to witness and really encapsulated the essence of palliative care – holistic medicine that addresses the needs of a patient, highly individualised to their own disease, circumstances and desires. I was inspired by the holistic medical, psychological and supportive care offered to patients at Bethesda.*

**Daniel Dorevitch, President, Western Australian Medical Students’ Society writing in the *Medicus* publication (following his clinical placement in Bethesda’s Palliative Care Program)**

2015-16 saw the completion of a significant strategic review of Bethesda’s Palliative Care Program, with far-reaching terms of reference. It is now 10 years since the in-patient program was established at Bethesda, and with the introduction of the ambulatory program, Metropolitan Palliative Care Advisory Service (MPaCCS), it was considered timely to determine the longer-term vision for palliative care at Bethesda. The program exemplifies Bethesda’s purpose and commitment to caring for those who require a special kind of care during the last stages of their lives.

The previous north and south ambulatory palliative care programs (Palliative Ambulatory Service North and South Metropolitan Ambulatory Care Program) were successfully merged into a metropolitan-wide service during the year and re-named Metropolitan Palliative Care Consultancy Service (MPaCCS) affording Bethesda

the opportunity to streamline processes and strengthen the original intention of the service, in collaboration with the WA Department of Health, and the WA Cancer and Palliative Care Network. The goal of MPaCCS is to improve the capacity of existing medical, nursing and allied health staff to provide palliative care in residential facilities. The MPaCCS team provides palliative care training and advisory support, reviews and consultations of complex palliative care patients, staff training and education services to clinical staff.

In 2015-16, MPaCCS exceeded the contracted level of activity with:

- 6,934 service events (non-admitted patient service event is defined as an interaction between one or more healthcare providers with one non-admitted patient, which must contain therapeutic/clinical content and

result in a dated entry in the patient’s medical record. The interaction may be for assessment, examination, consultation, treatment and/or education); and

- 4,948 occasions of service (includes non-patient interaction activities such as providing health professionals and facility staff with advice, conducting education, and mentoring in order to build capacity).

A formal evaluation of the MPaCCS program is underway and due for completion in late 2016, however, residential facilities have reported positive changes in facility culture, an increase in confidence in caring for those requiring palliative care, an increase in staff identifying and reporting issues, an increase in referrals to MPaCCS for ‘complex’ palliative care issues, a decrease in referrals to MPaCCS for ‘general’ palliative care issues and a decrease in complaints related to care.







## CARE AND SERVICES

# Clinical Quality Improvement

A number of initiatives have been introduced during past few years, and strengthened in 2015-16, as part of Bethesda's quest to continually improve the safety and quality of care for the patient:

- Policy for Admission and Discharge of Observation Unit reviewed and updated to ensure that those patients requiring higher levels of observation are identified and transferred into the unit.
- Current weight limit is 150kg and BMI of 45 (patients with a BMI of >40 should have an anaesthetic review prior to surgery);
- Comprehensive tool in place to ensure the patient is assessed and stabilised, the appropriate resuscitative measures identified and relevant communication is undertaken with the visiting medical officer. All Bethesda nursing staff are required to develop/maintain their clinical skills in the observation and early detection of patient deterioration;
- Clinical process introduced to permit nursing staff to administer Naloxone when a patient's respiratory rate drops to below agreed rates and the visiting medical officer cannot be contacted;
- Advanced life support (ALS) competent nursing staff rostered on all shifts;
- Registered nurses have been up skilled in medical emergency response (MER) protocols to ensure they have improved knowledge and confidence in managing same;
- Recent purchase of equipment to support higher acuity patients including a 12-lead ECG for the post anaesthetic recovery unit (PACU), bladder scanner for the post anaesthetic recovery unit, multiple modalities

to manage difficult intubations and 2 x Sonosite ultrasounds for block insertion;

- Monitoring equipment for Riviera Ward Observation Unit to bring total number of monitored beds in the unit to six;
- Pathology service provided by Western Diagnostic Pathology (WDP) contacted to Bethesda, including after-hours service and a Category S laboratory, designed to provide very specific testing performed by local hospital staff under the supervision of an accredited laboratory. New blood gas analysers now installed and training of staff has occurred. Tests that can now be done on site are arterial and venous blood gases (including pH, pCO<sub>2</sub>, pO<sub>2</sub> and co-oximetry), total haemoglobin level, sodium, potassium and chloride levels, glucose level, lactate level and ionised calcium level;
- Review and update of policy for managing patients diagnosed with (or identified to be at risk of) obstructive sleep apnoea (OSA) including the introduction of the STOP-BANG apnoea screening tool;
- Expansion of the specialist consultants list accredited to practice at Bethesda and available for referrals/ to support visiting medical officers. This list includes General Physicians, Infectious Diseases Physicians, Cardiologists, Haematologists and Psychiatrists who have made themselves available for urgent consultation/advice;
- Expansion of Bethesda's Pre-Admission Clinic with experienced registered nurses making contact with patients prior to admission, responding to ensure patients are assessed and prepared for their surgery;
- Expansion of Bethesda's Pre-Admission Clinic remit also includes a dedicated service for patients

undergoing lower limb arthroplasty, including attendance at Bethesda beforehand for assessment, education and physiotherapy as well as review of ECG by a consultant cardiologist;

- Expansion of Bethesda's Simulation Lab (including the purchase of iSimulate, advanced medical simulation technology) to allow nursing staff to practice techniques and procedures on realistic manikins, to ensure they are more prepared for real life clinical situations, including the opportunity to run scenarios that reflect deteriorating signs and clinical condition;
- Radiology service provided by PerthRadClinic (PRC) contracted to Bethesda, including specialised breast radiologists. An after-hours service is included. PRC have installed a Trident Specimen Radiography System in the operating theatres which produces high quality images for rapid verification of tissue specimens such as breast biopsy samples;
- Purchase of 7 x GE Aisys CS2 anaesthetic machines and CARESCAPE B850 anaesthesia monitors. A further 2 have been purchased in 2016 for the 2 new operating theatres;
- Body Logic Physiotherapy provide an on-site physiotherapy service for in-patient needs, ensuring a timely and responsive service (aligned to the specific surgeons' requirements) that assists in ensuring high quality patient outcomes; and
- Introduction of a Breast Care Nurse providing support and referral services to patients admitted for breast surgical procedures. Additional hours have been included for the role in 2015-16 to reflect increased surgical activity.





## CARE AND SERVICES

### Pastoral Care

*I was nervous about coming into Bethesda again from the traumatic months before however, I found the service very peaceful and comforting.*

***A family member of a patient who passed away in Bethesda's Palliative Care Unit***

Bethesda's Pastoral Care team continued to offer spiritual and emotional support to patients and their families, staff and community members during the year. With a major focus of the team's work being the Palliative Care Program, there were 330 patients visited, resulting in 950 interactions with the patient, their family/friend/carer and staff over that period. Interactions included informal conversations, pastoral counselling, prayer, communion and other rituals, contacting religious clergy and supporting family members. Pastoral services have been offered to in the form of 4 funerals and 2 weddings.

The Team also coordinated bereavement support to families who have lost loved one at Bethesda over the year. With the support of our wonderful volunteers, 370 bereavement cards were sent to families and friends as well as regular grief support newsletters and invitation to memorial services. 40% of these contacts are followed up by the chaplains with phone calls and additional support offered where necessary.

In 2015-16, Bethesda held three memorial services to families who have lost loved ones, as well as supporting the Palliative Care WA Annual Commemoration Service and a Bethesda staff memorial service. At the memorial

services, families are invited back to Bethesda to honour their loved ones and acknowledge their ongoing journey of grief. Each of the three services held had an attendance of between 40-55 people. The services were held in the Bethesda Café and included readings, music and interactive practices such as lighting candles and using stones. Participants are invited to share a light supper with the Pastoral Care Team. A recent audit of these services showed that 80% of attendees found the service helpful and all respondents finding the found that venue was very appropriate.



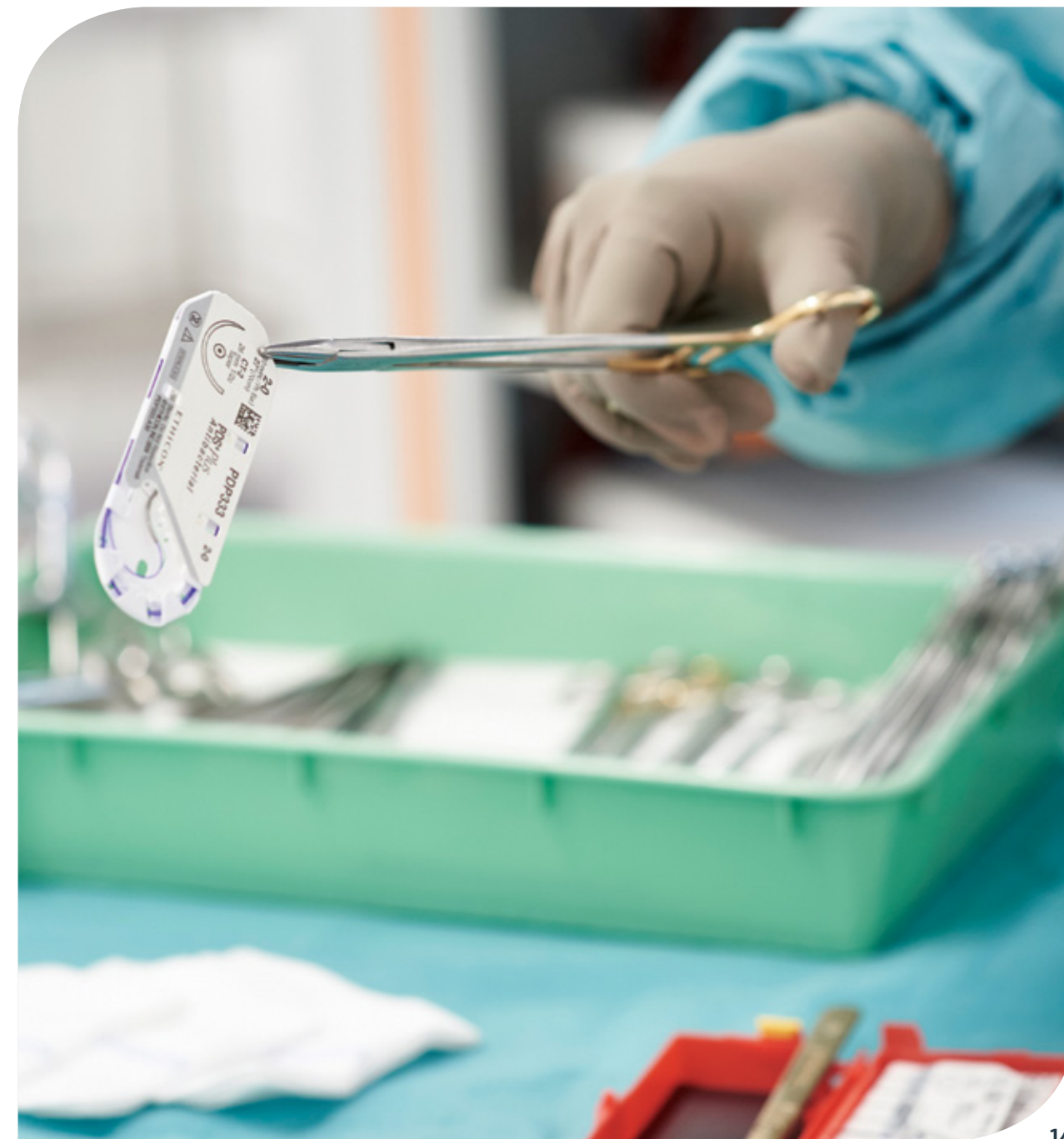




## CARE AND SERVICES

# Infection Prevention and Control

Bethesda's commitment to infection prevention and control continued throughout 2015-16, with the ongoing strengthening of systems and governance for the control of healthcare acquired infections. The antimicrobial stewardship initiative progressed with the clear mandate to decrease inappropriate antimicrobial usage, improve patient outcomes and reduce adverse consequences of antimicrobial use (including antimicrobial resistance, toxicity and unnecessary costs). Awareness raising activities continued throughout the year, promoting the importance of achieving high levels of compliance in all areas, including a rigorous hand hygiene program that is consistent with the national hand hygiene initiative. Regular audits demonstrated an overall 92.7% compliance with correct handwashing procedures amongst employees and VMOs against the national benchmark of 70.0%).







## CARE AND SERVICES

# The Bethesda Foundation

*Left to Right: Dr Neale Fong (Chair, Bethesda Foundation), Rhonda Wyllie (Chair, Patron Group, Bethesda Foundation), Yasmin Naglazas (CEO), and the Hon. Colin Barnett (Premier WA)*

Although the Bethesda Foundation was incorporated on 23 December 2014 as a Company Limited by Guarantee, there were many activities that took place in the past year, which included, the registration of the Foundation as a charity with the Australian Charities and Not-for-Profit Commission (ACNC) as a Public Benevolent Institution (PBI).

During 2015-16 a donation from the Rhonda Wyllie Foundation was received to assist the purchase of an anaesthetic machine to be used in the operating theatres. West Australian property developer Rhonda Wyllie is well known as a philanthropist and is chair of the Bethesda Foundation Patron's group. She has been a generous donor over many years, previously supporting a significant aesthetic upgrade to the Hospital's Palliative Care Unit as well as the purchase of equipment for increased levels of patient comfort including chairs for the patients' bedside and pressure mattresses. She is joined by other Patrons Russell James, a Perth-born, New York-based fashion and art photographer, philanthropist and social entrepreneur and Maryanne Bell, a Perth business woman with a background in marketing and promotion.

The Organisational privacy policy was reviewed and updated to include the obligations for the Foundation, deemed very important so that current and potential donor's private information can be managed.

The important work of the Foundation has its basis in improving patient care at the Hospital and in the community, investing in clinical education, providing equipment for enhanced patient comfort, undertaking research into palliative care practice to improve the quality of care for patients and support Christian mission projects. A primary focus of the Foundation is the Palliative Care Program at Bethesda, a field concerned with end-of-life care, and ultimately death. One might expect that the approach to the work of

the Foundation is with quiet acceptance and sombre resignation. On the contrary, what the work of the foundation brings to the field is life. Despite the fact that we cannot defeat death, we can reduce pain, fear and indignity. And we believe the mission of the Foundation is to assist to make every death as dignified, peaceful and painless as humanly possible, deserving as much passion and vigour as any other medical discipline.

The work of the Foundation has no time for complacency or resigned acceptance of conventions. The purpose is to push palliative care forwards; innovating and educating, and ensuring our expertise improves end-of-life experiences far beyond the walls of Bethesda Health Care.



*Russell James, Patron, Bethesda Foundation*





## PARTNERSHIPS AND PEOPLE

# Workplace Safety

Exceptional progress continued to be made in the area of occupational safety and health (OSH) during 2015-16, with the maintenance of Worksafe WA Platinum Award status (now achieved for a second consecutive term) being the State's highest accolade for workplace safety. Bethesda remains the only private hospital in WA to be in receipt of the award. Other achievements included:

- A Lost Time Injury (LTI) rate of 8.9 was achieved (which represents 4 injuries) which is below the average LTI Frequency Rate for Hospitals in WA (16.87);
- Achievement of a 100% return to pre injury work for staff who sustained a work-related injury;
- Identification of an opportunity to improve the transport arrangements of clinical and general waste from the operating theatre, embarking on an innovative project to design and implement motorised theatre waste trolleys. A multidisciplinary team was involved in the design and trial arrangements with manufacturers which resulted in bespoke motorised trolleys being made for Bethesda's use;
- Establishment of a program of safety awareness entitled 'Respect and Protect' for the perioperative services department, resulting in a reduction in staff biohazard exposures. The program consisted of using a safety observation process, employee information package, a range of relevant education sessions.







## PARTNERSHIPS AND PEOPLE

# Learning & Development

One of Bethesda's strategic goals is to be a 'learning organisation' which has the ability to maintain its relevance and thrive, doing this by establishing high-calibre education programs and instituting research activities that result in both improved care outcomes and make a contribution to the future health workforce in the community.

In February 2016, Bethesda's Learning and Development Department launched the online training automated notification system (OTANS) with the aim to streamline the data capturing practices through the utilisation of contemporary technology. It also has the benefit of increasing productivity, being an intuitive system that notifies and informs staff of their upcoming training requirements via SMS and email correspondence. Furthermore, the program has instinctive reporting capabilities that demonstrate staff completion and training compliance. With over 300 staff currently using the system, OTANS has proven its ability to manage the increasingly onerous staff training requirements associated with the National Safety and Quality Health Service Standards and legislation. A 100% compliance rate for mandatory training for staff has been achieved was achieved in 2015-16.

Other activities in Learning and Development include:

- The purchase of iSimulate, a high fidelity simulation device that allows any deteriorating patient scenario to be programmed in and shows vital signs on a large monitor screen. This has proved to be an invaluable addition in the deteriorating patient training Bethesda;
- Introduction of a 4 week 12-lead ECG interpretation workshop, proving so successful the February 2017 course is fully booked;

- Arterial blood gas workshops to instruct staff on how to interpret blood gases following the introduction of the category S laboratory to Bethesda; and
- The Manager, Learning and Development obtaining full Australian Resuscitation Council Advanced Life Support (ALS) Instructor status for both Level 1 and 2 and will begin teaching ALS Level 1 courses at Bethesda from 2017.

Bethesda's strong commitment to providing clinical education opportunities for nursing and medical students continued throughout 2015-16. In our Palliative Care Unit and the Metropolitan Palliative Care Consultancy Service, Bethesda hosted placements for 88 nursing and 31 medical students.

Bethesda continued with the Program of Experience in the Palliative Approach (PEPA) initiative in 2015-16, with 2 general practitioners and 3 registered nurses from the community undertaking an intensive period of experience in palliative care.

Bethesda's partnership with the Royal Australian College of General Practitioners (RACGP) continued throughout 2015-16 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. The 2015-16 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.







## PARTNERSHIPS AND PEOPLE

# Human Resources

The attentiveness by line managers to make Bethesda a great place to work has been reflected in our positive work culture and low turnover of staff. Bethesda continues to enjoy a harmonious workplace free of Industrial problems.

Again during 2015-16, Bethesda continued to experience low 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.

During the year a post-commencement of employment survey was undertaken for the third year (with a 42% response rate) as part of Bethesda's workforce plan and improvement activities with the following results:

Q. Have your expectations of employment with Bethesda Health Care been better than what you expected, worse than what you expected or about the same to what you expected?

- Overall, 93% of staff who commenced with Bethesda had their expectations met.

Q. Are you satisfied with your job?

- 43% 'strongly agreed';
- 57% 'agreed';
- Overall, 100% of employees who commenced at Bethesda were satisfied with their job.

Q. Have you received feedback on your performance?

- Overall, 65% of employees report they receive feedback on their performance or their contribution.

Q. Are your education and training needs being met within the context of your employment?

- 39% 'strongly agreed';
- 46% 'agreed';
- 15% 'disagreed';
- Overall, 85 % of staff agreed that their education/ training needs are being met.

A new question was asked in 2016:

Q. How well are the Bethesda values displayed by staff in their interactions with others?

- 43% reported that the Bethesda values are displayed very well by staff;
- 50% reported that the Bethesda values are displayed well by staff;
- 7% reported that staff do not display the Bethesda values well;
- Overall, 93% report that the Bethesda values are displayed well if not very well.

Bethesda maintained its compliance status with the Workplace Gender and Equality Agency (WGEA) during

2015-16 and with support from WGEA, remained committed to maximising the full potential of female

and male employees. Bethesda's most recent focus has been on the relationship with staff who take maternity leave, facilitating a return to work opportunity that offers continuity of employment and associated benefits for both the employee and the Organisation.

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 Susan Cropley, a registered nurse on the surgical ward Riviera who has served at Bethesda for 25 years.

Other employees who reached milestones were:

- 20 years of service – Don Kelly, Judith Lunny and Jennifer Kohan.
- 15 years of service – Penelope Keys, Marie Fitzgerald, Anne Reid.
- 10 years of service – Amanda Burns, Deiann Hicks, Jason James, Vivien Cresswell, Kerry Lingard, Bernadette Lloyd, Annette Moriarty, Peter McFadzean, Kerri Ogden, Sharon Prince, Rohitha Siriwardena, Jillian Stephens, Glenys Thomas, Vanessa Garland, Susan Suric, Patricia Todd.





## PARTNERSHIPS AND PEOPLE

### Sponsorship

Bethesda sponsored 2 palliative care conferences this year:

- The Palliative Care (WA) State Conference with the theme Community: Connections, Capacity and Care Choices. Bethesda was the major sponsor at platinum level and was keen to support a conference that encouraged a focus on caring and working together as a community, improving death literacy, progressing advanced care planning, exploring community-based approaches and pathways to palliative care, as well as identifying challenges and opportunities across the sector. The delegates at this conference were healthcare practitioners, researchers, policy makers, service providers, as well as consumers, carers, and volunteers. Sally Copock, Clinical Nurse from Bethesda's Metropolitan Palliative Care Advisory

Service (MPaCCS) was a presenter at the conference; and

- Bethesda was also a silver sponsor at the 2016 Australian and New Zealand Society of Palliative Medicine (ANZSPM) Conference. The theme of the Conference was The Changing Landscape of Palliative Care, with speakers addressing, inter alia, the significant developments in the management of end stage chronic disease and how treatment can be done more effectively in an increasingly restrained budgetary environment, developments in the evidence base relating to the treatment of delirium in the terminal illness setting and the debate on medicinal cannabis.

Once again, Bethesda Health Care was a major supporter of the State Youth Games (SYG) in 2015-16.



Run by Youth Vision WA, SYG is a Christian sporting event for young adults between the ages of 16 and 28 years. Youth Vision WA is the youth ministry arm of Churches of Christ in WA Inc. (COCWA) and has a goal to impact youth positively through sports and development of healthy relationships, support the work of local Churches and youth groups and present the gospel message in a culturally engaging way.

Clarifying and strengthening the relationship with Churches of Christ in WA Inc. resulted in the signing of a memorandum of understanding, with Bethesda becoming a founding partner. As part of its ongoing partnership, Bethesda has agreed to sponsor an initiative to assist younger emerging leaders to attend COCWA's annual conference.





## STEWARDSHIP AND GOVERNANCE

*The Executive staff provide a stable environment, and have a history of strong commitment to patient-centered care which fits well with their Christian affiliation and ethos. Staff turnover is low, and it is evident that the Executive staff provide strong leadership and role models for other staff. Standard 1: Governance for safety and quality in health service organisations is particularly strong.*

*Australian Council on Healthcare Standards Surveyors following the 2016 organisation-wide survey*

Integral to Bethesda's growth/transformational strategy has been the establishment of strong leadership structure. The Organisation has been successful in securing a highly skilled and committed leadership team, key roles that are considered critical in the Organisation's turnaround, transformation and growth strategies. The leadership team guides Bethesda through its strategic activities, encouraging and fostering a climate of innovation that truly translates ideas to implementation. A comprehensive quality plan is a key tool for change management and improvement and continued to guide progress towards the achievement of the high levels of patient satisfaction and maintenance of Bethesda's accreditation status.

Bethesda's clinical leadership team includes the Medical Advisory Committee who work collaboratively with the CEO to ensure the clinical standards and patient care are at superior levels.

Underpinned by principles of responsible stewardship, the Bethesda Board of Directors understands the imperative for growth, intended to provide:

- a more sustainable base upon which to further Bethesda's mission;
- a more secure future for all our staff to extend their skills and career opportunities; and
- a higher profile and stronger reputation to continue attracting the best healthcare professionals.

In Bethesda's quest to achieve financial strength and long-term viability as an Organisation, our strategic planning continues to focus not only on future programs and services that will meet the healthcare needs of the community, but also on those that Bethesda is able to efficiently and viably operate. The principle of sound stewardship of resources with prudent risk management

has been inextricably linked to all decision making on future care and service planning.

The Bethesda Board's most recent strategic planning day was held at the end of the 2015-16 financial year, with strategic discussion being cognisant of the anticipated potential future financial pressures in an environment of growing health costs, decreasing indexation from health funds, threats of government policy changes in relation to healthcare, the changing market in healthcare provision and increasingly disruptive technologies.





## STEWARDSHIP AND GOVERNANCE

### Governance and Research

Although Bethesda does not have a Human Research Ethics Committee endorsed by the National Health and Medical Research Council, it has adopted the Australian Code for the Responsible Conduct of Research for policy framework and protocols which specifies that institutions should establish an appropriate research governance framework through which research is assessed for quality, safety, privacy, risk management, financial management and ethical acceptability. Research that was endorsed by the Medical Advisory Committee and undertaken at Bethesda during 2015-16:

- Assessing the efficacy and cost-effectiveness of targeted advance care planning interventions among patients with severe respiratory disease in a tertiary hospital and in a rural setting;

- Bariatric Surgery Registry: to measure outcomes for patients undergoing bariatric surgery across surgical practices in Australia;
- Australian Breast Device Registry: to monitor the safety of implanted medical devices;
- A data analysis to estimate the number of pressure injuries treated in WA public hospitals, and in public patients treated at WA private hospitals;
- Determining the prevalence of delirium in patients admitted to Bethesda's Palliative Care Unit;
- The experiences and needs of families carers, patients and health professionals across WA's palliative care services; and gaps in service delivery;

- Symptom burden among patients admitted to a specialist palliative care unit for end-of-life care;
- Identification of the potential variables in post-operative pain assessment and management of the surgical patient in the Post Anaesthetic Care Unit (PACU);
- Clinical drug trial: a pragmatic, multi-site, double-blind, placebo controlled, parallel arm, dose increment randomised trial of regular, low dose extended release morphine for chronic refractory breathlessness (pending final Medical Advisory Committee approval).







## STEWARDSHIP AND GOVERNANCE

# Benchmarking for Performance Improvement

To ensure that Bethesda is performing at the highest level, formal benchmarking continued throughout 2015-16:

- The Palliative Care Outcomes Collaborative (PCOC);
- National Standards Assessment Program (for palliative care) (NSAP);
- 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 HealthCare; and
- Australian Council on Healthcare Standards (ACHS) clinical indicator program.



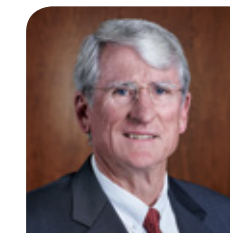


## BOARD OF DIRECTORS

*Bethesda's Board of Directors have many years of combined experience in leading and managing successful businesses, including health related organisations and hospitals. As a group they have held senior positions in health and aged-care related entities and private companies, having influence on the future of healthcare in Australia. Combined with strong finance and clinical skills, there is a solid corporate governance structure for overseeing the achievement of Bethesda Health Care's business objectives, including mission.*



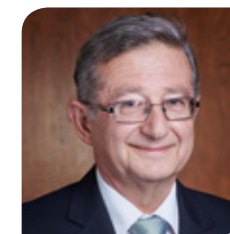
**Dr Neale Fong**  
Board Chairman  
Chairman, Nomination and  
Remuneration Committee  
Chairman, Bethesda  
Foundation Board



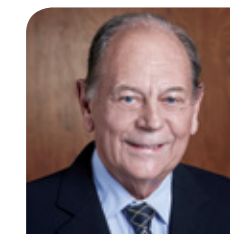
**Dominic Bourke**  
Deputy Board Chairman  
Chairman, Governance  
Committee



**Tri Suseno**  
Board Director  
Chairman, Audit, Risk and  
Compliance Committee



**Richard Leaver**  
Board Director



**Dr Alister Turner**  
Board Director



**Yasmin Naglazas**  
Executive Director  
Chief Executive Officer



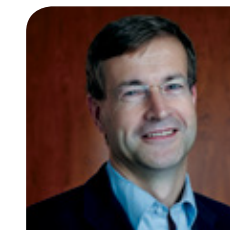


## MEDICAL ADVISORY COMMITTEE

*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.*



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



Professor Roger Hart,  
MD FRANZCOG  
FRCOG CREI  
DEPUTY CHAIRMAN



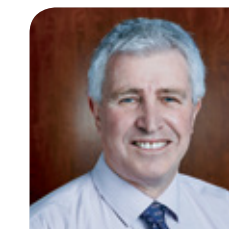
Ben Hewitt MBBS (WA),  
FRACS  
(Orthopaedics), Fellow  
AOA



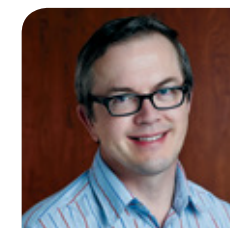
Professor David Playford  
MBBS (WA), FRACP  
(General Medicine), FRACP  
(Cardiology), PhD (UWA),  
FCSANZ



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



Gavin Bowra MBBS,  
FANZCA, FRACS



Mark Allen MBBS,  
FANZCA



Richard Martin MBChB  
(Dunedin), FRACS



Franc Henze MD,  
DMD, BScDent (Hons),  
FRACDS, FRACDS (OMS),  
GradCertAviationMed, JP





## 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.*



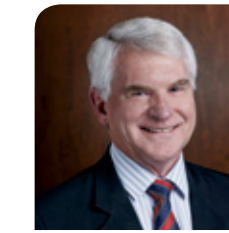
**Yasmin Naglazas**  
Chief Executive Officer



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



**Michael Buckmaster,**  
Executive Manager,  
Finance and Corporate  
Services (appointed 2016)



**Colin Chester**  
Chief Financial Officer



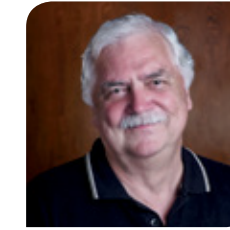
**Luke Pasotti**  
Manager  
Business Development  
and Strategic  
Communications



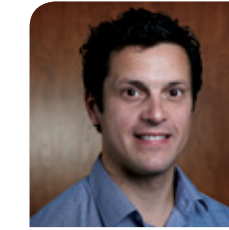
**Sally Winfield**  
Clinical Nurse Manager  
Surgical



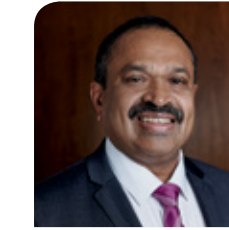
**Glenys Thomas**  
Clinical Nurse Manager  
Palliative Care



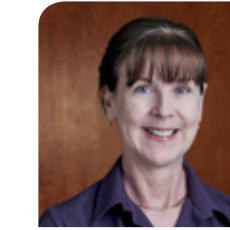
**Don Kelly**  
Engineer  
(retired 2016)



**Phillipe Tercier**  
Engineer  
(appointed 2016)



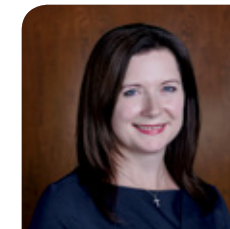
**Rohitha (Roh)**  
Siriwardena  
Manager  
Hospitality Services



**Dr Marie Murphy**  
Manager  
Learning and  
Development



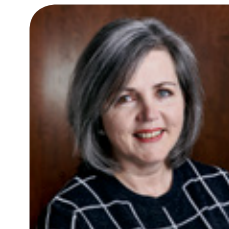
**Michelle Olins**  
Manager  
Human Resources



**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 & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Grant Booth**  
**Orthopaedic Surgeon**  
*Perth Shoulder Clinic*  
*Bethesda Hospital*  
25 Queenslea Drive  
Claremont, WA, 6010  
9340 6355

**Jens-Ulrich Buelow**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**David Colvin**  
**Orthopaedic Surgeon**  
*Western Orthopaedic Clinic*  
Suite 213/25 McCourt Street  
Subiaco, WA, 6008  
9489 8788

**Peter D'Alessandro**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Jeff Ecker**  
**Orthopaedic Surgeon**  
*Jeff Ecker Clinic*  
76a South Terrace  
South Perth, WA, 6151  
9489 8744

**Travis Falconer**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Sven Goebel**  
**Orthopaedic Surgeon**  
*Perth Shoulder Clinic*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9340 6355

**Peter Hales**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Benjamin Hewitt**  
**Orthopaedic Surgeon**  
*Orthology*  
48 Outram Street  
West Perth, WA, 6005  
9322 1990

**Gregory Hogan**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Mark Hurworth**  
**Orthopaedic Surgeon**  
*Murdoch Orthopaedic Clinic*  
SJOG Medical Centre,  
Ground Floor Suite 10,  
100 Murdoch Drive,  
Murdoch, WA, 6150  
9366 1818

**Gregory Janes**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Angus Keogh**  
**Orthopaedic Surgeon**  
*Western Orthopaedic Clinic*  
Suite 213 - 25 McCourt Street  
Subiaco, WA, 6008  
9489 8784

**Paul Khoo**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Omar Khorshid**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Li-On Lam**  
**Orthopaedic Surgeon**  
*Southern Cross*  
*Orthopaedic Group*  
105/9 Salvado Rd  
Subiaco, WA, 6008  
9200 2270

**Matthew Lawson-Smith**  
**Orthopaedic Surgeon**  
*Southern Cross*  
*Orthopaedic Group*  
105/9 Salvado Rd  
Subiaco, WA, 6008  
9200 6153

**Michael Ledger**  
**Orthopaedic Surgeon**  
*Hollywood Orthopaedic Group*  
Hollywood Medical Centre,  
Suite 3 - 85 Monash Avenue  
Nedlands, WA, 6009  
9389 3811

**Toby Leys**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Antony Liddell**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Johan Mostert**  
**Orthopaedic Surgeon**  
*Southern Cross*  
*Orthopaedic Group*  
105/9 Salvado Rd  
Subiaco, WA, 6008  
9200 2270

**Andrej Nikoloski**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Gig Pisano**  
**Orthopaedic Surgeon**  
*Dr Gig Pisano*  
29 Anstruther Road  
Mandurah, WA, 6210  
9535 9752

**Ross Radic**  
**Orthopaedic Surgeon**  
*Perth Orthopaedic & Sports Medicine Centre*  
31 Outram Street  
West Perth, WA, 6005  
9212 4200

**Brendan Ricciardo**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Matthew Scaddan**  
**Orthopaedic Surgeon**  
*Coastal Orthopaedic Group*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9230 6333

**Aaron Tay**  
**Orthopaedic Surgeon**  
*Hollywood Orthopaedic Group*  
Hollywood Medical Centre,  
Suite 3  
85 Monash Avenue  
Nedlands, WA, 6009  
9389 3866

**Allan Wang**  
**Orthopaedic Surgeon**  
*Murdoch Orthopaedic Clinic*  
Murdoch Medical Centre,  
100 Murdoch Drive  
Murdoch, WA, 6150  
9366 1577

**Colin Whitewood**  
**Orthopaedic Surgeon**  
*Hollywood Orthopaedic Group*  
Hollywood Medical Centre,  
Suite 3 - 85 Monash Avenue  
Nedlands, WA, 6009  
9389 3833

**Homan Zandi**  
**Orthopaedic Surgeon**  
*Hollywood Orthopaedic Group*  
Hollywood Medical Centre,  
Suite 3 - 85 Monash Avenue  
Nedlands, WA, 6009  
9389 3868

**Simon Zilko**  
**Orthopaedic Surgeon**  
*Orthopaedics WA*  
Wexford Medical Centre  
Suite 15  
3 Barry Marshall Parade  
MURDOCH, WA, 6150  
9312 1135

## Gynaecology

**Suhanna Abdul Hamid**  
**Gynaecologist**  
*Women Centre*  
Suite 20, 2 McCourt Street  
West Leederville, WA, 6007  
9468 5188

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

**Wei-Ying Chua**  
**Gynaecologist**  
*Perth Women's Specialist Clinic*  
SJOG Wexford Medical Centre,  
Suite 31, Level 2,  
3 Barry Marshall Drive,  
Murdoch, WA, 6150  
9332 1876

**Steve Harding**  
**Gynaecologist**  
*Dr Steve Harding*  
177 York Street  
Subiaco, WA, 6008  
6380 1864

**Roger Hart**  
**Gynaecologist**  
*University Department of Obstetrics*  
*+ Gynaecology - KEMH*  
374 Bagot Road  
Subiaco, WA, 6008  
9340 3031

**Tamara Hunter**  
**Gynaecologist**  
*Fertility Services WA*  
Bethesda Hospital,  
25 Queenslea Drive  
Claremont, WA, 6010  
9284 2333 (FSWA)  
9388 7780 (Dr T Hunter Rooms)

**Krish Karthigasu**  
**Gynaecologist**  
*Hollywood Medical Centre*  
Suite 32 - 85 Monash Avenue  
Nedlands, WA, 6009  
9389 8900

**Robyn Leake**  
**Gynaecologist**  
*Hollywood Specialist Centre*  
Unit 33  
85 Monash Avenue  
NEDLANDS, WA, 6009  
9389 5065



# SPECIALISTS ACCREDITED TO PRACTICE AT BETHESDA HEALTH CARE (continued)

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

**Panos Maouris**  
**Gynaecologist**  
*Dr Panos Maouris*  
Hollywood Medical Centre,  
Suite 17 - 85 Monash Avenue,  
NEDLANDS, WA, 6009  
9389 9188

**Richard Murphy**  
**Gynaecologist**  
*Dr Richard Murphy*  
7 Ellen Street  
Subiaco, WA, 6008  
9200 6140

**Chris Nichols**  
**Gynaecologist**  
*Fertility Specialists WA*  
Bethesda Hospital,  
25 Queenslea Drive  
CLAREMONT, WA, 6010  
9284 2333

**Roger Perkins**  
**Gynaecologist**  
*Dr Roger Perkins*  
Suite 7 - 10 McCourt Street  
West Leederville, WA, 6007  
9388 9099

**Erica Shellabear**  
**Gynaecologist**  
*Mounts Bay Gynaecology*  
Suite 50  
146 Mounts Bay Road  
Perth, WA, 6000  
9481 1581

**Jason Tan**  
**Gynaecologist**  
*Women Centre*  
20 - 2 McCourt Street  
West Leederville, WA, 6007  
9468 5188

**Kah-Lim Tay**  
**Gynaecologist**  
*Glengarry Specialist Centre*  
Suite 6 - 64 Arnisdale Road  
Duncraig, WA, 6023  
9246 2299

**Lucy Williams**  
**Gynaecologist**  
*Dr Lucy Williams*  
Hollywood Medical Centre  
Suite 17  
85 Monash Avenue  
Nedlands, WA, 6009  
9389 9188

**Linda Wong**  
**Gynaecologist**  
*Dr Linda Wong*  
11 Ellen Street  
Subiaco, WA, 6008  
9382 3655

**Dr Doreen Yeap**  
**Gynaecologist**  
*Dr Doreen Yeap*  
Hollywood Medical Centre  
Suite 32 - 85 Monash Avenue  
Nedlands, WA, 6009  
9389 8900

**Mini Zachariah**  
**Gynaecologist**  
*Dr Mini Zachariah*  
Hollywood Medical Centre  
Suite 43 - 85 Monash Avenue,  
Nedlands, WA, 6009  
9389 5000

**Fertility**  
**Fertility Specialists WA**  
*Bethesda Hospital*  
25 Queenslea Drive  
Claremont, WA, 6010  
9284 2333

**Michael Aitken**  
**Gynaecologist**

**Wei-Ying Chua**  
**Gynaecologist**

**Roger Hart**  
**Gynaecologist**

**Tamara Hunter**  
**Gynaecologist**

**John Love**  
**Gynaecologist**

**Roger Perkins**  
**Gynaecologist**

**Doreen Yeap**  
**Gynaecologist**

**Urology**  
**Trenton Barrett**  
**Urological Surgeon**  
*West Coast Urologists*  
Suite 51, Level 5,  
146 Mounts Bay Road  
Perth, WA, 6000

**Matthew Brown**  
**Urological Surgeon**  
*Urology West,*  
Suite 23, Level 1,  
Wexford Centre,  
Barry Marshall Parade  
Murdoch, WA, 6150  
6189 2970

**Tanya Ha**  
**Urological Surgeon**  
*Murdoch Urology*  
Suite 43, Level 2,  
Wexford Medical Centre,  
3 Barry Marshall Parade  
Murdoch, WA, 6150  
9313 8830

**Melvyn Kuan**  
**Urological Surgeon**  
*Melvyn Kuan Urology*  
2 Antony Street  
Palmyra, WA, 6157  
9339 8893

**Sunny Lee**  
**Urological Surgeon**  
*Antony Street Specialist Centre*  
6 - 8 Antony Street  
Palmyra, WA, 6157  
6430 8128

**David Sofield**  
**Urological Surgeon**  
*Dr David Sofield*  
2 Antony Street  
Palmyra, WA, 6157  
9339 1932

**Andrew Tan**  
**Urological Surgeon**  
*Dr Andrew Tan*  
Perth Urology Clinic,  
Suite 15/85 Monash Avenue  
Nedlands, WA, 6009  
9322 2435

## Breast Surgery (Oncoplastics)

**Farah Abdulaziz**  
**Surgeon**  
*Dr Farah Abdulaziz*  
Suite 36 - 95 Monash Avenue  
Nedlands, WA, 6009  
9386 5814

**Lee Jackson**  
**Surgeon**  
*Perth Specialist Breast Care*  
St John of God  
Subiaco Clinic, Suite 305A,  
25 McCourt Street,  
Subiaco, WA, 6008  
9382 8999

**Richard Martin**  
**Surgeon**  
*Richard Martin*  
Suite 5,  
140 Mounts Bay Road  
Perth, WA, 6000

**Palan Thirunavukkarasu**  
**Surgeon**  
*Mount Medical Centre*  
Suite 5  
140 Mounts Bay Road  
Perth, WA, 6000  
9321 0853

**Wen Chan Yeow**  
**Surgeon**  
*Dr Wen Chan Yeow*  
Suite 37 - Murdoch Medical  
Centre, 100 Murdoch Drive  
(also at Suite 305 - Subiaco  
Clinic, 25 McCourt Street)  
Murdoch, WA, 6150  
9332 7770 Murdoch  
( 9382 4622 Subiaco)

**General Surgery**  
**Farah Abdulaziz**  
**Surgeon**  
*Dr Farah Abdulaziz*  
Suite 36 - 95 Monash Avenue  
Nedlands, WA, 6009  
9386 5814

**Ruth Blackham**  
**Surgeon**  
*Western Surgical Health*  
Suite 2  
95 Monash Avenue  
Nedlands, WA, 6009  
6424 8596

**Mohan Jayasundera**  
**Surgeon**  
*Dr Mohan Jayasundera*  
Suite 27  
100 Murdoch Drive  
Murdoch, WA, 6150  
9391 1116

**Richard Martin**  
**Surgeon**  
*Richard Martin*  
Suite 5, 140  
Mounts Bay Road  
Perth, WA, 6000

**David Oliver**  
**Surgeon**  
*Dr David Oliver*  
Suite 50/100  
Murdoch Drive  
Murdoch, WA, 6150  
9366 1864

**Sue Taylor**  
**Surgeon**  
*Circle of Care*  
Suites 1 + 2  
95 Monash Avenue  
Nedlands, WA, 6009  
6424 8596

**Palan Thirunavukkarasu**  
**Surgeon**  
*Mount Medical Centre*  
Suite 5,  
140 Mounts Bay Road  
PERTH, WA, 6000  
9321 0853

**Wen Chan Yeow**  
**Surgeon**  
*Dr Wen Chan Yeow*  
Suite 37  
Murdoch Medical Centre,  
100 Murdoch Drive  
(also at Suite 305 - Subiaco  
Clinic, 25 McCourt Street)  
Murdoch, WA, 6150  
9332 7770 Murdoch  
( 9382 4622 Subiaco)

**Pain Management**  
**Stephanie Davies**  
**Pain Management**  
*WA Specialist Pain  
Services (WASPS)*  
Unit 5/136 Railway Street  
Cottesloe, WA, 6011  
0412 933 419

**Max Majedi**  
**Pain Management**  
*Dr Max Majedi*  
Suite 18,  
85 Monash Avenue  
Nedlands, WA, 6009  
9346 3333

**John Salmon**  
**Pain Management**  
*Dr John Salmon*  
Unit 2 - 89 Forrest Street  
Cottesloe, WA, 6011  
9284 6005

**David Sommerfield**  
**Pain Management**  
*WA Specialist Pain  
Services (WASPS)*  
Unit 5/136 Railway Street  
Cottesloe, WA, 6011  
0412 933 419



# SPECIALISTS ACCREDITED TO PRACTICE AT BETHESDA HEALTH CARE (continued)

**Pavla Walsh**  
**Pain Management**  
WA Specialist Pain  
Services (WASPS)  
Unit 5/136 Railway Street  
Cottesloe, WA, 6011  
0412 933 419

## Plastic Surgery

**Christopher Allen**  
**Plastic Surgeon**  
Mr Christopher Allen  
St John of God Health Care,  
Suite 315  
25 McCourt Street  
Subiaco, WA, 6008  
9382 4811

**Lewis Blennerhassett**  
**Plastic Surgeon**  
Subiaco Plastic Surgery  
69 Thomas Street  
Subiaco, WA, 6008  
9381 6977

**Sharon Chu**  
**Plastic Surgeon**  
Redimed  
1 Frederick Street  
BELMONT, WA, 6104  
9230 0900

**Timothy Cooper**  
**Plastic Surgeon**  
Rodin Clinic  
Suite 44  
85 Monash Avenue  
Nedlands, WA, 6009  
9389 9522

**Sam Cunneen**  
**Plastic Surgeon**  
Samuel Cunneen  
35 Colin Street  
West Perth, WA, 6005  
9322 6282

**David Gillett**  
**Plastic Surgeon**  
David Gillett  
Suite 1 - 136  
Railway Street  
Cottesloe, WA, 6011  
9284 4966

**Mark Hanikeri**  
**Plastic Surgeon**  
WA Plastic Surgery Centre  
Suite 215,  
25 McCourt Street  
Subiaco, WA, 6008  
9380 0311

**Matthew Hansen**  
**Plastic Surgeon**  
Mr Matthew Hansen  
7 Richardson Street  
West Perth, WA, 6005  
9321 2612

**Mark Lee**  
**Plastic Surgeon**  
Dr Mark Lee  
Suite 317,  
25 McCourt Street  
Subiaco, WA, 6008  
9382 3340

**Paul Quinn**  
**Plastic Surgeon**  
Quinn Plastic Surgery  
44 Churchill Avenue  
Subiaco, WA, 6008  
9388 8886

**Peter Randle**  
**Plastic Surgeon**  
Dr Peter Randle  
Hollywood Medical Centre,  
Suite 61/85  
Monash Avenue  
Nedlands, WA, 6009  
9386 2499

**Craig (Brenton) Smith**  
**Plastic Surgeon**  
Mr Craig Smith  
17 Colin Street  
West Perth, WA, 6005  
9321 4420

**Guy Watts**  
**Plastic Surgeon**  
Dr Guy Watts  
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Railway Street  
COTTESLOE, WA, 6011  
9284 4966

**Wysun Wong**  
**Plastic Surgeon**  
Dr Wysun Wong  
Suite 315  
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9388 7766

## Ear, Nose & Throat & Facial Plastic Surgery

**Pedram Imani**  
**ENT Surgeon**  
Imani Facial Plastic  
Surgery & Cosmetic Specialist  
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40 St. Quentin Avenue  
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9230 7300

**Ian Wallace**  
**ENT Surgeon**  
Cottesloe Cosmetic Centre Unit  
4/89 Forrest Street  
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9384 5555

## Oral & Maxillofacial

**Kim Bennet**  
**Oral & Max Facial Surgeon**  
Mr Kim Bennet  
Suite 2 - 1 Walker Avenue  
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9322 7363

**Harris Greenberg**  
**Oral & Max Facial Surgeon**  
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9371 8585

**Franc Henze**  
**Oral & Max Facial Surgeon**  
Oral & Maxillofacial  
Surgery of WA  
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9344 3907

**Evan Kakulas**  
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**Sophie Mougos**  
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9381 6686

**Leon Smith**  
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**Nathan Vujcich**  
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## Palliative Care

**Keiron Bradley**  
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**Roger Goucke**  
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Pain Managment  
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9346 3263

**Rachel Hughes**  
**Palliative Care Specialist**  
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**Alice Phua**  
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**Sarah Pickstock**  
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**Alison White**  
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**Kevin Yuen**  
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## Cardiology

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9485 0945

**Rafeeq Samie**  
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## Dermatology

**Roland Brand**  
**Dermatologist**  
*Dr Roland Brand*  
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**Christopher Clay**  
**Dermatologist**  
*Karrinyup Dermatology*  
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## Endocrinology

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**Endocrinologist**  
*Dr David Hurley*  
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**Timothy Welborn**  
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## General Medicine

**Tony Morgan**  
**Physician**  
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## Haematology

**Ross Baker**  
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**Julian Cooney**  
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**Ramdas Tampi**  
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## Infectious Diseases

**Miles Beaman**  
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**Duncan McLellan**  
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## Neurology

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## Psychiatry

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**Mathew Samuel**  
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## Respiratory & Sleep Medicine

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**Jack Philpott**  
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## Rheumatology

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