

QUEEN ELIZABETH CENTRE,
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The Queen Elizabeth Geriatric Centre
Annual Report 1991



THE QUEEN ELIZABETH GERIATRIC CENTRE
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Manager

1990/91 has been a year of change and continuing progress at The Queen Elizabeth Geriatric Centre. In November 1990 after 13 years outstanding service, John Walter was farewelled as Manager, and it was with great pleasure that the Board of Management announced in December 1990 the appointment of Michael Scarlett as John's replacement as Manager. Michael brings to the position 16 years of experience in both the public and private sector of health care, and before accepting this position he was Administrator of St. John of God Hospital, Ballarat, and prior to that Chief Executive Officer at Hamilton Base Hospital. The Board of Management extends its good wishes to Michael as he faces a challenging period in the history of the Centre.

Director of Nursing

It was with regret that the Board of Management accepted, in June 1991, the resignation of Mary Campbell, the Director of Nursing — but after working for the Centre for 27 years, we know that Mary has truly earned her retirement. It is never easy to follow someone who has built up a strong personal following and reputation, but the Board of Management is confident that Maria Stickland, who has been appointed Director of Nursing, effective from August 1991, will bring to this demanding position unique qualities.

Sister Evelyn Mitchell

It has been a year of significant farewells. In March 1991, after 31 years of service with The Queen Elizabeth Geriatric Centre, Sister Evelyn Mitchell, Charge Nurse of Janet Biddlecombe 2 for the past 11 years, retired. Sister Mitchell's devotions and dedication to residents will ensure that she is not forgotten.



John Cook, President

Mary Jones

It was with deep regret that the Board of Management noted the death of Mary Jones, Section Manager — Recreation. Mary worked as a recreational therapist and had been with the Centre since 1984. She will be missed by Staff, and especially residents with whom she worked in the Hook Centre.

FIRST FLOOR UNIT

Residents, returning after a year to the renovated First Floor Unit in November 1990, found their home greatly improved. Gone were the impersonal dormitory wards, to be replaced by a congenial environment with up to date facilities. The Unit is a credit to the collaboration of Staff, Residents and Architects in designing a facility which is both practical and friendly.

WENDOUREE

On May 15th 1991, the Centre launched the 1991 Appeal at the opening night of *Carousel*, performed by the Ballarat Light Opera Company in the splendidly restored Her Majesty's Theatre. We were delighted that Brian Naylor accepted our invitation to launch the appeal, which is to raise at least \$500,000 towards the building of a nursing home and hostel complex at Wendouree. Construction is due to commence in September, 1991.



Michael Scarlett, Manager, John Cook, President and Wendy Oliver, Manager of the Personal Alarm Call System with the Arthur Andersen/Dr. Ed Crosby Award.

PERSONAL ALARM CALL SYSTEM

The Personal Alarm Call System (PACS) has received international recognition as Runner Up Award winner for the inaugural Arthur Andersen/Dr. Ed Crosby Award. This Award, presented by the International Hospital Federation, is made to honour selected institutions from the international health care field that have demonstrated managerial innovation outside of their primary health care delivery activity and have promoted the service within the community. The Manager of the Centre, Michael Scarlett and the Manager of PACS, Wendy Oliver, travelled to Washington, not only to receive the award, but to present a paper on the system and undertake a study tour.

HEALTHCARE STANDARDS

It is with a sense of pride that I am able to report that The Queen Elizabeth Geriatric Centre has received the Australian Council on Healthcare Standards (ACHS) Accreditation for another three years for its high standard of service. The Centre was evaluated by a team of health care professionals and the process involved a very detailed and exacting study of every aspect of the Centre's operation. The Accreditation is indeed a credit to all the Staff at the Centre and reflects on the high standard of care and service given to residents.

ANNUAL REPORT

I commend to you this 134th Annual Report. The excellent service that the Centre offers is only as good as the people who work here and the community that supports us. I also wish to acknowledge the Management and Staff of the Ballarat Courier, Vic TV, Radio 3BA and the Ballarat News, who ably assist us in keeping the community informed of our activities. To you all I pass on the sincere thanks of the Board of Management.

John Cook,
President

Committee Structure

BOARD OF MANAGEMENT

Mr. C. D. Chester (Clark)
Mr. J. P. Cook (John)
Mr. W. R. Crawford (Bill)
Mr. P. J. Davies (Peter)
Mr. G. R. Eyres (Graeme)
Mr. E. J. Gay (Jim)
Mr. W. H. Heinz (Peter)
Mr. P. S. Hobson (Phil)
Mr. W. B. Messer (Bill)
Mr. B. J. Nolan (Bernie)
Mr. G. W. Oliver (Geoff)
Mrs. M. N. Valentine (Nina)

OFFICE BEARERS

President:

John Cook

Senior Vice-President:

Graeme Eyres

Junior Vice-President:

Nina Valentine

Treasurer:

Jim Gay

Solicitors:

Cuthberts

Bankers:

Commonwealth Banking Corporation

Manager:

Michael Scarlett, BHA, ACHSE, AFAIM,
AFIT, CHE

The Board of Management has a proud history of active involvement in the life of The Queen Elizabeth Geriatric Centre, with members being involved, on a rotational basis, on a variety of Committees as well as participating in a range of functions. The interaction between the Board and staff on various advisory committees has been most effective in facilitating positive lines of communication.

Members of the Board of Management and senior managers are not required to lodge declarations of pecuniary interests.

LISTED ARE THE EXECUTIVE AND ADVISORY COMMITTEES AND THE BOARD OF MANAGEMENT REPRESENTATIVES

Executive Committee

John Cook (Chairman)
Graeme Eyres
Nina Valentine
Jim Gay
Geoff Oliver
Bill Messer

Finance Committee

John Cook (Chairman)
Graeme Eyres
Nina Valentine
Jim Gay
Geoff Oliver
Bill Messer

Alex Anderson Library Committee

Graeme Eyres (Chairman)
Bernie Nolan

Ethics Committee

Geoff Oliver (Chairman)
Clark Chester

General Services Advisory Committee

Jim Gay (Chairman)
Peter Davies

Health Service Agreement Steering Committee

Dr David Brumley (Chairman)
Peter Davies

Hostels Advisory Committee

Phil Hobson (Chairman)
Geoff Oliver

Medical Services Advisory Committee

Peter Heinz (Chairman)
Bill Crawford

Nursing Services Advisory

Bill Messer (Chairman)
Nina Valentine

Paramedical Services Advisory Committee

Nina Valentine (Chairman)
Clark Chester

Personnal Management Advisory Committee

Graeme Eyres (Chairman)
Bill Crawford

Pharmaceutical Advisory Committee

Bernie Nolan (Chairman)
Peter Heinz

Project Control Group

Geoff Oliver (Chairman)

Rehabilitation Advisory Committee

Peter Davies (Chairman)
Bernie Nolan

Relatives Association

Clark Chester

Sebastopol Community Health Centre Representative

Jim Gay

Victorian Hospitals Association Division 3 Council

Peter Davies

Welfare Services Advisory Committee

Jim Gay (Chairman)
Peter Heinz

QE Occupational Rehabilitation Service Management Advisory Committee



Clark Chester (Chairman)
Peter Davies

Joint Consultative Committee

President (Chairman)
Senior Vice-President
Junior Vice-President

Objectives of The Queen Elizabeth Geriatric Centre

Registered Objectives

-  To provide a range of services for elderly and disabled people that will enable them to live a life of dignity and quality by maximising their physical, psychological and social independence.
-  To undertake education and research compatible with the first objective.

Objectives

Service

- 1** To be sensitive to the needs of frail elderly and disabled people and their families, especially their need to be considered as individuals with rights to respect and dignity, rights to be assisted to maintain the maximum level of independent functioning of which they are capable, and rights to participate in planning their own care to the highest degree possible.
- 2** To provide comprehensive assessment services to frail elderly and disabled people referred directly to The Queen Elizabeth Geriatric Centre or to the Regional Geriatric Assessment Team.
- 3** In association with other agencies, especially local government services, to develop and implement programs designed to maintain frail elderly and disabled people in their own homes and communities wherever this is possible.
- 4** To facilitate the rehabilitation of ill or disabled elderly people to their maximal levels of physical, psychological and social functioning, to facilitate the rehabilitation of disabled younger people referred for multidisciplinary services, usually over a prolonged period, and to provide an occupational rehabilitation service for persons registered with WorkCare.
- 5** To provide a high standard of sensitive hostel and nursing home care in a pleasant, domestic style environment that promotes stimulation and variety of life-style for those frail elderly and disabled people who have been assessed as being unable to live in their own home environment.
- 6** To undertake public education programs to improve community awareness of the ageing process, of the maintenance of well-being, of the management of problems which may be encountered by elderly people, of the management of chronic disorders which may result in physical disabilities, and of the range of geriatric and disability services which are available.
- 7** To develop and maintain effective information, data and accounting systems to facilitate a high standard of care and program evaluation.
- 8** To encourage and support research which is compatible with the Centre's activities.
- 9** To promote and participate actively in co-ordination and integration with other organisation and agencies which provide services for elderly and disabled people within Health Region 2, and elsewhere as may be appropriate.

Staff

- 10** To plan and implement comprehensive personnel programs to ensure an appropriate establishment of staff qualified and motivated to meet the objectives.
- 11** To provide a functional work environment that promotes staff efficiency, safety, effectiveness and morale.
- 12** To encourage staff commitment to inter-disciplinary team functioning throughout the organisation.

Program

- 7** To develop and maintain effective information, data and accounting systems to facilitate a high standard of care and program evaluation.

It is a great pleasure to present my first Annual Review as Manager of The Queen Elizabeth Geriatric Centre. In the six months since taking office I have been most impressed with the commitment and dedication of staff in ensuring that, in times of fiscal restraint, standards have been maintained and residents' needs have been met.

As a recognised "Centre of Excellence" The Queen Elizabeth Geriatric Centre has a responsibility to the community it serves for providing quality services while reflecting government policy in the care of the frail elderly people.

With the retirement of the Director of Nursing Services, along with some significant appointments throughout the year, the executive staff has taken the opportunity to look carefully at the organisation and its structure. A new approach to unit management is evolving with particular attention being placed on the appropriate integration of the four principal client services: hospital, nursing home, hostels and domiciliary. Concurrently, all other activities are also being reviewed to determine their relationship with the care units.

During the past twelve months the Centre has continued to extend its scope, offering the greater Ballarat community a broad range of services.

EDUCATION

The quality and diversity of services indicates the professional and caring attitude of staff, many of whom are training and retraining, in their own time, to ensure that residents receive the most appropriate and up to date care available. Staff are not only receiving education, but are educators themselves, conducting seminars, workshops and lectures, both in-house and at health and learning institutions.

Phillipa Bird, Senior Occupational Therapist conducted a seminar "Mothers and Daughters" to explore the potentials for growth and enjoyment in what can be a rewarding relationship between mothers and daughters. Kerry Walsh, has been a

most able co-ordinator of the Fitness Leaders' Training Program, and in 1991 a further nineteen people graduated in the VicFit accredited program "Exercise to Music for Older Adults"; 120 leaders have now graduated from this program and are conducting fitness groups throughout the region.



Michael Scarlett, Manager

Since her return from the United States of America, Wendy Hubbard, senior physiotherapist, has been actively pursuing the use of measured outcomes in rehabilitation, using the functional independence measure (FIM). The expanded version of this measure is currently being used in the rehabilitation ward and the RACV continues to support this project with the use of research staff from the Traffic Accident Department. Key staff from the rehabilitation ward will be trained by the American FIM proponents and data from rehabilitation centres in Australia, including The Queen Elizabeth Geriatric Centre, will be sent to a central data base in the U.S.A. Feedback about the functional gains made by the Q.E.G.C. clients will be compared with state and national averages.

Members of the Medical Services Division have been active throughout the year in both giving and attending seminars. Dr. Craig Clarke gave a series of lectures to the Commonwealth National Acoustic Laboratories in Sydney; Dr. Michael Giles along with Doff Kemp, Manager of Eyres House, and Helen Cashin, Supervisor of Jessie Gillett Court, attended a "Planning and Design for Dementia" conference in Sydney; Dr. Adri van der Knijff attended the meeting of the College of Physicians and the Australian Geriatric Society in Perth; whilst Dr. Marianne Schrieke attended a Polypharmacy seminar in Melbourne. All members of the Medical Division assist in the programs conducted by the School of Nursing.

Dr. John Hurley, Director of Medical Services was absent from the centre for a period of seven months; six months on sabbatical leave and one month on a lecture tour around Australia on "Drugs In Old Age", sponsored by Age Concern. During his sabbatical the second edition of Dr. Hurley's "Guidelines for Prescribing" was produced. This handbook for those caring for aged people has been endorsed by the Geriatricians' Peer Review group. Following his lecture tour 1200 copies of the book have been sold throughout Australia. In conjunction with Doreen Bauer, Director of Paramedical Services, Dr. Hurley also revised their chapters for the new edition of "The Challenge of Ageing", edited by Marion Shaw and due to be released by Churchill-Livingstone early next year.

Lynne Greenwood, who has replaced Diane Goldsworthy as Principal Nurse Teacher, has continued to enhance the education processes for the Centre's Enrolled Nurse training programs with her innovative and stimulating approach.

The continence nurses, Barbara Hiley and Marilyn Hargrove, have completed a video titled "Continence Matters", which is the first part of a teaching package which will also include a book. This project was undertaken with the support of the Sancella Award. The video was selected for viewing at the annual conference of the Association of Continence Advisors held in Wales, United Kingdom.

Lila Hyde, Clinical Co-ordinator, with Marion Oke from Ballarat University College, has been carrying out a research project "Nursing Shiftwork Study"; the results of which may prove of benefit to future rostering and shift patterns.

COMMUNITY SERVICES

New services are being developed within The Queen Elizabeth Geriatric Centre, not only to respond to community needs but to take advantage of the skilled workforce employed at the Centre. Two new services have been established in Paramedical Services: the Orthotic Service, which is a self-funded service providing custom-made and pre-fabricated orthotic devices for clients of all ages in the Central Highlands and Wimmera Region; and a "videofluoroscopy" assessment program in which a moving X-ray enables Speech Pathologists to observe the structure and function of the "swallow". This latter project has been developed with the support and assistance of the Radiology Department, St. John of God Hospital.

Existing services have continued to expand and improve. The "hearing aids screen" service, offered to Nursing Home residents by the Speech Pathology department, and the "wheelchair clinic" are both more streamlined and efficient due to relocation of resources.



Award winning enrolled nurse students Debbie Hayward, Anna Maxon and Kaye Young with Lynne Greenwood, Principal Nurse Teacher, Mary Campbell, Director of Nursing Services and Lorna Robertsan, Administrator of Nursing, Aquinos Campus, Australian Catholic University.

To cope with an increasing ageing population, greater opportunities for disabled elderly people to remain independent will be necessary. Rehabilitation and Electronic Engineering Services (R.E.E.S.), a self-funded company run by Henk de Deugd, Chief Engineer at the Centre, aims to develop equipment that will meet that criterion. Not only is the company developing and designing equipment, it also provides sales, service, maintenance, warranty and complete back up on equipment either purchased or rented. This activity has been a logical extension of the innovative work undertaken by the Engineering Department in the development of the international award winning Personal Alarm Call System (PACS).

Since 1987 The Queen Elizabeth Occupational Rehabilitation Service (QEORS) has been evolving and expanding, reaching its optimum staffing levels this year. Figures show that the service, when compared with similar services across the state, has one of the highest success rates for returning injured employees to work, and one of the lowest rates for case costs.

Returning people to the workforce is of paramount importance and QEORS was chosen to implement a six month pilot program to get long-term WorkCare recipients back to work. The program is the idea of the Victorian Accident Rehabilitation Council and the claims' agent, Industrial Mutual Consortium. The program, designed according to the individual needs and skills of each client, will be conducted both at the Centre and at Inskill, a subsidiary company of The School of Mines and Industries Ballarat.

HELPING PEOPLE WITH DISABILITIES

Key issues for the Centre are efficiency and effectiveness. To facilitate the prompt selection of the most appropriate item of equipment needed by a disabled client, the Paramedical Services division has introduced "Inform", a direct computer link connecting the QEGC with the Independent Living Centre, the major resource centre located in South Melbourne.

DAY CENTRES

The Day Centres are the hub of much activity in five locations around Ballarat. The Elizabeth Brown Day Centre in Victoria Street has been operating for five years under the supervision of Julie Burt, and has 43 clients living in the Ballarat East area. Programs are designed to suit individuals to maximise their potential.

A number of new services has been introduced to Midlands Day Centre, including clients being driven to and from the Centre in the Centre car. This has proved very successful, with absenteeism of clients diminishing, and also being very cost effective for the Centre. There has been a marked increase in the number of clients attending the Centre, some 79 clients over the previous year. Along with varying numbers of hostel residents an average of 24 clients attend per day, participating in a wide range of activities including swimming at Pennyweight Park, poetry classes, and day outings. Robbie, Midlands' dog, has become a firm favourite, and has proved a very good watchdog, whose bark is worse than his bite.

Eyres House, specialising in care for people suffering from dementia has been successfully trialing a program of weekend respite care as well as continuing the Day Centre. Weekend respite is offered one weekend in four. Doff Kemp, Manager and Co-ordinator of Dementia Services since November, is very pleased with the results and is optimistic that the program will continue. Eyres House has become a community resource centre for information on dementia. Dr. Michael Giles has a particular interest in the development of dementia services, and has conducted workshops for both family carers and health care workers.

The Ethel Lowe Day Centre, located at Sebastopol, has in its four years of operation instigated many innovative projects with its 115 clients. In the past year the Supervisor, Nancy Filby, has organised a three day trip to Bright, continued to encourage craft and hobby work of a very high standard and initiated special monthly evening dinner parties for groups of clients.



Len O'Sullivan, one of five residents attending the Hook Centre, who painted the mural now on display in the Argyle courtyard.

With the sudden death of Mary Jones, the F. G. Hook Centre lost a very special person, and both residents and staff were saddened at her passing. The new Section Manager, Wendy Sculley has been kept very busy getting to know the myriad activities conducted by the staff and volunteers in this exciting program. The Hook Centre offers the nursing home residents at Ascot Street the opportunity to participate in many activities away from their ward environment. Selwyn Hoffman, Recreation Therapist, assisted residents in the design and painting of a mural depicting Australian flora and fauna. This large, four panel masterpiece was unveiled by Director of Nursing Services, Mary Campbell, as her last official function, and is on permanent display in the courtyard of the Argyle ward.

SEBASTOPOL COMPLEX

Monica Hazledine was appointed Administrator of the Sebastopol Complex in May 1987. Her task was to initiate cohesive management practices with the welfare of residents paramount. With this assignment successfully completed Monica resigned in April to undertake new challenges in Melbourne. In place of an administrator a Committee of Management has been established consisting of the four Supervisors: Sue Payne (Chairman), Jack Lonsdale Lodge; Helen Cashin, Jessie Gillett Court; Nancy Filby, Ethel Lowe Day Centre; and Joan Slade, James Thomas Court.

Jack Lonsdale Lodge has been operating as a 30 bed nursing home since August 1990 and residents are looking forward to celebrating their first birthday. The feedback that staff have received indicates that residents gain much pleasure from their delightful surroundings, and the privacy afforded them in single room with ensuite accommodation is greatly appreciated. The vegetable garden and fowl house are places of great interest and activity, the residents' diet being supplemented by fresh eggs and home-grown vegetables. Sue Payne has successfully involved the local Sebastopol community in the residents' lives. Events include weekly church services of all denominations and visits from school groups, guides and scouts.

Renovations have taken place in Jessie Gillett Court, especially the decor of the corridors. These have led to increased orientation, self-esteem and dignity for the residents. A program of care and activity has resulted in a decrease in medications generally, and in particular to no night-time medications being administered. There has also been a pleasing decrease in night disturbances. Helen Cashin has organised challenging activities with the residents enjoying tennis, mystery day plane trips, overnight holidays to Lorne and the Grampians. With the support and encouragement of families, a trip to Cairns is being planned for a group of residents.

WENDOUREE NURSING HOME AND HOSTEL COMPLEX

As Co-ordinator of the 1991 Building Appeal, John Walter organised a spectacular launch on May 15th at the first night of *Carousel*, performed by the Ballarat Light Opera Company in the recently renovated Her Majesty's Theatre. Brian Naylor, well known news presenter with Channel Nine, officially launched the Appeal, which aims to raise \$500,000 to assist in the construction of a nursing home and hostel complex at Wendouree. A competition to name the project was organised by Radio Station 3BA, and Miss Dot McGuane, a resident of The Queen Elizabeth Geriatric Centre, was the winner with her entry of "Queen Elizabeth Village".

The land on which construction for the complex will take place has been purchased from the Redemptorists, on a site which will offer residents easy access to community and recreational facilities, transport, shopping, Lake Wendouree and the Botanical Gardens. The design will provide each resident with accommodation of the highest standard in a garden setting. The architects, Demaine Partnership, have continued their successful association with The Queen Elizabeth Geriatric Centre by designing domestic style houses with each resident enjoying a private bedroom with ensuite facilities. Planning this project has been undertaken by the Wendouree Design Group, which was formed in February with representation from all the disciplines within the Centre. The Design Group has called upon the expertise of other staff and this will ensure that "Queen Elizabeth Village" will reflect the widest possible experience.

In June 1991 the Design Group commissioned Cathy Barrett and Wendy Hubbard to undertake a post-occupancy evaluation of Jack Lonsdale Lodge. The assistance of the Psychology Unit, Ballarat University College, was obtained, both to ensure the reliability of the evaluation format



Manager Michael Scarlett discussing plans for the Nursing Home and Hostel Complex with President Jahn Cook, Peter Morey, Chairman of Ballarat Light Opera Company whose production of 'Carousel' launched the Appeal, and Appeal Co-ordinator John Walter.

and to facilitate unbiased interviewing. Such an evaluation was required to measure the appropriateness of Jack Lonsdale Lodge as a model nursing home since there were many new design features. The evaluation entailed surveying residents, staff, visitors and service providers. Both visitors and service providers felt that they could relate well to staff, and the staff in turn had a close relationship with the residents and experienced a "family feeling". The staff enjoyed their work and felt that the Jack Lonsdale Lodge environment contributed to the well being of residents.

The post-occupancy evaluation clearly reinforced the appropriateness of Jack Lonsdale Lodge as a model, but also identified some areas which would benefit from design modification before being incorporated into the "Queen Elizabeth Village". These include siting the communal areas: kitchen, family room, dining room and lounge, in the central area of each house to provide easier access for ambulant residents and to facilitate accommodation for two discrete groups, if desired. Houses will

be interconnected into groups of three by the addition of service nodes which will primarily provide ease of movement between houses, particularly at night, without destroying the concept of individuality. These service nodes will boost cost effectiveness by enabling expensive equipment, such as washing machine, clothes dryer, "disabled" bath and pan sanitizer, to be shared between two houses. The introduction of service nodes and additional storage areas will also promote unobtrusive nursing and other support functions which may otherwise detract from the domestic environment.

Refinement of the already successful model of Jack Lonsdale Lodge will enable The Queen Elizabeth Geriatric Centre to provide accommodation at Wendouree that confirms the Centre's reputation in the community, and indeed on an international level, as a leader in the care of the elderly.

Construction of the complex is expected to commence towards the end of 1991.

**CENTRAL HIGHLANDS
LINEN SERVICE**

The Central Highlands Linen Service, under the direction of Gary Turnbull, has completed another successful year of operation. Extensions to soiled and sorting linen areas, costing \$1m, were completed. This renovation included a state-of-the-art monorail system which is used for storing, directing and conveying bags of soiled linen. This new material handling equipment allows for a smooth workflow with minimum manual handling.

In June, delegates attending the 25th Laundry Managers' Association seminar in Ballarat inspected the Central Highlands Linen Service and rated it equal to the world's best.

Planning is currently underway on a production and despatch floor extension which will allow for a new washing system to be installed and also allow the Linen Service to expand its client-base beyond the Central Highlands region. Currently the Linen Service undertakes 40 tonnes of linen per week, and over the next twelve months there is the potential for this to increase to 80 tonnes.

**GREAT EXPECTATIONS
CONFERENCE**

In the first week of May, 1991, The Queen Elizabeth Geriatric Centre put its reputation right on the line and came up smiling. Some 300 persons from all states and New Zealand accepted our invitation to participate in a two-day conference designed to explore issues in nursing home care.

Keynote speaker, Professor Frederick Holmes, Hashinger Professor of Medicine, University of Kansas, USA, brilliantly set the tone of the conference as he outlined the future in terms of people in need of care. He was followed by invited speakers who developed the "Great Expectations" theme through three principle sessions: "Coping with Disabilities", "Modifying Traditional Approaches", and "What Gives When The Dollars Will Not Stretch".



Professor Frederick Holmes, keynote Speaker at the Great Expectations Conference, with Assistant Director, Noel Fitzpatrick.

We were indeed grateful to the following persons who contributed ideas of great value.

- Dr. John Hurley
- Miss Doreen Bauer
- Mrs. Monica Hazledine
- Ms. Annette Madden
- Mr. Greg Missingham
- Mr. Steve Skurnic
- Ms. Sue Rowan
- Mr. Tony Lawson
- Ms. Mary Murnane
- Mr. Peter Byrne
- Ms. Sarah Mott
- Mrs. Joyce Robinson
- Mrs. Bev Scuffins

Concurrent sessions of particular interest to nurses, to allied health professionals and to corporate services staff provided opportunities for discussion and debate.

While the conference itself was an intense learning experience it was also a time for friendship and fun. Indeed, the comment frequently echoed was: "What a happy event!"

The Queen Elizabeth Geriatric Centre gained a great deal from this opportunity to share with colleagues striving for excellence in nursing home care, but perhaps the most important benefit accruing has been an increased confidence in our ability to adapt to change through innovative practices.

GOOLWA HOUSE — Shared Accommodation Program

Robyn Fletcher, Senior Social Worker, Alison Dalziel, Community Nurse, and Bronwyn Fearey, Occupational Therapist, have been involved with a Shared Accommodation Program, targeting people with physical disabilities in the 40 to 60 years age group. Goolwa House, a property in Delacombe has been purchased for the project with funds from the Department of Community Services and Health and is currently being modified by the Ministry of Housing and Construction. Money raised from two *Tempo* dances, organised by Adrian Lillis, has assisted in furnishing the property. Two tenants will take up residence at Goolwa House in October 1991.

VOLUNTEERS

Volunteers play an extremely important role in the successful running of the Centre and the Board of Management is grateful for their continued support. Volunteers help in a wide variety of direct care programs including socialisation activities, such as community singing, cooking, bingo, crafts and bowls. A number of specialised training programs have been conducted for volunteers, to give them a better understanding of the nature of ageing and thus prepare them for greater involvement in the care of elderly people. Doff Kemp, Co-ordinator of Dementia Services for the Centre has conducted another eight week training program for volunteers: "Helping People Who Have Dementia".

The Welfare Services Division, in conjunction with Arnold James, Uniting Church Chaplain at the QEGC, the School of Nursing, and members of the Nursing Division, is preparing a volunteer program to assist in the transition of prospective residents from their own homes to their new home at The Queen Elizabeth Geriatric Centre. The program, which is planned to commence in October 1991, will be for an initial six month period, and if successful will be introduced into other

areas of the Centre. Staff from the Paramedical Services Division have assisted in training volunteers for the recently-established Stroke Support Scheme, under the auspice of the Australian Brain Foundation.



Volunteer Justine Caldwell with resident Muriel Dalton, who both value the time spent together.

A most vital volunteer group, the Red Cross, has continued its excellent library service for residents as well as providing opportunities for more able residents to have occasional outings.

ASSOCIATIONS

The support afforded to relatives and to staff by the Relatives' Association, the Ladies' Auxiliary and the Ex-Employees' Association is a measure of the commitment and loyalty which exists in the community for the Centre. The members of these committees are also an important conduit for information which assists in the effective management of the Centre. We are indeed grateful to them all.

PASTORAL CARE

The Centre welcomed a number of new Chaplains during the year, and they have offered solace, counselling and pastoral care to residents, relatives and staff. Newcomers to the fold were Father John Spooner, Anglican Chaplain; Father Henry Nikel, Catholic Chaplain and Arnold James, Uniting Church Chaplain.



Mrs. Jo Wombwell was confirmed into the Anglican Church by the Bishop of Ballarat John Hozlewood after receiving instruction from the visiting Anglican Chaplain, Father John Spooner.

OCCUPATIONAL HEALTH AND SAFETY

Extensive training was undertaken during the year including first aid, Occupational Health and Safety Committee functioning, patient handling management, Manual Handling Regulations and other safety training.

There has been a noticeable decrease in both the number of incidents reported, and the severity of injuries during the past year. This can be attributed to a growing awareness of occupational health and safety issues, and improved prevention programs which have been initiated by departments.

A working party responsible to the Infection Control Committee has developed and implemented a Waste Management Strategy for the Centre. This has led to a reduction in incinerated waste over 70% with over 50% of waste now being recycled.

Marian Day, Occupational Health and Safety Advisor, has developed a manual incorporating policies and guidelines to meet requirements under the Occupational Health and Safety Act and to assist in the development of prevention programs.

THE GREATER BALLARAT AREA LINKAGES PROJECT

The Queen Elizabeth Geriatric Centre and the Linkages Project have settled into a comfortable working relationship. In February the Linkages office moved from its Yuille Street premises to the Centre's Hailey House. In April, all service provision at core level or below was frozen, due to the decision of the Municipal Associations of Victoria to charge Linkages its estimated true cost of home care services. This has resulted in a reduction in client numbers, achieved by natural attrition.

Because of financial limitations, each potential client's dependency is being looked at carefully before being accepted into the project. However,



Marian Day, Occupational Health and Safety Advisor (second from right) with members of staff Lila Hyde, Helen Hovey and Wendy Sculley, who successfully completed their First Aid course.

funding has been assured until 1992, and Alison Dalziel will continue as our GATLink, a function which has been successful in co-ordinating the Centre's services with the Linkages project. Many of Ballarat's residents have benefited from the case management support and the flexibility of service provision provided by the pilot project and the Centre looks forward to its continued evolution.

THE JAPANESE EXPERIENCE

In September 1990, Pam Taylor, Director of Welfare Services, accompanied by Doreen Bauer, Director of Paramedical Services, was invited to Japan by the Nippon Life Insurance Foundation, where she presented a paper at an International Symposium in Osaka, entitled "Living in Unision in the Aged Society". This was followed by a second paper at a State symposium at Ikeda-cho. Doreen was also invited to speak at a special multi-disciplinary seminar conducted by the School of Social Work, University of Tokyo. During their stay Pam and Doreen had the opportunity to visit nursing homes, hostels, day centres and acute hospitals, gaining a broader understanding of the enormous problems facing the Japanese, with a rapidly ageing population in a country less in size than Victoria but with a population of 123 million.

Because of increased educational opportunities and more young people entering the workforce, there have been radical changes to the family unit in Japan, where traditionally elderly people were cared for within the family setting. Governments are now having to come to terms with the enormous task of introducing services to support older people living alone, or with limited support.



Pam Taylor, Director of Welfare Services visiting residents at the Oyamado General Geriatric Centre in Yokkaichi City, Mie Prefecture, Japan.

THE FIRST IS FIRST RATE



The resident's bedroom offers privacy and comfort in a domestic setting.

THE re-opening of the First Floor Unit in November was a landmark in the continued upgrading of facilities at The Queen Elizabeth Geriatric Centre. The six "Nightingale wards", gradually reduced from 90 to 56 beds over the past decade, were transformed into more private single-bed and two-bed units for 46 residents.



A typical "Nightingale ward" before the conversion.

The challenge in the design and development of the First Floor Unit was to be innovative in the approach to providing accommodation that was of domestic style while maintaining nursing care. Furniture was specially designed to be both aesthetically pleasing and practical.

A large number of people co-operated and collaborated in designing the refurbishment to ensure that both residents' and staff needs have been more than adequately met.



Long, impersonal corridors have given way to light, relaxing living areas.

An important element in this achievement was the secondment of Andrew De Boek, a State Enrolled Nurse familiar with many of the problems faced on a daily basis, as a staff representative on the consultative committee working with the architects, Demaine Partnership.



Environmental Services Staff Shona Roach and Pauline Futo cooking up a feast for residents.



Liz van der Molen, First Floor Unit Manager, shares a joke with Mr. Joe Ryan.



Socialisation activities play an important role in residents' lives. Mr. Robert Young and Mr. Stefano Metaxa enjoy morning tea with S.E.N. Heather Winzar in the residents' dining room, which is available for private use and family functions.



Louise Flynn, S.E.N. assists Mr. Arthur Carmichael on his doily walk.



The reception area, located at the lift lobby, is a focal point for the Unit, reflecting the change from institution to unit management.

Emphasis has been placed on “team” work by the staff working in the First Floor Unit and philosophies developed for the care of the residents are leading to altered work practices.



At the residents' request, the dining area has been located close to the Reception — the centre of daily activity.



Greg Quick, Nursing Attendant, and resident Harry Nunn discussing the important things in life.



First year students at Ballarat University College, Leanne Mason and Caroline Wallace, studying for the Bachelor of Applied Science (Nursing), undertake training at The Queen Elizabeth Geriatric Centre in the care of the elderly. Resident George Lee enjoys the care and attention he receives from these young hands.

The residents returned to the First Floor Unit in November and it is now obvious that the consultation between staff, residents, relatives and architects has been highly successful.

Former Minister of Health, Hon. Caroline Hogg, was so delighted with the results of this project she was moved to make special comment in the Legislative Assembly.



The sunroom of the First Floor is a gathering place for residents to listen to the piano, donated by the Ex-Employees Association, or to watch a video.



A moment to reflect — Claude Johansen.



First year students at Ballarat University College, Leanne Mason and Caroline Wallace, studying for the Bachelor of Applied Science (Nursing), undertake training at The Queen Elizabeth Geriatric Centre in the care of the elderly. Resident George Lee enjoys the care and attention he receives from these young hands.

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A moment to reflect — Claude Johansen.

For the past twelve years, health administrators and staff from Sunvillage Nursing Home Gifu Prefecture, as well as health and social care workers and government officials from many centres in Japan, have been visiting The Queen Elizabeth Geriatric Centre, to learn about methods of care and community support services. The Board of Management agreed to formalise a Sister Centre Relationship with Sunvillage, establishing a co-operative and collaborative association aimed at enhancing the existing relationship between the two Centres. It will also enable an exchange of knowledge and experience between the two Centres of mutual benefit to both.

The formalisation of the Sister Centre Agreement will take place in July 1991 when Mrs. Michiko Ishihara, Director of Sunvillage Nursing Home will visit The Queen Elizabeth Geriatric Centre, along with representatives from the four other hospitals, which make up the "Koala Group — Friends of the QEGC".

A number of exchange visits of staff from this Centre to Sunvillage and other facilities is being planned, funded principally by the hosts, the first of which will see Phillipa Bird, Senior Occupational Therapist, spending six weeks in Japan teaching staff about aids to daily living commencing in September, 1991.

BUDGET RESTRAINTS

For the second year in succession the State Government cut the Centre's budget, this year by \$284,600. While every effort was made to reduce costs, there were some unforeseen expenditures and the Centre came in over budget by \$152,138, with salaries exceeding the budget by \$40,000.

FUTURE DIRECTIONS

There will be many challenges facing staff in the coming year, especially with new nursing home funding arrangements. This new program will be known as CAM/SAM (Care Aggregate Module/Service Aggregate Module).

The system for calculating the Centre's income for nursing home services will be based on the Resident Classification Index, a process for categorizing nursing home residents into one of five groups, subject to their level of dependence. These systems and changes in the funding arrangements should not affect a resident's ability to enter a nursing home.

The Commonwealth Government is anxious that frail, elderly people have access to services that are most appropriate to their needs and that the services provided are of a high standard, enhancing the quality of residents' lives. The Queen Elizabeth Geriatric Centre is confident that services provided at the Centre already meet those criteria.

With the State Government's avowed intent to implement all the recommendations from its inquiry into clinical and management practices at Lakeside Psychiatric Hospital, The Queen Elizabeth Geriatric Centre will be involved in negotiations for the transfer of responsibility for psychogeriatric services in the region and the establishment of a psychogeriatric assessment unit at Ascot Street. An integrated system of psychiatric care will ensure that services will operate in close collaboration with one another to achieve the best outcomes for patients and clients. It is anticipated that there will be a transfer of some specialist staff from Lakeside Hospital to The Queen Elizabeth Geriatric Centre.

THANKS

This Annual Review is an excellent opportunity for me to pay particular tribute to the unpaid workers at the Centre, all our valued Volunteers whose commitment enables staff to carry out their duties more effectively and residents to enjoy a fulfilled life.

I would also like to thank Mrs Kerrie Cross, Regional Director of Health Department Victoria for her assistance as I settled into this position with all its exciting challenges; to the Members of the Board — your support has enabled me to carry out my duties as Manager; and, of course, my thanks to all members of staff whose professionalism and ability to take up the challenge of change will ensure that The Queen Elizabeth Geriatric Centre will continue to be a centre of excellence.

Michael Scarlett
Manager

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Michael Scarlett
Manager

Staff of the Q.E.G.C.

Manager

Mr. Michael Scarlett
BHA, ACHSE, AFAIM, AFIT, CHE

Public Relations Officer

Ms. Fiona Watson

GENERAL SERVICES DIVISION

Assistant Manager

Mr. Noel Fitzpatrick
BHA, BPharm, FCHSE

Finance Manager

Mr. Stephen Bigarelli, CPA

Accountant

Mr. Ray Simmons

Administrative Officer

Miss Lyn Jelbart

Systems Administrator

Mr. Phil Trevenen Dip BS(DP)

Food Services Manager

Mr. Richard Cody MIHC

Chief Engineer

Mr. Henk de Deugd
BEng(Elect), Dip EE, Dip Educ MIHE,
SMIREE, Grad IE (Aust)

Curator

Mr. Bill Stubbs

Environmental Services Manager

Mrs. Elaine Lazarus

Security Officer

Mr. Ray Harris

Supply Manager

Mr. Paul O'Neill

Librarian

Mrs. Janine Lucato
BA, Grad Dip Lib, ALAA

CENTRAL HIGHLANDS LINEN SERVICE

Manager

Mr. Gary Turnball

PERSONAL DEPARTMENT

Manager

Mr. John White BA(Psych), ACHSE

Recruitment Officer

Mr. Mike Rothwell

Occupational Health & Safety Officer

Ms. Marian Day,
MStA, Grad Dip Occ Haz Man

PARAMEDICAL SERVICES

Director

Miss Doreen Bauer
Dip PT, Grad Dip Ed(Admin), AAIM

Chief Physiotherapist

Ms. Fiona McKinnon
B App Sc(PT), Grad Dip Health Admin

Chief Occupational Therapist

Ms. Sue Rowan
B App Sc(OT), Grad Bus Admin

Mrs. Phillipa Bird Dip OT

Mrs. Bronwyn Feary B App Sc (OT)

Ms. Cathy Caruso B App Sc (OT),
Grad Dip Health Ed

Mrs. Libby French B App Sc (OT)

Mrs. Lyndal Austin B App Sc (OT)

Ms. Dianne Legge B App Sc (OT)

Ms. Jane Reynolds Dip (OT)

Mr. Evan Milne B App Sc (OT)

Mrs. Marisa Wines B App Sc (OT)

Mr. Rowan English Dip App Sc (P&O)

Ms. Janine Consolino B App Sc (MRA)

Ms. Wendy Hubbard B App Sc (PT)

Ms. Belinda Bilney B App Sc (PT)

Ms. Susan Mayes B App Sc (PT)

Mrs. Jenny Fitzgerald B App Sc (PT),
Grad Dip Neuro

Mrs. Joan Ferres Dip PT

Ms. Donna Chapman B App Sc (PT)

Ms. Natalie Waddington B App Sc (PT)

Mr. Peter Roche B App Sc (PT)

Ms. Elizabeth Rhook Dip App Sc (Pod),
Grad Dip Health Admin

Ms. Jenny Richardson B App Sc (Pod)

Mr. David Whitrow B App Sc (Pod),
MEC Eng Tech

Ms. Kristen Young B App Sc (Pod)

Mrs. Jane McMahon BSc, Grad Dip Diet

Mrs. Michelle Seager B App Sc (SP)

Ms. Sue Gillies B App Sc (SP) BA

Ms. Toni Tosti B App Sc (SP)

Ms. Robyn Collins B App Sc (SP)

Mrs. Jan Stewart B App Sc (PE),
Grad Dip Health Ed

Mrs. Glenda Cairns B App Sc (MRA)

Ms. Anneke Deutsch Dip App Sc (P&O),
BA (Sculpture)

Mr. Peter Lendfers Dip OT (Holland),
Dip App Sc (P&O)

Mr. Steven Gavin Dip App Sc (P&O)

Mrs. Mary Jones TPTC, TACC

Mrs. Kerry Walsh B App Sc (PE),
Grad Dip Health Ed

Ms. Ros Armstrong B App Sc (PE),
Grad Dip Health Ed

QE OCCUPATIONAL REHABILITATION SERVICE

Manager

Mr. Kevin Stewart B App Sc (PT)

Mrs. Margaret Baker Dip OT,
Grad Dip Health Ed

Mrs. Jan Jones B App Sc (OT),
Grad Dip Rehab Studies

Mr. Robert Moss BA (Psych), RPN,
Grad Dip Behav Health, MAPsS,
Ass Member Clinical Board of
Neuropsychologists, Ass Aust Soc Hypnosis

Mrs. Lisa Hayden B App Sc (SP)

Ms. Elizabeth Green Dip App Sc
(Nursing),

Cert Occ Health & Safety,

Grad Dip in Risk Management

WELFARE SERVICES DIVISION

Director

Mrs. Pam Taylor RN, RM

Senior Welfare Nurse

Miss Yvonne Hutchings RN, RM,
B App Sc (HNUM), CC (cert)

Senior Social Worker

Miss Robyn Fletcher BSW

Regional Geriatric Assessment

Team Co-ordinator

Mrs. June Lugg RN, RM

Mrs. Vivien Cole RN, RM

Mrs. Eithne Farrell RN, HV Cert (UK)
BA (Hons)

Ms. Gwenda Johnston RN, PRN, Stomal
Therapist, PBGNC

Mr. David Magor-Hempel BA, B Soc
Admin

Mrs. Alison Dalziel RN, RM

MEDICAL SERVICES DIVISION

Director

Dr. John Hurley MB, BS, LRCP, D Obst,
RCOG, MRCP, FACRM

Medical Staff

Dr. Craig Clarke MB, BS, FRACGP

Dr. Michael Giles MB, BS, MRCP (UK)

Dr. Marian Schrieke MB, BS, Dip Ger Med

Dr. Adri van der Knijff
MB, BS, Dip Ger Med

Visiting Medical Staff

Dr. Royce Baxter MB, BS, FRACGP

Dr. Joan Bradley MD, MB, BS, B Chir,
FRACGP

Dr. David Brunley MB, BS, FRACGP

Dr. John Garner MB, BS, FRACGP

Dr. John Hazledine MB, D B Chir, DCH

Dr. Neil Livingstone MB, BS, DRCOG,
D Ch(Lond)

Dr. Peter McKinnon MB, BS
 Dr. David Pierce MB, BS, FRACGP

Consultants

Mr. Bruce Griffiths MB, BS, MRCOG, FRCS, FRACS
 Mr. John Griffiths MB, BS, MRCOG, FRCS, FRACS
 Dr. John King MD, FRACP
 Dr. Ken King MB, Ch B, CRCP (C) FRCP (C)
 Dr. Alan Nicholson MB, BS, DPM, FRANZCP, MRCPsych
 Dr. David Ollerenshaw MB, BS, DPM, MRCPsych
 Mr. John Renney MB, BS, FRCS, FRACS
 Dr. Wayne Spring MB, BS, MRCP, FRACP
 Mr. Darryl Stephens FRACS

Honorary Consultant

Dr. David Alexander MD, BS, FRACP

Visiting Optometrist

Mr. Daryl Wilson D App Sc (Optom), FVCO

Visiting Psychologists

Ms. Peta Price BA (Hons), Dip Ed, MAPsS
 Ms. Jan Schlunke MSc, Dip Ed, MAPsS

Chief Pharmacist

Ms. Margaret Cochran PhC, MPS
 Mr. Graham Gilbert MPS, PhC, MACPP
 Ms. Marj Luhrs PhC, FSHP

Dentist

Dr. Joe Wilkinson BD Sc, LDS

NURSING SERVICES DIVISION

Director

Mrs. Mary Campbell RN, Dip NA, FCNA, MACE, Grad Dip Ed Admin

Deputy Director

Mrs. Lorraine Smith RN, Dip HNUM, B App Sc (NA), FCNA

Assistant Director

Miss Margaret Pippard RN, SCM, IW, Dip Theol, PBGNC, Dip NA, FCNA

Associate Directors of Nursing

Mrs. Heather Block RN
 Mrs. Doreen Forbes RN, PBGNC, QA Cert
 Mrs. Helen Hovey RN, Dip App Sc (Nursing)
 Mrs. Valerie Kiely RN BA(Soc), SC, PBGNC
 Mrs. Maureen O'Keefe RN
 Mrs. Joan Skuse RN, CNT, JBCNS(Ger)
 Mrs. Helen Wilkinson RN

Charge Nurses

Mrs. Myra Colbourne RN, PBGNC
 Mrs. Mary Eeles RN, PBGNC
 Mrs. Helen Houlihan RN, PBGNC
 Mrs. Evelyn Mitchell, RN
 Mrs. Nan Otes RN
 Mrs. Dorothy Rogers RN, RPM, CRRN, B H Sc(Ns)
 Mrs. Lorraine Skevington RN, PBGNC
 Mrs. Jan Stubbs RN, PBGNC

CLINICAL NURSING

Co-ordinator

Mrs. Lila Hyde RN, PN, B App Sc (Nsg), Gr Dip Admin(Health), FCNA

Continence Nurse Advisor

Ms. Barbara Hiley RN, D App Sc (Comm.Nsg)
 Mrs. Marilyn Hargrove RN, D App Sc (Nursing)

Infection Control

Mrs. Kerry Heemann RN, SIC, Oncol NC
 Mrs. Margaret McMahon RN, PBGNC, SIC

SCHOOL OF NURSING

Principal Nurse Teacher

Mrs. Diane Goldsworth RN, NDN Cert, Dip Nsg(A), RNT, DNT, CNNT Cert, BA (Open), Gr Dip Ad Studies In Ed, Ad Dip Ed (Open)
 Ms. Lynne Greenwood RN, DIP Nsg Ed, BA
 Mrs. Ann Chivers RN, BA, Grad Dip Ed
 Mrs. Jenny Harris RN, RM, Dip Nsg Ed
 Ms. Paula Simpson RN, RM, Dip Nsg Ed
 Mrs. Subartra Sivamalia RN, RM, HV Cert, Grad Dip Science (Ed)
 Mrs. Ruth Wise RN

Retirements

Mary Campbell, Director of Nursing Service
 Pat Dunne, Food & Domestic Services Assistant
 Merle Edwards, State Enrolled Nurse
 Grace Hudson, Plating Supervisor
 Ron Johnson, Environment Services
 Jean Johnson, Food Services Assistant
 Des McPhan, Gardener
 Evelyn Mitchell, Charge Nurse

Recruitment

During the financial year 128 new employees commenced. This does not include casual engagements.

NURSING HOME UNITS

Managers

Ms. Margaret Berry RN, RM, PBGNC
 Mrs. Elma McNabb RN, PBGNC
 Mrs. Bev Scuffins RN, BA
 Mrs. Liz Vander Molen RN, PBGNC

Unit Charge Nurses

Mrs. Kate Barnes RN, PBGNC
 Miss Rosemary De Vos RN
 Mr. Terry Byrne RN

Midlands Administrator

Mr. David Gibb

Pleasant Homes Administrator

Mr. Graham Russell

Sebastopol Administrator

Mrs. Monica Hazledine RN, Grad Dip Education (Admin)

Jack Lonsdale Lodge Supervisor

Mrs. Sue Paine RN, RM, AAIM, PBGNC

Jessie Gillet Court Supervisor

Ms. Helen Cashin

Ethel Lowe Day Centre Supervisor

Mrs. Nancy Filby

James Thomas Court Supervisor

Mrs. Joan Slade

Eyres House Day Centre Manager

Mrs. Doff Kemp RN, PBGNC

Elizabeth Brown Day Centre

Supervisor

Ms. Julie Burt

Years of Service

24
 18
 19
 15
 10
 15
 13
 31

Research Projects & Papers/Publications

RESEARCH PROJECTS

THE research work performed at The Queen Elizabeth Geriatric Centre continues to expand. Research and postgraduate students from tertiary institutions from both Ballarat and Melbourne have participated in clinical research at the Centre. Research projects commenced and in progress during the year included:

Progress of Amputee Gait through Rehabilitation

Natalie Waddington, B App Sc (PT)

Resident Satisfaction Survey

Deborah Graham, B B Sc, Ph D
Craig Clarke, MB, BS, MRCP
Lila Hyde, RN, B App Sc (Clin Nsg), PBGNC

Post-Occupancy Evaluation for the Jack Lonsdale Lodge

Cathy Barrett, RN
Wendy Hubbard, B App Sc (PT)

The Effect of the Neurophysiological Ankle Foot Orthosis on C.V.A. Gait

Anneke Deutsch, Dip App Sc (P & O)
Natalie Waddington, B App Sc (PT)

Validity of the Barthel Index Compared with the Functional Assessment Measure

Wendy Hubbard, B App Sc (PT)

Reliability of Functional Assessment Measure

Wendy Hubbard, B App Sc (PT)

The Use of Airlegs in the Acute Management of Lower Limb Amputees

Wendy Hubbard, B App Sc (PT)

An Investigation of the Effect of Three Different Knee Mechanisms on the Gait of Above-Knee Amputees

Rowan English, Dip App Sc (P & O)

PAPERS / PUBLICATION

Bauer, D. (1991)

Task or out come: does our intervention achieve anything?

11th International Congress of the World Confederation for Physical Therapy, London.

Bauer, D. (1991)

Hospital physiotherapists: do they have professional status?

11th International Congress of the World Confederation for Physical Therapy, London.

Clarke, C. (1991)

Geriatrics for audiologists.

National Acoustics Laboratories, Sydney.

Consolino, J. (1990)

Meeting global goals with specific quality assurance.

Australian Quality Assurance Conference, Gold Coast.

English, R. (1990)

Wound healing in below knee amputees.

Conference of the International Society of Prosthetics and Orthotics, Brisbane.

Hubbard, W. (1990)

Gait training for below knee amputees.

Conference of the International Society of Prosthetics and Orthotics, Brisbane.

Hubbard, W. (1990)

Inter hospital audits: the good, the bad and the ugly.

Australian Quality Assurance Conference, Gold Coast.

Hurley, J. (1991)

Polypharmacy.

Conference of the Australian Association of Gerontology, Kingston Centre.

Hurley, J. (1991)

Medications causing and treatment of incontinence.

Geriatrician Conference, Hamilton.

Hurley, J. (1991)

Drugs and the elderly.

Victorian Medical Postgraduate Foundation, Bendigo.

Hurley, J. (1991)

Drugs and the elderly.

National capital city seminar series sponsored by Age Concern.

Legge, D. (1991)

Occupational therapy and adult incest survivors: an unlikely therapeutic partnership, or is it?

Conference of the Australian Association of Occupational Therapists, Adelaide.

Oliver, W. & Scarlett, M. (1991)

Daisy goes to Washington: the PACS story.

International Hospitals Association Conference, Washington.

Rowan, S. (1991)

A new graduate program.

Conference of the Australian Association of Occupational Therapists, Adelaide.

****Bauer, D. & Hurley, J.** (1991)

contributors to

"The Challenge of Ageing"

2nd edition, edited by M. E. Shaw, Churchill Livingstone.

Personal Education

THE following staff were engaged in formal education programs, the majority being undertaken in personal time and at the students' expense:

- Doreen Bauer
Master of Education (Administration)
Australian Catholic University (Aquinas Campus)
- Margaret Berry
Graduate Diploma Administration (Health)
Australian Catholic University (Aquinas Campus)
- Janet Carter
Bachelor of Applied Science (Human Movement)
Ballarat University College
- Helen Cashin
Bachelor of Arts (Sociology)
Monash University (Gippsland Campus)
- Andrew de Boeck
Associate Diploma of Accounting
School of Mines & Industries Ballarat
- Mary Eeles
Bachelor of Applied Science (Advanced Nursing)
Deakin University (Warrnambool Campus)
- Rowan English
Master of Applied Science (Biomechanics)
Ballarat University College
- Kathy Finn
Bachelor of Arts
Deakin University
- Noel Fitzpatrick
Master of Health Administration
University of New South Wales
- Robyn Fletcher
Graduate Diploma in Administration (Health)
Australian Catholic University (Aquinas Campus)
- Marilyn Hargrove
Bachelor of Applied Science (Advanced Nursing)
Deakin University (Warrnambool Campus)
- Jeannie Hateley
Advanced Certificate in Residential Care (Youth & Child)
The School of Mines & Industries Ballarat
- Kerry Heemann
Bachelor of Nursing
Ballarat University College
- Helen Hovey
Bachelor of Applied Science (Advanced Nursing)
Deakin University (Warrnambool Campus)
- Wendy Hubbard
Master of Applied Science (Biomechanics)
Ballarat University College
- Lila Hyde
Master of Health Sciences (Nursing)
Flinders University, South Australia
- Chris Lavery
Technician Certificate (Building Inspection)
School of Mines & Industries Ballarat

- Marj Luhrs
Graduate Diploma in Health Education
Ballarat University College
- Fiona McKinnon
Master of Health Administration
Royal Melbourne Institute of Technology
- Margaret McMahon
Bachelor of Applied Science (Advanced Nursing)
Deakin University, Warrnambool Campus
- Druscilla Parker
Diploma Community Health
Ballarat University College
- Kathy Pollard
Graduate Diploma Health Science (Gerontology)
Monash University, Gippsland Campus
- Sue Rowan
Master of Health Administration
La Trobe University
- Michelle Seager
Graduate Diploma in Computer Studies
Ballarat University
- Kevin Stewart
Graduate Diploma in Ergonomics
La Trobe University
- Bill Stubbs
Diploma in Landscape Technology
Burnley School of Horticulture
- Andrew Trigg
Bachelor of Business (Information Systems)
Ballarat University College
- Liz vander Molen
Graduate Diploma in Business Administration
Ballarat University College
- John White
Master of Health Administration
University of New South Wales

The following staff completed qualifications during 1990-91

- Cathy Caruso
Grad. Dip. in Health Education
Ballarat University College
- Doreen Forbes
Quality Assurance Certificate
Mayfield Centre
- Lila Hyde
Graduate Diploma Administration (Health)
Australian Catholic University (Aquinas Campus)
- Jacinta Nuttall
Grad. Dip. in Health Education
Ballarat University College
- Lissa Ryan
Bachelor of Education (Nursing)
University of New England
- John White
Bachelor of Arts (Psychology)
Ballarat University College

The following students successfully completed training courses conducted at Q.E.G.C.:

Enrolled Nurse Training Group 901

- Deborah Baker
Andrea Blahut
Ivan Blomeley
Cathleen Cox
Lisa Fry
Felicity Hall
Laura Harvey
Rosalyne Hutchinson
Leonie Jensen
Damien McGee
Anna Moxon
Danielle Neulist
Andrea O'Brien
Belinda Orchard
Leanne Russell
David Smith
Deborah Smith
Christina Ward
Sara Wharton
Sally Wilson
Michael Windahl
Kaye Young

ALLIED HEALTH ASSISTANT CERTIFICATE

- Zena Appleby
Stawell and District Hospital
- Ray Austin
The Queen Elizabeth Geriatric Centre
- Justine Caldwell
Ballarat
- Liza Geue
Lakeside Hospital
- Narelle Krause
Jeparit Hospital
- Letitia Hann
Ballarat
- Gwen Mackie
Ballarat
- Sarah Malseedn
Koroit
- Beverley Matheson
Daylesford
- Chris Murnane
The Queen Elizabeth Geriatric Centre
- Andrea Schilt
Geelong
- Kim Sobey
The Queen Elizabeth Geriatric Centre

STAFF in all divisions and departments have continued to develop knowledge and experience in Quality Assurance activities. Doreen Forbes, Area Co-ordinator, Nursing, completed the certificate program conducted by Mayfield Centre. Doreen, along with Janine Consolino, Chief Medical Record Administrator, has become a key person in encouraging and assisting staff plan and undertake projects and, most essentially, implement appropriate change.

Two major projects were undertaken and have been reported elsewhere. The post-occupancy evaluation of Jack Lonsdale Lodge was designed to measure the effectiveness of the design of that facility. Because the evaluation was conducted using sound research methodology it provided reliable and detailed information and can be used for other such studies. The implementation of the Functional Independence Measures (FIM) in rehabilitation is another example of the determination of staff to implement processes which evaluate effectiveness.

Director of Paramedical Services, Doreen Bauer attended a seminar in June conducted by the State University of New York at Buffalo, USA on "Continuous Interdisciplinary Quality Improvement in Rehabilitation".

The Centre continues to participate in the audit program conducted by the Geriatricians' Peer Review Group.

The Centre maintains a QA Register, this computer data base proving an invaluable tool for monitoring projects and for ensuring that appropriate follow-up occurs.

An illustrative listing from the 1990-91 register:

- Meal serving sizes
- Meal satisfaction
- Wound dressings
- Costs of Ambulance services
- Drug use review
- Use of long-term antibiotics
- Review of restraints policy
- Use of computerised data
- Patient compliance with physiotherapy programs after total hip replacements
- Counselling needs of nursing home residents



Senator Kay Patterson and Michael Ronaldson, MP for Ballarat with Bert Richardsan, Day Hospital client.

SERVICE, ACTIVITY AND EFFICIENCY TARGETS

	1990-91	1989-90
Inpatients treated — Long Stay		
Hospital	773	806
Nursing Home	709	781
Hostel	206	177
Average Length of Stay		
Hospital	24.37	24.37
Inpatient Days		
Hospital	19,298	19,644
Nursing Home	148,154	143,608
Hostel	29,946	29,643
Occupancy		
Hospital	86.60	88.22
Nursing Home	96.41	95.45
Hostel	96.48	96.40
Efficiency		
Quality Assurance		
Accreditation Status	3 years	3 years

STAFF NUMBERS

	1990-91	1989-90
Nursing	383.99	373.63
Administration & Clerical	63.77	63.55
Medical Support	49.97	49.89
Hostel and Allied	220.97	219.22
Medical	2.95	2.36
Registered Medical Officers	2.97	3.03
Sessional Clinicians	1.97	2.47
Total	726.59	714.15

Associations & Auxiliary Committee Reports

EX-EMPLOYEES ASSOCIATION

THE Ex-employees Association is a small group of ex-employees from the Queen Elizabeth Geriatric Centre who meet monthly, hold some fund raising activities and also hold an Annual Reunion Dinner for the enjoyment of all ex-employees who wish to get together.

During the past year the association held two very successful fund raising events — a “Lamington Drive” and a raffle, the proceeds of which went towards the purchase of a piano and stool which were presented to the First Floor Unit. It is gratifying to see the pleasure this has given to the residents.

The Annual Reunion Dinner was attended by 63 people and enjoyed by all who attended.

Deep regret was felt by all members of the association when we learnt of the sudden death of our Treasurer, Lyla Arnold. Lyla was a most conscientious worker and we were all saddened by our loss.

The association will be actively involved in raising funds for the Queen Elizabeth Village building appeal.

The association is hoping to increase its membership and May Butler, the association committee's representative would like to hear from ex-employees. She can be contacted on 053 321 074.

RELATIVES ASSOCIATION

THIS year has seen members of the Relatives' Association participate in a number of activities organised by the Queen Elizabeth Geriatric Centre. At the invitation of Miss Doreen Bauer, Director of Paramedical Services, two members attended “The Great Expectations Conference” held in May; three members participated in “Ageing — Potentials for Growth” a seminar for mothers and daughters; and Kerry Walsh, Fitness Leader Co-ordinator, has motivated several energetic members to attend “Fitness and Fun for the 50s+” activity program.

Guest speakers at the monthly meetings have continued to provide relevant information to members. The visiting chaplains have attended monthly meetings, enabling both members and the chaplains to get to know each other and to understand the spiritual support offered to each resident and their family.

A tour of the Central Highlands Linen Service, at the invitation of the Manager — Mr. Gary Turnbull, enabled members to understand more fully the complexities of the service and to appreciate the facility offered to residents at the Centre whereby their personal garments are laundered.

The continued support from the Board of Management towards the Association has been greatly valued, and special thanks go to Mr. Clark Chester, as the Board's representative, for his interest and attendance each month.

Special thanks must go to the Deputy Chairman, Mrs. Edna Smith, Secretary Mrs. Hilda White and to all the loyal members for their support, continuing help and attendance at meetings. On behalf of us all, we thank all the staff, both seen and unseen, for the care and respect shown to the residents.

Joyce Rollason, President

LADIES' COMMITTEE AUXILIARY

THE Ladies' Auxiliary has always played a very important role in providing extra comforts and special treats for the many residents in the Centre, and this year has continued with the tradition.

The Ladies' Auxiliary has gained one new member this year, and with regret noted the passing of two members, Mrs. F. Wilkinson and Mrs. V. Henderson. Both ladies were very dedicated, with Mrs. Henderson having served for almost 44 years. They will both be greatly missed.

The Board of Management honoured the Committee by giving Life Governorships to Mrs. Phil Harris and Mrs. Joyce Jeffs.

The Annual Christmas Tree was held in the Lederman Hall and the concert with Janet Lowe and company, plus the choirs that had been visiting the wards all contributed to a very happy evening. The President of the Board of Management, John Cook, along with Noel Fitzpatrick, Assistant Manager, May Butler, President of the Ladies' Auxiliary visited all the wards and extended greetings to all residents. Special thanks must go to all the Fathers Christmas who distributed gifts to the residents in all wards and the Lederman Hall.

Easter eggs, Mother's Day posies and Father's Day sweets were delivered on the appropriate day by members of the Committee.

We sincerely thank the Board of Management and all staff for their continuing support in all our activities; this is greatly appreciated.

Thank you to all the members who have worked so hard to make this such a successful year. They have given generously of their time and talents to raise funds and they are deserving of special thanks.

Best wishes to the incoming President, Marilyn Hastings.

May Butler, President
Bernice Ferguson, Secretary

Estates, Charitable Trusts and Donations

Estates

M. A. Anstis	201.46
R. C. Brett	163.20
Harry Britter	30,346.96
Collier Custodian Corp.	3,000.00
M. J. Davis	25,000.00
Euphemia A. J. Doods	4,140.61
Isabella Dodds	3,200.00
J. W. Fleming	8,974.46
E. E. Hannah	11,426.45
Marshall Lennox	10,966.87
Marshall Lennox	367.39
C. P. McCarthy	9,865.70
Alfred G. Purdue	13,811.36
I. Reid	6,800.00
John Rogers	1,850.00
K. R. Taylor	1,083.00
E. G. Treadwell	800.00
Louis Wells	8,760.30
Louis Wells	799.06
Hilton White	8,000.00
Joe Whire	5,000.00
M. I. Wilkinson	1,143.50
Lewis Wilson	4,203.63
Lewis Wilson	3,619.32
S. M. Wilson	1,000.00
D. E. Young	2,500.00

Charitable Trusts

Bell Charitable Trust	8,000.00
Perpetual Trustees Victoria Ltd.	50,000.00
Pethard Tarax Charitable	1,000.00
Flora & Frank Leith Charitable Trust	2,000.00

Donations \$1000 and over

Mr. G. Campbell	5,000.00
Ballarat Home Show	5,000.00
Mr. Howard Ellwood	5,000.00
Sankei Overseas Travel	1,700.00
Peg Jones	1,200.00
Dr. C. Haughton	1,000.00
Bunch of Grapes Hotel	1,000.00
A. L. & I. M. Ronaldson	1,000.00

Donations \$500 and over

Mr. and Mrs. Chenery	500.00
Miss Annie Smith	500.00
Mrs. J. Waller	500.00
G. & E. McIver	500.00
Mrs. Trevenan	500.00
Kath Anthony	500.00
Rotary Club of Ballarat East	500.00
Demaine Partnership	500.00

Donations \$100 and over

Rotary Club of Wendouree Breakfast	358.00
Miss M. Curnow	234.00
Ruby Berriman	100.00
M. Fitzpatrick	200.00
Olive Parker	100.00
Mr. D. Chasey	150.00
St. John of God Hospital	100.00
T. J. Coutts	100.00
M. D. Crawford	100.00
I. H. Patching	200.00
W. J. Patching	200.00
Mr. Tom Evans	100.00
Ballarat Lanes	131.00
S. Partridge	130.00
Shire of Bungaree	200.00
G. D. Cutter	100.00
W. H. Heinz	200.00
Miss J. Sloss	100.00
K. R. Travers	100.00
A. Crouch	100.00
Mrs. E. Calis	100.00
Mr. R. Sandall	100.00
E. E. Dawson	100.00
A. H. Richards	200.00
Mr. D. Featherstone	200.00
Mr. John Todd	100.00
Mr. H. Geary	100.00
Kathleen Blomeley	100.00
Meredith O'Brien	100.00
Ballarat Lyric Theatre	300.00
Mrs. Rose Blain	374.00
Mr. and Mrs. Handley	100.00
Mr. Oliver Wood	100.00
Mr. James Stratton	250.00
Mr. V. Miller	200.00
Mrs. Ellen Hepburn	100.00
Mabel Crosby	250.00
Marjorie McBain	100.00
Mr. and Mrs. R. Palmer	100.00
Ararat & District Hospital	150.00
John Valves Charity Fund	260.00
Mrs. Ruby Berriman	100.00
Mr. G. Oliver	100.00
Mr. J. Gay	115.00
Eliza Kinnersley	250.00

Donations below \$100

Mr. Clark Chester	
Doris Curtain (deceased)	
Miss Baxter	
Mrs. A. M. Smith	
Mr. G. Handford	
Mrs. Robinson	
Michael Ronaldson	
B. C. Bowman P L	
E. J. & O. A. Ball	
Mrs. M. Freansen	
Dulcie Weickhart	
Frank Smith	
Mrs. E. Downey	
J. C. Walton	
Mr. and Mrs. Gasterstadt	
Mrs. V. Miller	
Miss N. White	
Miss K. White	
Mr. Brown	

Elizabeth Currie	
A. R. Crawford	
Mr. John Harris	
K. & I. Febey	
Mr. and Mrs. A. Young	
F. & C. Moloney	
R. C. Piper	
A. E. Piper	
P. D. Ford	
Miss N. Neville	
Haddon Social Club	
Vera Labbett	
Peter Costello	
Mrs. L. Clarke	
Clifford Blair	
Mrs. A Ford	
Mr. A. Mildenhall	
Pat Borella	
Mrs. B. Elliott	
Mr. Barton	
Mr. Neil Mitchell	
Mrs. E. M. Fisher	
Mr. Ian McVilly	
Neville Hughes	
Mr. S. F. Smith	
Mrs. J. M. Scott	
Mr. G. Severino	
Mr. M. Hodgkinson	
Miss H. Borlase	
Mr. Eric Crouch	
Mr. Weeks	
Sylvia Papper	
Mrs. M. Russell	
Mrs. F. Blackam	
Michael Mahoney	
Mrs. B. Craig	
Lorna Oakley	
Mr. F. Harrap	
Mrs. Lorna Day	
Lexton CWA	
Miss Parkinson	
Frank Smith	
Mr. A. Knipe	
Mrs. A. Sargent	
Mrs. E. Lewis	
Mrs. A. Cafarella	
Creswick Red Cross	
Ballarat & District Manchester Unity	
Doris Howe	
Elsie Rockefeller	
Shirley Bourne	
Mr. L. Rodd	
Miss Ella Thomas	
Mr. Jarred	
Mrs. Aileen Desemeres	
Mr. Minotti	
Mr. W. Porteous	
Shire of Ballarat	
Daisy Higgins (deceased)	
Shire of Leigh	
Frances Cureton	
P. & A. Piper	
Mrs. Harris	
Mr. E. Combe	
Allan Reynolds	

LIFE GOVERNORS AS AT 30th JUNE, 1991

ABRAHAM J L	CADBURY A H	DALE A	GALE F C
ADAIR E	CALIGARI P	D'ARCY B	GANGELL R
AINLEY M	CALLINAN L P	DAVIES E	GAY E J
AINSWORTH J	CAMPBELL G A	DAVIES P J	GEAR J L
ALLAN J V	CARTER J	DAVIS F	GEORGE I
ANDERSON D J	CARTLEDGE D	DAVIS M	GEORGE M
ANDERSON E H	CARTLEDGE N	DAWSON E E	GIBSON R
ANDERSON L	CARVOSSO K M	DEANE A	GILBERT H A
ANDREWARTHA J	CASEY D J	DELLACA J A	GLADMAN W H
ANSTIS D	CASEY M J	DELLAR C E	GLASS H
ARMSTRONG C	CASLEY DR M J	DI DESARE D A	GOOCH A M
ARMSTRONG J	CASSELLS W	DILLON M	GOODALL C
AUGUSTINE N	CATHERALL V M	DISNEY G	GORDON M N
AUSTIN E	CHAMBERS T	DOBSON R W	GOUJON H J
	CHARLES M	DODSHUN K R	GRAHAM A
BAKER DR B A	CHESTER C D	DONALD C	GRANO J
BAILEY C	CHISHOLM J A	DONOVAN F W	GREENBANK S R
BAILEY W	CHRISTOPHERSON F A	DONOVAN M	GUYE A
BALFOUR J	CLARK K	DOUGLAS E E	
BARCLAY R	CLARK M	DOUGLAS E M	HADDON W
BARLOW H	CLAYTON K A	DOULT L K	HAINTZ M
BARNHETT A	CLEARY E J	DOW P P	HALL G
BARNETT D	CLIFFORD T W	DOWD J	HALL R D
BAXTER H G	COCHRAN G	DOWNING Y	HALLAWALL C
BEAMES M G	COCHRANE H C	DREW M G	HAMMER S
BEARLIN K S	COCHRANE D	DRURY L J	HAMMOND G C
BEARLIN L A	COGHLAN J	DUNN L C	HARRIS B
BELL A	COHEN SIR EDWARD	DUNSTAN M	HARRIS J A
BEVAN J T	COLLIER P M	DUNSTAN W	HARRIS M
BEVERN R	COMBE E	DUXON E J	HARRIS P L
BIGARELLI L	CONDER V	DYSON R F	HARRISON K
BILLET H G	CONROY D		HARRISON P L
BLACK J	COOK W J	EGBERG R	HARTMANIS I
BLACKMORE C W	COOKE A	EDMONDS E C	HARVEY N
BLAIR C	CORNER L G	EGGLETON O	HATCH H H
BOADLE N	COSTELLO M	ELFORD D	HAYDEN J N
BORELLA P	COUSINS L	ELLIOTT D	HAYES D A
BORRODALE D M	COUTTS T	ELLWOOD H W	HAYMES D H
BOURKE F	COWEN W	EVERETT H	HEINEN A
BOURNE S M	COXALL S	EYCKENS R D	HEINZ W H
BRADY J M	CRAIG B	EYRES G R	HENDERSON G T
BRENNAN E	CRAWFORD A R		HENNEBERY J
BREWER T	CRAWFORD J E	FAIRHURST K	HEPBURN E
BRIDE M A	CRAWFORD W R	FARGHER F	HEWITT I
BRITT L D	CROCKER J	FARQUHAR D	HILLMAN W J
BROOKMAN C	CROCKER P E	FAULKNER M	HITCHCOCK H
BROPHY L	CROUCH N A	FERGUSON B	HOBSON P S
BROWN D	CRUICKSHANK G L	FERGUSON J T	HOCKING B
BROWN H H	CUMMINS M	FERGUSON M	HODDER M
BROWN R J	CUTTER G B	FISKEN R	HOLLOWAY E A
BROWN W P		FLINT L	HOLLOWAY L V
BRUMBY J		FORBES N M	HOLMAN G L
BRUSASCHI J		FORBES W B	HOPKINSON G
BURDEN R		FOREMAN R J	HORVATH I
BURT D		FOULKES R	HOWARD P
BYRNE T E		FOWKES D	HOWELL E A
		FOX F	HUCKER M
		FOY R	HUMPHREY G
		FOYSTER A J	HUTCHINSON D
		FOYSTER D W	
		FRASER A P	
		FRASER J	
		FRASER P	
		FROST L	
		FRYER B	

JACKSON R W
JAKOVICS M
JAMES S E M
JANSSSENS W
JEFFS J
JOHNS M B
JOHNS C
JOHNSTON B
JOLLY J H
JONES E C
JONES H F

KEATING G C
KEATING D
KEFFORD D
KELLAM E A
KELLY S P
KENNEDY H O'C
KENNEDY L
KENT M
KERR A
KILGOUR A M
KING K T
KING M
KING V
KNOTT SIR JOHN
KOVIC N
KUILER T

LAMB H
LANCASTER J W
LARKENS P
LAWLER V
LAWN E
LAWRIE D A
LAZARUS E
LEES D
LETTE E I
LEWIS D A
LILLIS A
LILLIS E
LILLINGSTON I E
LOCKHARD W F
LOCKHART A J
LONSDALE J
LORENSINI S
LORKIN J B
LUSK L
LYNCH K M
LYTTLE R
MC ATEER M G
MC BAIN M
MC CONVILLE M
MC CORMACK A
MC CRACKEN U
MC CRIMMIN B H
MC DONALD L W
MC DOWELL W
MC IVER G
MC KAY J
MC KEAN D L
MC LAREN G
MC LEAN A A MBE
MC LEAN M
MC MANAMY T V
MC PHERSON L J
MC RAE W J

MACKAY R F
MAGEE A
MANLY W G OAM
MARTIN A C
MARTIN HV MBE
MATHERSON J J
MATTHEWS M
MATTHEW S C
MAXWELL J
MAY J
MEBBREY B W
MEDDINGS A
MEE A
MELLOR R
MESSER W B
METCALFE K
MICHELL N G
MIDDLETON R S
MILLER F R
MILLS B
MOLLOY F
MORAN J
MORCOMBE W
MORGAN R
MORLEY P
MORRELL C
MORRIS E
MORRIS H A
MORROW H F
MORVELL L
MUIR B
MULLINS J
MURPHY C A

NAJIM J E
NAJIM W L
NESTOR D
NICHOLSON B J
NOMON N A
NOLAN B J
NOONAN J
NORTH L F
NORTH W J C OAM
NOTT G
NUNN R
NUNN S

O'HALLORAN E
O'HEHIR K
OLDHAM L
OLIVER G W
O'MALLEY R
O'SHAE J A

PALMER G
PARRY K
PATTERSON B
PETCH F N M
PETCH M
PITTARD W
PLUNKETT DR J H
POLWARTH J
POPE D J
POWER C
PRATT D L
PRESTON S
PRING N
PROLONGEAU J

QUAYLE A B
QUICK P

RAWORTH A G
RE V
REDFEARNE E A
REED N
REYNOLDS G
REYNOLDS H V
REYNOLDS R R
RICHARDS A H
RICHARDS G S
RICHARDS W J
RISDALE C
RIZZOLI A C
ROBINSON I
ROBSON D
ROLLASON J
RONALDSON A L B
RONALDSON P J
ROSS A
ROSS E
ROWE C J
ROWE D T
ROWE J
RUNNALLS T T

SANDALL R
SARGEANT O C
SARGENT A F
SARGENT P
SAWERS J J
SCOTT M L
SCUFFINS A
SCUFFINS B
SCULLEY B
SEDGWICK L
SEGROTT C B
SHEPHARD F V
SHUTTLEWORTH G A
SIDEBOTTOM M E
SIMSON R H
SINKIS T
SMITH L
SMITH E S
SMITH K
SMITH R S
SMITH W G
SMITH W J C
SOBEY S
SOMERS D
SOULSBY M
SPOWART A
SQUIRE V
STAPLETON C
STAPP J
STEVENS C
STEVENS G A
STEVENS J R
STEVENS P
STEWART A A
STEWART W R
STONIS M
SULLIVAN J
SURRIDGE T

TAYLOR A M
TAYLOR L R
TAYLOR R
TAYLOR B
THOMAS B A
THOMAS E
THOMAS I
THOMAS J A
THOMAS R
THOMPSON J
TITHERIDGE N W
TODD J E
TRESCOWTHICK D
TREVENEN J L MBE
TREWHELLA D
TRIGG M
TUNG K
TURNER A

UNMACK J

VALLANCE J
VALPIED W
VAN HAMMON H
VEALE L
VICKERS A S
VOLK A

WAINE D
WAINE W A
WALKER B R
WALKER C J B
WALKER G
WALKER L
WALKER S
WALLACE J
WALLER J
WALLIS M
WALSH E
WALTERS K
WALTERS S
WATERS M F
WEICKHARDT D
WERTS J
WESTE R
WETTERN M
WICKING B
WHITCHER D H
WHITCHER J M
WHITE H
WHITE JOAN
WHITE JEAN
WHITING M
WHYKES E J W
WILKIE D
WILLIAMS J
WILLIS J
WILSON S M
WOLLSTENHOLME A J
WOOD O
WOODWARD W
WRIGHT E
WRIGHT J
WHYLLIE B
WYLLIE L



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