



**ballarat  
base  
hospital**

**125<sup>th</sup> annual report  
1981**

**BALLARAT BASE HOSPITAL**

**annual meeting**

THE ANNUAL MEETING OF CONTRIBUTORS AND LIFE GOVERNORS OF THE BALLARAT BASE HOSPITAL WILL BE HELD IN FUNCTION ROOM 2 OF THE HOSPITAL AT 8.00 P.M. ON WEDNESDAY, 16th SEPTEMBER, 1981.

BALLARAT BASE HOSPITAL

CONTRIBUTORS 1980-81

DONATIONS

ANONYMOUS .....	\$ 284.15	EDDY, MRS. B. ....	20.00	PARK DAVIS & CO. ....	100.00
ABBOTT AUSTRALIA PTY. LTD. ....	500.00	ELLIS, MRS. I. M. ....	40.00	PASCOE, C. M. ....	30.00
ALDRICH, K. ....	31.20	ESSEX LABORATORIES .....	25.00	PEART, MR. H. ....	2.00
APEX CLUB OF BALLARAT AUSTRALIAN TIMKEN PTY. LTD. ....	390.00	EUREKA VALVE MANUFACTURERS PTY. LTD. ....	200.00	PHARMACIA (SOUTH SEAS) PTY. LTD. ....	100.00
BALLARAT BASE HOSPITAL CREDIT CO-OPERATIVE .....	500.00	FAUX, MRS. U. ....	20.00	PHARMACEUTICAL DISPLAY GROUP .....	40.00
BALLARAT BASE HOSPITAL TRAINED NURSES LEAGUE .....	500.00	FISKEN, MRS. P. ....	100.00	PORTER, MRS. ....	100.00
BALLARAT BASE HOSPITAL YOUNGER SET .....	2,808.13	FROST, MRS. V. ....	15.00	PROWSE, COOK & PERRIN .....	50.00
BALLARAT BREWING CO. LTD. ....	333.00	GEORGE, MRS. J. R. ....	10.00	RAMUS, MR. E. ....	20.00
BALLARAT CITY COUNCIL .....	1,000.00	GLAXO AUST. PTY. LTD. ....	100.00	REDAN OLD SCHOLARS ASSOC. ....	4.00
BALLARAT SECURITIES GROUP .....	1,000.00	GOORHAN, MRS. A. ....	20.00	RICKARD, MR. A. J. ....	53.00
BALLARAT TRAVELLERS SOCIAL CLUB .....	788.00	GOY, DR. I. C. & B. A. ....	1,100.00	ROSCOLLER, MISS J. ....	40.00
EDGAR BARTROP PTY. LTD. ....	16.50	GRAY, MR. C. E. ....	10.00	ROSE, A. F. & N. O. (PROTEA PHARM.) .....	100.00
3BA BROADCASTERS PTY. LTD. ....	50.00	GRAY, J. ....	20.00	ROSS, W. ....	46.00
BEACHAM, F. & I. ....	5.00	HARGREAVES, Mr. A. ....	90.00	ROTARY CLUB OF BALLARAT EAST .....	17.00
BEECHAM RESEARCH LABORATORIES .....	50.00	HEARN, MR. & MRS. J. ....	10.00	ROTARY CLUB OF BALLARAT SOUTH .....	17.00
BLACKAM, MRS. F. ....	25.00	HEHIR, GRACE .....	10.00	ROTARY CLUB OF WENDGUREE .....	17.00
BOEHRINGER INGLEHEIM PTY. LTD. ....	100.00	HEINZ, MR. J. H. & G. B. ....	20.00	SECCULL, Mr. J. ....	63.50
BOOTS CO. (AUST.) PTY. LTD. ....	100.00	HOECHST ROUSSEL PHARMACEUTICAL PTY. LTD. ....	50.00	SEVENTH DAY ADVENTISTS CHURCH .....	167.00
BOWATER-SCOTT AUST. LTD. ....	20.00	M. B. JOHN EMPLOYEES' CHARITIES GROUP .....	270.00	SHIRE OF BALLAN .....	20.00
BRIDGEMAN, Mr. C. ....	500.00	JOHNSON, MRS. N. ....	1.00	SHIRE OF BALLARAT .....	20.00
BUCHANAN, MRS. R. ....	10.00	JOHNSON & JOHNSON .....	50.00	SHIRE OF BUNGAREE .....	30.00
DAVID BULL LABORATORIES DISPLAY GROUP .....	1,000.00	KEATING MRS. ....	10.00	SHIRE OF BUNINYONG .....	40.00
CANNANE, W. ....	5.00	KEMP, MR. K. ....	20.00	SHIRE OF LEIGH .....	20.00
CHANDLER, BRIAN .....	10.00	KIRK, G. & A. P. ....	200.00	SIGMA PHARMACEUTICALS PTY. LTD. ....	50.00
CHELLIS, J. H. ....	300.00	LAYCOCK, MRS. M. M. ....	20.00	SQUIBB, E. R. & SONS PTY. LTD. ....	50.00
CHRIST CHURCH LADIES' GROUP .....	100.00	LORD MAYORS FUND .....	42.00	STACEY, Mr. & Mrs. C. ....	82.80
CLARK, M. M. ....	100.00	LOW ENERGY HOME — BTY CHANNEL 6 GAS & FUEL CORPORATION SELKIRK BRICK PTY. LTD. ....	20,000.00	STAFFORD, R. ....	100.00
CLARKE, L. ....	3.50	MARTIN, G. ....	500.00	STEVENS, MRS. B. ....	10.00
COMMONWEALTH SERUM LABORATORIES .....	360.00	MARY HELFN AUXILIARY .....	1,510.00	STRICKLAND, MR. R. P. ....	10.00
CROUCH, MRS. A. ....	20.00	MAY & BAKER AUSTRALIA PTY. LTD. ....	100.00	STONEMAN, S. R. FOUNDATION .....	100.00
CUTHBERTS .....	1,000.00	MCGUINNESS, MR. & MRS. N. ....	100.00	SUN NEWS PICTORIAL SUNBALL DONATION .....	400.00
CYANAMID AUST. PTY. LTD. ....	100.00	MCGLOIN, J. PTY. LTD. ....	50.00	TELFER, J. ....	20.00
DAVIS, MRS. N. ....	4.65	MCKERREL, Mrs. R. ....	100.00	THOMAS, H. ....	20.00
DILLION, MR. & MRS. S. ....	20.00	MERCK SHARP & DOHME PTY. LTD. ....	25.00	VERNON, MR. J. B. ....	10.00
DROUGH, H. ....	20.00	MILK PROCESSORS PTY. LTD. ....	30.00	WEINRICH, DR. J. ....	1,200.00
DUNN, E. ....	16.62	MODRE, HELEN .....	100.00	WELLCOME AUST. LTD. ....	200.00
		NATIONAL HEART FOUNDATION .....	2,242.64	WILSON, E. ....	40.00
		NOVO LABORATORIES PTY. LTD. ....	50.00	WRIGHT, R. ....	5.00
		ODDIE, MRS. J. ....	20.00	YANDELL, MR. L. C. ....	20.00
		O'DONNELL, R. P. & G. C. (I.C.I. AUST.) .....	50.00	ZAMPATTI, MRS. J. ....	20.00
		OPERATION SMALL CHANGE .....	401.68	ZONTA CLUB OF BALLARAT .....	394.50

BEQUESTS AND LEGACIES

ESTATE OF M. A. ANSTIS...	900.00	ESTATE OF J. GRAYLING .....	25.95
ESTATE OF W. BATTERS .....	400.00	ESTATE OF M. MOWAT .....	100.00
PERCY BAXTER CHARITABLE FUND .....	1,000.00	ESTATE OF A. F. TREVOR .....	1,496.28
ESTATE OF M. H. CAMERON COLLIER CUSTODIAN CORPORATION .....	3,521.12	JOE WHITE BEQUEST .....	5,000.00
ESTATE OF E. R. DRISCOLL .....	2,500.00	WILLIAMS CHARITABLE TRUBY & FLORENCE TRUST .....	850.00
ESTATE OF J. A. GRAHAM .....	147.74	ESTATE OF ETHEL WILLOUGHBY .....	300.00
	764.55		

GIFTS IN KIND

CIBA-GEIGY  
MR. L. COX  
KELASTON HOME FOR THE BLIND  
Q.U.F. INDUSTRIES LTD.



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• **ERRATUM** •

NUMBER OF BIRTHS 1980-81  
SHOULD READ 840 NOT 778  
AS PRINTED

# **BALLARAT BASE HOSPITAL**

Established 1856



## **BOARD OF MANAGEMENT**

### **PRESIDENT**

### **VICE-PRESIDENTS**

### **HONORARY TREASURER**

### **BOARD MEMBERS**

## **AUDITORS**

## **SOLICITORS**

## **SENIOR EXECUTIVE STAFF**

### **CHIEF EXECUTIVE OFFICER**

### **MEDICAL SUPERINTENDENT**

### **DIRECTOR OF NURSING**

### **ACTING DIRECTOR OF NURSING**

### **DIRECTOR OF GENERAL SERVICES**

### **ACTING DEPUTY DIRECTOR OF NURSING**

Dr. W. L. SLOSS, F.R.C.O.G.,

Mr. D. N. PUNSHON (res. 13-4-81).

Mrs. A. J. FISKEN.

Dr. J. G. GRIFFITHS, F.R.C.O.G.

Mr. J. H. HEINZ.

Mr. A. L. BYRIELL.

Mr. J. E. CLEMENTS.

Mr. W. L. COCHRAN.

Mr. D. C. GAUNT (res. 15-12-80).

Mr. M. B. JOHN.

Mr. K. F. KEMP.

Mr. K. J. NEERHUT, F.R.C.S. (Edin.).

Mr. R. P. STRICKLAND.

Mr. J. B. VERNON.

DRISCOLL, McIVOR & CO.

PROWSE, COOK AND PERRIN.

CUTHBERTS.

Mr. E. D. MACAULAY, E.D., B.H.A. (N.S.W.), F.H.A.,  
A.A.S.A., A.A.I.M.

Dr. J. ACHESON, M.B., B.S., F.R.A.C.G.P.

Miss M. S. OGDEN, F.C.N.A.

Mrs. E. R. ROBINSON, F.C.N.A. (acting 24-3-81).

Mr. J. R. BRIDGER, A.A.S.A., L.H.A., A.A.I.M., R.C.A.

Miss H. W. MENADUE, F.C.N.A. (acting 24-3-81).

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# report of the board of management

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## OVER VIEW

This year the Hospital has reached a milestone in its history with the celebration of 125 years of service to Ballarat and the Central Highlands Region.

During the year an increased demand for services has been experienced, with the high costs of health insurance encouraging patients into the public health sector for inpatient and outpatient services. The demands on facilities, together with the unavailability of additional Government funding, forced the Hospital to take unprecedented measures to seriously cut services in an endeavour to work within the budget confines established by the Health Commission of Victoria.

To reduce operating costs whilst maintaining a high standard of service, it was necessary to close a 31 bed ward on 1st November, 1980. It was considered preferable to cut patient numbers rather than reduce the overall level of care throughout. Other steps taken included the suspension of new services and limiting the level of outpatient and diagnostic services. Emergency admissions and treatment were not effected; however elective and non-urgent treatments were delayed. Fortunately, following deputations with the Minister of Health, funding was made available and the ward was re-opened on 5th January, 1981.

## THE YEAR IN STATISTICS

Despite the ward being closed for two months and outpatient services minimised, the following figures demonstrate the high demand for, and usage of, Hospital services.

Inpatients Treated	1980/81	1979/80	1978/79	1977/78
Standard .. .. .	5,213	5,130	4,846	4,157
Non Standard .. .. .	5,629	5,605	5,590	6,203
	<u>10,842</u>	<u>10,735</u>	<u>10,436</u>	<u>10,360</u>
<b>Daily Average</b>				
Standard .. .. .	91.49	97.52	98.56	92.23
Non Standard .. .. .	99.40	95.57	95.34	109.08
	<u>190.89</u>	<u>193.09</u>	<u>193.90</u>	<u>201.31</u>
<b>Average Stay Days</b> .. .. .	6.53	6.58	6.78	7.09
<b>Outpatient and Casualty Attendances</b> ..	139,292	127,191	128,793	128,669
<b>Births</b> .. .. .	778	834	921	956

## MEDICAL STUDENTS

Since 1978 undergraduate students have undertaken elective medical training programmes at the Hospital. The Hospital has now gained full time formal undergraduate medical education status, being affiliated with the University of Melbourne and the Royal Melbourne and Royal Women's Hospitals.

July, 1980 saw the first intake of 11 4th year undergraduate students, who commenced compulsory full time clinical instruction for one term as part of their curriculum. The formal programme provides for three five week terms, July to November, supported by elective programmes, January to June.

Direct patient contact, under supervision of sessional physicians and surgeons, together with formal and informal lectures are important aspects of the medical training programme. Visiting lecturers from the Melbourne University also attend to give instruction.

Facilities provided for the students include education areas consisting of lecture, demonstration and study space in a newly renovated area in the old pathology department, and an extensive library including audio visual aids. Accommodation is provided, and recreational facilities are also available.

## BUILDING AND SERVICES

The major planned and executed improvements this year were the construction and installation of a new boiler and the upgrading of the Queen Victoria Ward Block.

Approval and funding for the replacement of one of the two 25 year old briquette fired boilers for a gas fired boiler, were given in June, 1979. Subsequent delays in final approvals led to concern by the Board of Management that a breakdown in one of the boilers would mean the Hospital would have insufficient heating for the winter. Finally, in February, 1981, the new boiler arrived and was commissioned in June, 1981.

In March, 1981 the Board of Management announced plans to renovate the Queen Victoria Block Wards which were built in 1897. Complaints from patients regarding poor amenities and noise allowed permission for funding temporary improvements, pending the Stage 3 Building Redevelopment in which new wards are to be included. Much of this renovation work has been completed and it is expected that all beds will be back in service by the end of July, 1981.

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# report of the board of management

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## STAGE 3 REDEVOLPMENT

In previous reports we have outlined our efforts to expedite this much needed replacement for the Queen Victoria Building. During the year further approaches were made, through local parliamentarians, to the Minister and the Health Commission to gain assurances concerning a commitment of Government funds. The only progress that we can report is that the Minister has confirmed that our project has been included in the current five year hospital building programme. However, the Hospital has not been provided with any details as to the extent of this five year programme and we can only hope that we rate high on the list of priorities. In the meantime the Queen Victoria Block must continue to provide service despite the fact that as the years go by, it becomes more of a problem in terms of being capable of meeting current fire safety standards and other standards concerning public access. The Board is very concerned that its specialist medical treatment services cannot be provided in reasonably modern surroundings.

## HEALTH INSURANCE

As this report is being written, the Board is preparing for yet another change to the health insurance arrangements. The effect of this latest change is to turn the clock back six years to the pre "Medibank" days, with one significant difference: the cost of health care and insurance is now much more expensive.

Real concern is expressed that the Government objectives in promoting this latest scheme, rather than encouraging greater numbers of patients into private care will, because of the high cost of health insurance, have somewhat the opposite effect. From an administrative point of view, the billing procedures associated with the new per item outpatient charges will significantly increase staffing requirements associated with fee collections.

The rapidity of changes associated with health insurance over the last five years is undoubtedly contributing in its own way to increased costs of health care through a certain amount of confusion in the minds of consumers. It is to be hoped that some stable form of programme will eventually evolve.

## JAMIESON REPORT

Last year we reported that the Board had contributed to this Inquiry. Since that time the report of the Committee has been published.

Whilst the original reasoning for the Committee of Inquiry's existence arose from feelings at both Federal and State level that hospital administration was largely responsible for escalating costs, the report has, in the main, dwelt on aspects outside the direct role of hospital administration, and in particular on health insurance and government policies associated with rationalisation.

It would appear that apart from the latest change to the health insurance scheme, some of the more far reaching aspects of the report have been put aside. It remains to be seen whether the report will be used for further Government initiatives or purely as a useful reference for health scholars.

## FINANCES

In terms of the Health Commission budget allocation for 1980-81, we are pleased to announce that the Hospital finished the year \$44,980 under the amount allocated by the Commission. In aggregate terms, total expenditure increased during the year by 10.1% to \$12,780,693. It should be noted that many items of cost rose during the year by a much larger percentage, including statutory award increases for salaries, over 12%, and some medical supplies in excess of 15%.

These results were due largely to curtailments in service levels, particularly in areas where costs directly associated with numbers (e.g. dental service, pacemaker supplies). The closure of Ward Q.1, from 1/11/80 to 5/1/81, was a major factor in restricting expenditure growth. Apart from curtailments in services, the Hospital management has maintained a continuing programme of increased utilisation of equipment, including the use of computers, to enable it to meet the increasing demands for administrative reports by the Commission and other bodies, without the necessity to increase staff. It is of concern that this avenue of restricting costs cannot continue for much longer as there are limits to which mechanisation and computerisation can be applied, particularly in the people orientated type of industry to which hospitals belong.

One thing is clear however, that growth in hospital expenditure is directly linked to the number of patients seen, inpatients or outpatients. Boards of management are now being forced to tread the tight rope between restraint of expenditure imposed by Government on the one hand, and the need to provide a level of reasonable care to the population served by the hospital. There is concern that should the new health insurance scheme make it more difficult for patients to obtain care in private medical services, there will be increased pressure on the hospital to provide it. In the climate of restricted Government funds, the Government may be required to determine priorities of service for which it is prepared to pay.

## LOW ENERGY HOUSE

During the 1978 appeal, the Gas & Fuel Corporation in conjunction with Selkirk Brick Pty. Ltd., promoted the low energy house concept by constructing a modern brick dwelling in Ballarat North for public inspection. It was decided that the proceeds from the eventual sale of this house would be directed to the Hospital. Early in 1981 the Hospital received \$20,000 after the house had been sold. In conjunction with the sponsors of the project, it was agreed that these funds be used to provide additional specialised anaesthetic equipment. The Board places on record its appreciation to the Boards of the Gas & Fuel Corporation, Selkirk Brick Pty. Ltd. and B.T.V. 6 for their generous gesture.



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# report of the board of management

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## AUXILIARIES AND SUPPORTERS

Quietly yet very efficiently the Mary-Helen Auxiliary, Ballarat Base Hospital Younger Set and the Ballarat Base Hospital Trained Nurses' League have continued to raise funds for use in the provision of much needed patient care equipment. The Board is particularly pleased to see that the number of people associated with these groups continues to increase steadily year by year, and is very appreciative of the work performed by their members.

The Staff Social Club, Student Nurses' Association and the general nursing staff have continued in their efforts to contribute to improved amenities for patients and staff.

Another group is the V.I.P.'s. — Very Important People. This group, in conjunction with the Mary-Helen Auxiliary, runs the flower stall located in the casualty entrance. Apart from contributing to the Auxiliary's funds, the V.I.P.'s are providing a valuable and much appreciated service to patients and visitors.

## BOARD OF MANAGEMENT

During the year two long serving members of the Board of Management resigned:—Past President, Mr. D. C. Gount after thirteen years of service, and Senior Vice-President, Mr. D. N. Punshan after seven years.

This year marks the first time that elections for the Board of Management will not be held under the new appointment procedures contained in the Health Commission Act of 1977.

In September, 1981 the three year terms of Messrs. K. F. Kemp, K. J. Neerhut, R. P. Strickland, J. B. Vernon and Dr. J. G. Griffiths expire and all have been invited by the Health Commission to accept a further three year term.

## STAFF

During the year there were some temporary changes to senior nursing staff. In March our Director of Nursing (Miss M. S. Ogden) proceeded on 12 months long service and annual leave, and the Board appointed Sr. E. Robinson, the Deputy Director of Nursing, to act in Miss Ogden's stead. Other major changes included Sr. H. W. Menodue as Acting Deputy Director of Nursing and Sr. D. Coad as Senior Supervisory Sister in Nursing Administration.

Other changes included the appointment of Dr. C. P. Hamilton as Deputy Medical Superintendent; Mr. D. E. Beer as Audiologist; Miss C. M. Goonan as Chief Medical Record Administrator; Mr. G. R. McCurdy as Chief Pharmacist.

The Board of Management places on record its appreciation for the dedication shown by all staff throughout the year, a year marked by considerable pressure brought about through funding restrictions.

## THANKS

We would like to acknowledge the assistance of local State and Federal Parliamentarians in bringing matters before their relevant Ministers. Once again the media, represented by the Ballarat Courier, Ballarat News, 3BA and BTW 6, has been timely in reporting and promoting Hospital activities.

**FINALLY, TO OUR PATIENTS AND THE COMMUNITY,** we trust that the year has been more than a mere maintenance of 1980 standards. We trust that the efforts put into the Hospital have seen an improvement to overall service to the community, resulting in a better standard of health care for the citizens of Ballarat and district.



*W. L. Sloss*

W. L. SLOSS,  
President.

*E. D. Macaulay*

E. D. MACAULAY,  
Chief Executive Officer.



# nursing services

Acting Director of Nursing: Mrs. E. R. ROBINSON

The 37th Annual Graduation was held in the Civic Hall on Friday, 17th July, 1981. A large crowd was in attendance and the Guest Speaker, Miss Lydio Hebestreit, Head of School of Nursing, Preston Institute of Technology, presented a very interesting and stimulating address to the Graduates.



## LIST OF GRADUATES

**General Graduates:** Dionne Nikolovski, Altheo Solmon, Anne Hetherington, Leonne McPhee, Annette Solly, Susan Turnley, Raylene Morcom, Rhonda Wills, Judith Venville, Jennifer Price, Mary Hourigon, Groeme Merlin, Elizabeth Murfitt, Scarlett Stekelenburg, Roslyn Turnbull, Susan Anson. Liano Besenghi, Sally Bourke, Wendy Burke, Clore Coatsworth, Frances Crow, Joyne Solly, Barboro Grimmer, Kaye Olver, Jennifer Pike, Tonyo Smith, Margaret Tolliday, Petrina Whiting, Jennifer Wise, Glenda Ashmore, Deslyn Boiley, Joyce Bonks, Judith Collishaw, Josephine De Van Der Schueren, Marion Funston, Lynn Hanvey, Helen Houghton, Christine Kennedy, Janet McCartney, Elizabeth Miller, Judith Padgett, Lee Anne Schickerling, Leonie Smolenaers, Wendy Snibsan, Heather Stevenson and Wendy White.

**Fourth Year:** Jonene Finegon, Helina Antosiewicz, Anno Rusjon, Ellen Seally, Wendy Stewart, Judith Dolly, Evelyn Dwyer, Morino Besenghi, Therese Braybrook, Jennie Cole, Jennifer Cooke, Kerrie English, Rosemary Findlay, Christine Maxwell, Judith Eising, Debra Hubble, Jennifer Leith, Rhando Wilkie, Lynette Dehnert, Carey Bornett, Linda McKenzie, Susan Jolliffe, Denise Petsche!, Jennifer Hendrickson, Leonie Ryan, Sharon Netherway, Kaylene McCormack and Beverley Sawter.

**Midwifery:** Robyn Aston, Karen Bennett, Barbara Fisher, Kathleen MacDonald, Erika O'Flaherty, Janice Rees, Anne Strachan, Jan Barr, Ann Burleigh, June East, Puspawali Muniandy, Marion Ploce, Debra Collishaw.

## PRIZE WINNERS

1. Mary Helen P.T.S. Prize — M/Nr. Gordon Aggett.
2. Phase II Surgical Prize — M/Nr. Andrew Munro.
3. Phase II Medical Prize — M/Nr. Andrew Munro.
4. Surgical Nursing Senior Prize — Nr. Janet McCartney.
5. Medical Nursing Senior Prize — Nr. Janet McCartney.
6. Dr. W. Sloss Prize for the Highest Aggregate Throughout Training — Nr. Liana Besenghi.
7. Jessie M. Langham Prize for the Best Practical Nurse — Nr. Wendy White and Nr. Liana Besenghi.
8. Prize for Best Practical Paediatric Nurse — Nr. Annette Sally.
9. City of Ballarat Prize for the Best Second Year Nurse — Nr. Susan Lowday.
10. Dr. Claude Salter Prize for the Best Practical Theatre Nurse — Nr. Liana Besenghi.
11. Matron's Prize for Efficiency and Reliability — Nr. Janet McCartney.
12. Mr. W. R. Griffiths Prize for General Proficiency in Midwifery — Sr. Karen Bennett and Sr. Debra Collishaw.
13. Sr. Margaret McGrath Prize for Paediatric Nursing — Sr. Karen Bennett and Sr. Debra Collishaw.
14. The Sister Silvey Memorial Prize for Proficiency Fourth Year — Sr. Rhonda Wilkie and Sr. Kerry English.

## SCHOOL OF NURSING

Once again the School has had a very successful year achieving very good passes in all Examinations.

I wish to thank all members of the School Staff for their continued support to me and for the capable and efficient manner in which they have carried out their duties for the past year.

Special thanks to Mr. Ken Handley, Acting Principal Educator, and Mr. Palmer, Acting Deputy Principal in the General School and Miss Rosemary Whitehead and Mrs. C. Veal in the Midwifery School.

## GENERAL

It has been an extremely busy and challenging year for me as Acting Director of Nursing whilst Miss Ogden is on Long Service Leave, and I am very grateful to all Nursing Staff for their support and outstanding co-operation in trying to maintain a high standard and give good Nursing care.

We have had a busy time with remodelling of the Queen Victoria Block. The Ground Floor of QG is occupied and by the time this Report is presented we will be occupying Q1.

The alterations have made a marked improvement on noise level and extra bathroom facilities are a great help. I hope the patients feel and enjoy the benefits.

Mrs. M. Stevens, Principal Nurse Educator, is on leave at the moment to complete a Degree in Applied Science.

We are fortunate to have Sister Farrow and Sister Van Dart back from the College and are benefitting from the experience and knowledge these ladies have obtained. My congratulations to them both.

Sister Caad is on Long Service Leave for six months and Mr. Stuart Williamson has been appointed to relieve her during this time. Sister Margaret Davies resigned after a period of sixteen years service. She is to work at St. John of God Hospital and we extend to her best wishes and appreciation.

I would like to thank all members of the Nursing Staff who have given me their support through the year, particularly Sister Menodue, the Supervisors and Charge Sisters and on their behalf I would like to thank Dr. W. Sloss and the Board of Management, Mr. Macoulay, Dr. Acheson, General Staff, Medical and Paramedical Staff for their continuing support. Finally the patients and the community of Ballarat, for without them we would not function.

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## medical services

Medical Superintendent: Dr. J. ACHESON, M.B., B.S., F.R.A.C.G.P.

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The past twelve months has again seen great changes in the attitudes of both State and Federal Governments to the delivery of Health services, particularly in regard to the method of paying for these services. Of course this swinging about of policies makes it very difficult for those in Administration in the Public Hospital. In spite of this we find that the standards at this hospital were not only maintained in the last year but that many improvements in patient treatment were achieved.

### CLINICAL STUDENTS (Fourth Year) from Royal Melbourne Hospital

These students have settled in very well and already they are taken for granted and have been well accepted by all members of the hospital staff. Mr. John Corbett has been appointed as Part Time Clinical Supervisor and I am most grateful to him and to all other members of staff concerned for the smooth introduction of this part of Medical Student Training.

### ELECTIVE STUDENTS

Ballarat Base Hospital still proves to be a very popular selection of many fourth year Medical Students to do their Elective Period of their Medical Course at this Hospital.

Whilst speaking of Undergraduate Medical Training I must stress the loss felt by all of us involved with Medical Students when Dr. D. Alexander resigned his role in Medical Training at this hospital. Dr. Alexander was one of the dedicated few who brought Undergraduate Training to this hospital and his sage thoughts, quiet efficiency and even personality will be missed.

### RETIREMENTS FROM STAFF

As well as losing Dr. Alexander from the staff, Dr. Roy Gough also resigned as Radiotherapist after five years service. Dr. John Hazeldine also resigned from our staff after eight years as Paediatrician. Both these gentlemen were excellent servants to this hospital and will be sadly missed by both patients and staff.

### APPOINTMENTS TO STAFF

Dr. Maurice Easton joined the staff as a Sessional Paediatrician as did Dr. P. Toam as a Sessional Anaesthetist. Mr. Paul Donoghue also joined the staff as an Honorary Oto-Rhino-Laryngologist. Dr. C. Hamilton was also appointed as Deputy Medical Superintendent.

Mr. A. Bath has taken leave from his position as Administrative Assistant in Medical Administration and has been replaced by Mrs. Heather Baker.

In closing I must thank all of the Medical Division Departmental Heads together with Drs. Pilbeam and Goy, Director of Pathology and Radiology respectively, together with all Sessional and Honorary Medical Staff, my two other Divisional Head colleagues (Director of Nursing Ms. S. Odgen and latterly Mrs. Betty Robinson, Acting Director of Nursing and Mr. J. Bridger Director of General Services. Mr. E. Macoulay together with the Board of Management have also been of great support to the Medical Administration during a very difficult Administrative year. Finally my thanks to Miss Margaret Dawe, Mrs. Heather Boker and Mr. Alan Bath for all their help and consideration during the year.

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## radiology

Dr. I. C. GOY, M.B., B.S. (Melb.), F.R.A.C.P., F.R.C.R. (Lond.), F.R.A.C.R.

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The first full year of occupation of the new radiology department has been one of consolidation. The department now functions as though we have always experienced such wonderful working conditions. The standard and quality of the X-ray films taken has steadily improved and the X-ray staff are now completely "at home" with all of the new equipment and the wastage rate is very low. Radiation exposure to patients and staff is at a minimum level. The design of the department can now be assessed in retrospect as being all that a department should be for rapid and efficient work.

The volume of work has increased considerably during the year and many of the rooms are now working to a fairly normal capacity. There is still provision for more work to be done if necessary and the patients are grateful for the facilities in both waiting rooms, cubicles and X-ray rooms with waiting being kept to a minimum.



The staff believe that with our wonderful facilities we are producing a first class radiologic service.

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## pathology

**Dr. S. T. H. H. PILBEAM,** M.A., M.B., B.Ch. (Camb.), M.R.C.S., L.R.C.P., F.R.C. Path. (Eng.),  
F.R.C.P.A., D.C.P. (Lond.), D.Path. (Eng.), D. Med. J. (Path.).

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This year we are unable to show the dramatic increase in work load that we experienced last year. We performed 308,405 tests, an increase of 2.5% over the previous year. This was in part due to further development of our regional laboratories. The laboratories at Ararat, Stawell, Castlemaine and Maryborough have increased their repertoire of investigations to the extent that only histopathology and the more complex chemical and serological tests are referred to the Base Hospital. This is my personal concept of regionalisation taking services to the patient rather than the patient to the service. We have participated in the Pathology work load recording programme set up by Hospital Management Services and have shown a very high level of efficiency.



During the year we have opened three new regional blood banks, at Daylesford, St. Arnaud, and Donald. All have been enthusiastically supported by the local populace and medical practitioners. We are also now preparing blood products locally which previously had to be obtained from Central Bank in Melbourne.

The advent of medical students has involved the pathologists in a fairly heavy teaching programme, in part due to daily autopsy demonstrations and in part to cover pathology lectures the students would otherwise be receiving in Melbourne. This and various forms of audit are becoming increasingly time consuming.

The effects of infection control measures on work load, which made themselves felt for the first time last year, have continued — particularly with regard to multi resistant staphylococcus aureus. We estimated the departmental cost to be approximately \$15,000 a year but this is only a fraction of the total cost to the hospital.

Dr. Thomson is currently on Sabbatical leave and is carrying out research on hormone receptors in prostatic cancer. We are fortunate in having an active and efficient urology unit in the hospital in co-operation with whom, Dr. Thomson will be applying the results of his researches on his return.

Another course for the Certificate of Applied Science (Medical Laboratory) has commenced at the Ballarat College of Advanced Education. There was some doubt as to the ability of the college to fund the course again but we were able to make up the shortfall with a grant from the Medical Special Purpose Fund. There is an increasing demand for trained technicians in the laboratory field to give technologists and hospital scientists the support they require in an increasingly complex discipline.

We are currently viewing with some apprehension further changes in the delivery of medical services. All changes so far have further complicated departmental administration and we cannot believe that these will be any different.

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## professional staff group

**Chairman: Dr. A. L. NICHOLSON,** M.B., B.S. (Melb.), D.P.M. (Melb.), F.R.A.N.Z.C.P., M.R.C. (Psych.).

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During the last year members of the Professional Staff Group both at an individual and a collective level have devoted a good deal of time and effort in order to continue to achieve the highest possible levels of health care to patients at the Ballarat Base Hospital. Local medical practitioners have been providing such care now for a period of one hundred and twenty five years but at no time has the profession been faced with a greater range of problems and challenges.



The practice of medicine in all its areas becomes increasingly complex. Members of the Professional Staff Group find that their efforts at an individual level are increasingly subjected to an array of bureaucratic interventions which are often very time consuming and yet in real terms do little to improve the level of patient care which should be our ongoing objective. During the year a good deal of time and effort has been devoted to matters such as hospital accreditation and regionalisation and the ramifications of categorisation of patients all of which would seem to be peripheral to the central health care objective.

There is an ongoing attempt by the Professional Staff Group to improve our standards of performance at both an individual and collective level and this has necessitated the acceptance of the setting up of a Credentials Committee which is now functioning very effectively. Peer Review mechanisms and educational meetings which have existed in the hospital for many years are being developed and extended into a more formalised programme. Individual members of the Professional Staff Group continue to be involved in a wide range of activities on a voluntary basis all of which have as their aim the improvement of standards of patient care at the Ballarat Base Hospital. An ongoing disappointment has been the lack of progress towards replacement of the Queen Victoria Wards which must surely be amongst the most obsolete hospital medical wards in this State. Members of the Professional Staff Group will continue to work towards the replacement of these out-dated wards as they have done now for many years.

The size of the Professional Staff Group gradually increases with the provision of a wider range of specialist medical services. It is currently undertaking a wide ranging review of the medical establishment at the hospital in an effort to organise the most appropriate structure to provide not only for the present but also for the future needs of patients at the hospital. I believe the patients at the Ballarat Base Hospital are well served by the medical practitioners of this city.

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# general services

Director of General Services: J. R. BRIDGER, A.A.S.A., L.H.A., A.A.I.M., R.C.A.

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## FINANCE

The Hospital finished the financial year with a deficit of \$144,555 which was caused to a substantial degree by the Health Commission failing to fund the Hospital to its approved level of budgeted expenditure. Effects of the cost containment measures taken during the year were very successful, with the Hospital underspending its Operating Budget to the extent of \$44,980. All staff working in the Hospital are to be complimented for the way in which they supported the financial cuts, as without such co-operation these results could not have been achieved. Receipts from inpatient services increased by only 0.6% over last year, compared to 10.1% increase in total payments. Minor Works approved during the year amounted to \$80,000 which included \$45,600 for cardiac monitoring equipment in the Intensive Therapy Unit. The major Capital Project for the year was the installation of a new gas fired boiler at a capital cost of \$193,000.



## SUPPLY

A great deal of planning and preparation commenced during the year to change the manual stock card system to a computer recorded one. This new system became operational on the 1st July, 1981. After the initial teething problems are eliminated many benefits will result. The department continues to supply goods to the Annexe Hospitals and other health care institutions and agencies in the Ballarat area. This provides significant savings to these institutions because of the Hospital's buying capacity.

## CATERING AND DOMESTIC

The catering and Domestic Departments were surveyed by the Health Management Services Group, a department of the Health Commission of Victoria. The survey extended over a number of months and the conclusions detailed in the Domestic Services Report show the efficiency of the department. However, some minor changes and improvements will result from the survey. As yet the Catering Report is not available, but this is expected in the near future. The Catering Department supplied 272,800 meals for the year. Mr. Vic. Sargent, the Domestic Services Supervisor has undergone two major operations this year. He is now recuperating and we trust he has a speedy recovery.

## PERSONNEL

Total staff on the payroll as at the 30th June, 1981 was 776. During the year 307 employees terminated and 272 joined staff. Staff retirements from the General Services Division this year with 10 years service or more were as follows: Mrs. E. Stout, 20 years; Mrs. L. Hartnell, 14 years; Mrs. N. Wood, 14 years; Mrs. C. Cahill, 13 years; Mrs. J. Glen, 13 years; Mr. E. Hines, 11 years, and Mrs. J. Telfer, 10 years. I wish to record my thanks to the above staff for the contribution they made to the Hospital, and to the General Services Division in particular. It is with deep regret that I record the passing of Mrs. A. Ross and Mr. J. J. Hines, who had each given the Hospital 13 years of loyal and dedicated service in the Domestic and Engineering Departments respectively.

## COMMUNICATIONS

The present switchboard is at its capacity with 270 extensions, and providing 10 incoming, and 10 outgoing lines, making it one of the busiest switchboards in the Ballarat area. Plans are in hand to have the Enquiries Desk repositioned in the Casualty Foyer for the convenience of visitors. The Hospital purchased an additional motor vehicle because of the high demand being placed on the fleet. The six vehicles covered a total of 150,000 kilometres during the year using 16,360 litres of fuel. The car parking facilities provided for the staff in the Windermere Street have been of great benefit and have significantly overcome parking problems in the vicinity of the Hospital.

## ENGINEERING

During the year alterations and extensions to the Midwifery Nursery were completed, providing an Isolation Nursery at a cost of \$15,000. This new facility has further improved the nursing care, and the accommodation for new born babies in the ward. An area in the foyer of Sloss House was made available for a flower stall, which is operated by a group of ladies through the "Mary-Helen" Auxiliary. This gives a colourful and pleasant entry to the Hospital and allows visitors to conveniently purchase flowers. Office accommodation was improved in the Administration Block by building two additional offices in the Board Room foyer. The Queen Victoria Block was renovated in June, 1981 to reduce noise transmission between wards, and improve the toilet facilities.

## APPRECIATION

In conclusion, I again record my thanks to my Departmental Heads, the staff of the General Services Division, and my secretary Mrs. S. Cortledge for their continued help and assistance. I am grateful to the President and the Board of Management, Chief Executive Officer, Director and Acting Director of Nursing, and the Medical Superintendent for the continued help and co-operation I received throughout the year.

## equipment and buildings

Total payments for Equipment and Buildings during the year \$491,200. The following represents some of the major items.

### MAJOR EQUIPMENT PURCHASES

Steam Oven . . . . .	\$ 7,815
Laminar Flow Cabinet . . . . .	3,530
Cardiac Monitoring Equipment . . . . .	45,600
Coulter Counter and Recorder . . . . .	78,750
Centrifuge . . . . .	10,500
Photographic Equipment . . . . .	5,300
Teletype Machine . . . . .	4,500

### MAJOR & MINOR WORKS

New Locks for Nurses Home . . . . .	\$ 3,325
Fire Escape Stairs . . . . .	7,300
Cable & Switching —	
Emergency Generator . . . . .	1,300
Emergency Lighting	
Battery Packs . . . . .	4,025
Pharmacy Air Conditioning . . . . .	9,300
New Gas Bailer . . . . .	192,885

Engineering staff inspect the arrival of the new gas-fired boiler which replaces one of the twenty year old briquette boilers.



The Dental Department is an important outpatient clinic at the Hospital. Here the Senior Dental Officer, Dr. A. Molaney is checking a patient's teeth as part of the preventative care which is considered to be the most important area in dentistry.

Involvement of Service Clubs in Hospital activities remains important. During the year the four Ballarat Rotary Clubs joined to sponsor "Operation Small Change". The President of the Board of Management, Dr. W. L. Sloss watches as Mr. E. D. Macoulay, Chief Executive Officer and President of Wendouree Rotary; Mr. L. Sheffield, President of Ballarat East Rotary; Mr. B. Drennon, President of Ballarat South Rotary, and Mr. P. Amar, President of Ballarat Rotary place the first coins into the barrel.



**OPERATING ACCOUNT**

**STATEMENT OF RECEIPTS AND PAYMENTS**

**FOR THE PERIOD 1st JULY, 1980 TO 30th JUNE, 1981**

**RECEIPTS:**

Commonwealth/State Grants—		
Ordinary Grant	.. .. .	\$9,441,000
Other Grants	.. .. .	77,045
		\$9,518,045
Patient Fees—		
Inpatient Fees	.. .. .	\$2,258,241
Non-Inpatient Fees	.. .. .	114,871
		2,373,112
Other Cost Sharing Receipts—		
Charitable Contributions	.. .. .	1,250
Meals and Accommodation	.. .. .	115,198
Services to other Hospitals	.. .. .	40,308
Fee Sharing Recoveries	.. .. .	576,393
Other	.. .. .	11,832
		744,981
Total Cost Sharing Receipts	.. .. .	\$12,636,138

**PAYMENTS:**

Salaries and Wages	.. .. .	\$9,131,163
Superannuation	.. .. .	115,382
Sessional Payments	.. .. .	679,592
Food Supplies	.. .. .	214,664
Medical and Surgical Supplies	.. .. .	278,975
Special Service Departments	.. .. .	347,521
Drug Supplies	.. .. .	370,355
Fuel, Light and Power	.. .. .	180,363
Domestic Charges	.. .. .	422,937
Renovations and Additional Works	.. .. .	29,162
Replacements and Additional Equipment	.. .. .	97,330
Repairs and Maintenance	.. .. .	247,994
Administrative Expenses	.. .. .	306,218
Ambulance	.. .. .	87,656
Other Payments	.. .. .	271,381
		\$12,780,693
Total Cost Sharing Payments	.. .. .	\$12,780,693
Excess of Payments over Receipts	.. .. .	\$ 144,555

**STATEMENT OF BALANCES AS AT 30th JUNE, 1981**

<b>A. OPERATING FUND:</b>	
Cash on Hand .. .. .	\$ 190
Operating Fund .. .. .	306,603
	\$ 306,793
Bank Overdraft .. .. .	\$ 306,793
<b>B. ENDOWMENT FUND:</b>	
Investments .. .. .	\$ 47,647
Endowment Fund Balance .. .. .	\$ 47,647
<b>C. SPECIFIC PURPOSE FUNDS:</b>	
Cash at Bank .. .. .	\$ 64,413
Investments .. .. .	830,063
Debtors .. .. .	259,730
	\$ 1,154,206
Reserve Fund .. .. .	\$ 411,316
Patients' Trust .. .. .	868
Medical Special Purposes Fund .. .. .	655,212
Other Funds .. .. .	86,810
	\$ 1,154,206
<b>D. CAPITAL FUND:</b>	
Investments .. .. .	\$ 25,225
Land and Buildings .. .. .	10,378,073
Plant and Equipment .. .. .	2,095,362
	\$12,498,660
Bank Overdraft .. .. .	\$ 13,052
Creditors .. .. .	69,832
Capital Fund Balance .. .. .	12,415,776
	\$12,498,660

**AUDITORS' REPORT.**

We report that we have examined the Accounts of Ballarat Base Hospital for the year ended 30th June, 1981. These Accounts comprise Statements of Receipts and Payments for the Operating Account from 1st July, 1980 to 30th June, 1981 and for other funds for the year ended 30th June, 1981, the Statement of Balance and supplementary information at 30th June, 1981.

In our opinion, the Statement of Balances and Statement of Receipts and Payments are properly drawn up in accordance with the accounting instructions issued by the Health Commission of Victoria so as to give a true and fair view of the cash situation of the Institution at 30th June, 1981, and the Receipts and Payments for the period ended on that date.

The accounting and other records examined by us have been properly maintained.

Date: 9-9-81.

Auditors. DRISCOLL, McIVOR & CO.  
PROWSE, COOK & PERRIN.



## SUPPLEMENTARY INFORMATION

### PATIENT FEES OUTSTANDING

Motor Accident Board	\$ 129,340
Workers' Compensation	64,684
Veteran Affairs	38,225
Private	189,190
Outpatients	34,745
	\$ 456,184

### OTHER ASSETS

Stores	\$ 182,736
Debtors (Other)	23,452
	\$ 206,188

TRADE CREDITORS	\$ 60,224
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### AUDITORS' REPORT.

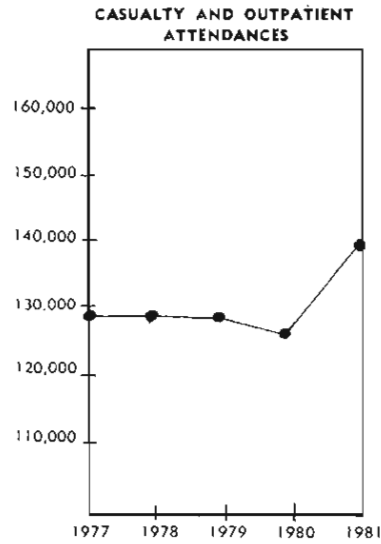
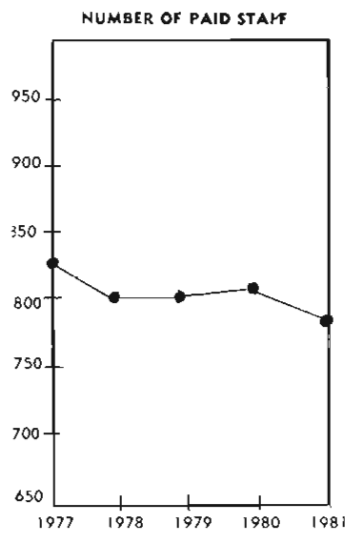
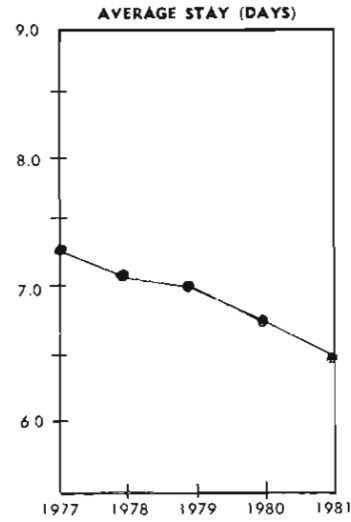
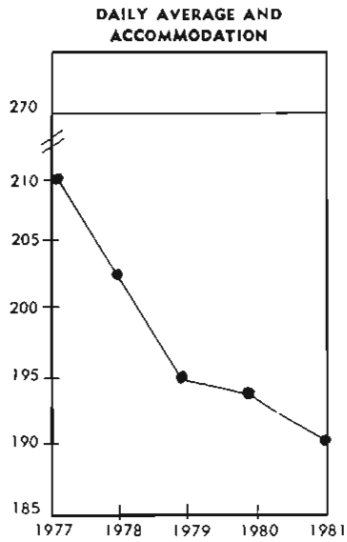
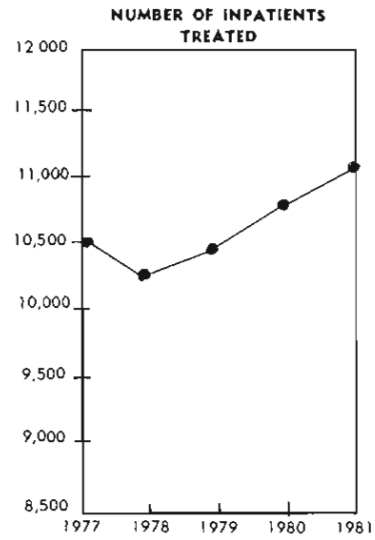
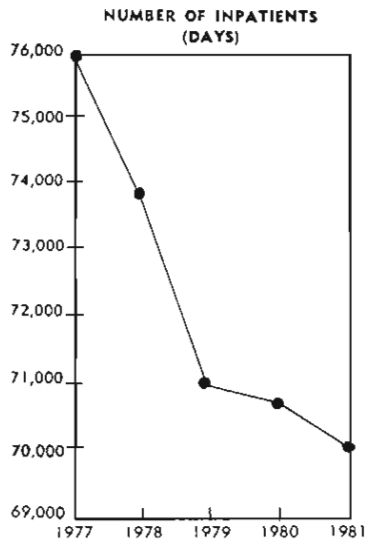
We have examined the above Statement of Supplementary Information and supporting detail as at 30th June, 1981, and in our opinion it is in accordance with the records of the institution, and has been properly prepared so as to give a true and fair view of the value of these items.

Auditors. DRISCOLL, McIVOR & CO.  
PROWSE, COOK & PERRIN.

Date: 9-9-81.

## FINANCIAL/STATISTICAL SUMMARY

	1981	1980	1979	1978
	\$	\$	\$	\$
<b>RECEIPTS</b>				
Government Grants	9,518,045	8,526,767	7,716,227	6,620,703
Inpatients' Fees	2,258,241	2,245,165	1,991,349	2,023,927
Outpatients' Fees	114,871	97,779	91,950	64,427
Charitable Contributions	1,250	1,250	1,250	1,200
Other Income	743,731	622,404	556,104	594,776
<b>TOTAL</b>	<b>\$12,636,138</b>	<b>\$11,493,365</b>	<b>\$10,356,880</b>	<b>\$9,305,033</b>
<b>PAYMENTS</b>				
Salaries and Wages	9,810,755	8,891,610	7,885,754	7,613,555
Administrative	421,600	379,567	345,868	324,467
Dietary	214,664	217,209	183,024	193,598
Housekeeping, Linen and Laundry	422,937	392,794	200,950	104,778
Power, Lighting, Heating, Maintenance and Replacement	554,849	540,384	431,169	278,731
Medical and Surgical	996,851	868,042	758,469	676,009
Other Expenditure	359,037	315,474	266,222	248,473
Central Highlands Linen Service			306,598	
<b>TOTAL</b>	<b>\$12,780,693</b>	<b>\$11,605,080</b>	<b>\$10,378,054</b>	<b>\$9,439,611</b>
<b>Deficit</b>	144,555	\$111,715	\$21,174	\$134,578
<b>FINANCIAL STATISTICS</b>				
Average Cost per Inpatient	\$931.31	843.72	752.16	737.61
Average Cost per day per Inpatient	\$144.91	128.15	110.85	104.04
<b>INPATIENT:</b>				
Inpatients Treated	10,842	10,735	10,436	10,360
Inpatient Days	69,675	70,673	70,774	73,477
Daily Average	190.89	193.09	193.90	201.31
Average Stay (Days)	6.53	6.58	6.78	7.09
Births	778	834	921	956
Operations—Major	1,140	1,171	2,307	2,139
Minor	6,949	5,904	5,767	5,620
Intensive Care Patients	592	515	511	410
Pathology Examinations	25,450	27,977	27,821	24,593
Radiology Examinations	6,112	4,917	5,469	5,598
<b>OUTPATIENT ATTENDANCES:</b>				
Outpatients (Clinical)	19,802	18,701	16,564	16,507
Casualty	41,658	39,668	39,733	41,494
Audiology	1,339	1,077	1,252	1,106
Speech Pathology	3,608	3,350	3,109	3,190
Physiotherapy	8,917	8,853	6,683	5,146
Dental	9,947	9,914	9,113	9,579
Occupational Therapy	323	305	188	454
Welfare	2,182	1,356	1,198	1,516
Pathology	41,196	32,463	33,873	30,155
Radiology	10,320	11,504	17,080	19,522
<b>Total Attendances</b>	<b>139,292</b>	<b>127,191</b>	<b>128,793</b>	<b>128,669</b>



## MEDICAL SERVICES

### HONORARY CONSULTING STAFF

#### MEDICAL

##### Anaesthesia:

- W. A. PRYOR, M.B.B.S. (Adel.), F.F.A.R.A.C.S. (Dec d. 9/1/81).  
J. C. DICK, L.R.C.P. & S. (Edin.), L.R.F.P. & S. (Glos.), F.R.C.S. (Edin.), D.A. (Edin.), F.F.A.R.A.C.S. (Hon.).

##### Geriatrics:

- D. B. SKEWES, M.B., B.S., F.R.C.S. (Edin.), F.R.A.S.

##### Limb Fitting:

- J. T. G. RENNEY, M.B., B.S., F.R.C.S., F.R.A.C.S. (Appt. 1/7/81).

##### Medicine:

- B. A. BAKER, M.B., B.S.  
J. S. T. STEVENS, M.B., B.S., M.R.C.P., M.R.A.C.P.  
D. A. ALEXANDER, M.D., B.S., F.R.A.C.P.  
G. P. CROMIE, M.B., B.S., F.R.A.C.G.P.

##### Obstetrics and Gynaecology:

- W. R. GRIFFITHS, M.B., B.S. (Melb.), F.R.C.S. (Edin.), F.R.A.C.S., F.R.C.O.G.  
H. M. MOORHOUSE, M.B.B.S., M.R.C.O.G.  
T. V. ROBERTS, M.B., B.S. (Melb.), F.R.C.O.G., F.R.C.S. (Edin.), F.R.A.C.S., F.A.G.O., F.R.A.C.O.G.  
W. L. SLOSS, M.B., B.S., F.R.C.O.G., F.R.A.C.O.G.

### HONORARY VISITING STAFF

#### Dentistry:

##### Surgeons—

- J. F. H. WILLIAMS, B.D.S., F.R.A.C.D.S. (N.Z.).  
T. R. SANDERS, B.D.Sc., L.D.S.

##### Oral Surgeon:

- G. G. FOWLER, M.D.Sc. (Melb.), L.D.S. (Vic.), F.D.S.R.C.P.S. (Glos.).

#### Oto-Rhino-Laryngology:

- I. LOPERT, M.B., Ch.B. (Lith.), M.D. (Lith.), L.R.F.P.S. (Glas.), L.R.C.P. et S (Edin.), D.L.O. (Lond.).

#### Orthopaedics:

- J. JENS, M.S., F.R.C.S., F.A.C.S.

#### Radiology:

- H. DICK, M.B., B.S. (Syd.), D.M.R.E. (Comb.), F.R.A.C.P.

#### Radiotherapy:

- R. KAYE SCOTT, M.B., M.S., D.T.R.E., F.R.A.C.S., F.F.R.  
R. J. GOUGH, M.B., B.S., D.T.R., F.R.A.C.R. (Appt. 15/12/80).

#### Surgery:

- E. A. GUYMER, M.B., B.S., F.R.C.S.  
W. R. GRIFFITHS, M.B., B.S. (Melb.), F.R.C.S. (Edin.), F.R.A.C.S., F.R.C.O.G.  
D. B. SKEWES, M.B., B.S., F.R.C.S. (Edin.), F.R.A.C.S.  
H. D. DRURY, M.B., B.S., F.R.C.S., F.R.A.C.S.  
J. H. PRYOR, M.B., B.S., F.R.C.S., F.R.A.C.S.

#### DENTAL

- P. R. RICHARDS, B.D.Sc., L.D.S.  
J. H. REDMAN, B.D.Sc., L.D.S.  
F. J. MORGAN, B.D.Sc., L.D.S.

#### Family Medicine:

- J. F. GARNER, M.A., M.B., B.Chir., M.R.C.S., L.R.C.P., F.R.A.C.G.P.

#### Optometry:

- Messrs. CUTTER & GARDINER.

#### Oto-Rhino-Laryngology: (Assistant)

- P. J. DONOGHUE, M.B.B.S., F.R.A.C.S.

### SESSIONAL MEDICAL STAFF

**PROFESSIONAL STAFF GROUP Chairmen:** A. L. NICHOLSON, M.B., B.S. (Melb.), D.P.M. (Melb.), F.R.A.N.Z.C.P., M.R.C. (Psych.).

#### Anaesthesia:

- G. L. T. CLARKE, M.B., B.S., F.F.A.R.A.C.S.  
J. F. OSWALD, M.B.B.S., F.F.A.R.A.C.S.  
G. A. SMITH, M.B.B.S., F.F.A.R.A.C.S.

#### Conorary Care:

##### Director—

- D. M. O'SULLIVAN, M.B.B.S., F.R.C.P. (Edin.), F.R.A.C.P.

##### Dermatology: (Acting)

- E. B. NAUG, M.B., B.S. (Col.), M.R.C.P. (Edin.), D.T.M. & H. (L'pool.).

##### Geriatrics:

- J. HURLEY, M.B., B.S. (Lon.), L.R.C.P., M.R.C.S., D.Obst., R.C.O.G., M.R.C.P.

##### Limb Fitting:

- J. T. G. RENNEY, M.B., B.S., F.R.C.S., F.R.A.C.S. (Res. 30/4/81).

##### Medical Training:

###### Director of Medical Education:

- D. A. ALEXANDER, M.D., B.S., F.R.A.C.P. (Res. 31/12/80).  
D. L. MORTON, M.B., B.S. (Melb.), F.R.A.C.P. (Appt. 1/5/81).

##### Regional Supervisor Medical Training:

- J. F. GARNER, M.A., M.B., B. Chir., M.R.C.S., L.R.C.P., F.R.A.C.G.P.

##### Nuclear Medicine:

###### Consulting Physician—

- L. M. DUGDALE, M.B., Ch.B. (N.Z.), M.D. (N.Z.), F.R.A.C.R., F.R.C.R. (Lond.), M.R.C.P.E. (Edin.), F.R.A.C.P.

##### Neuro Surgeon:

- R. McK. R. SOUTHBY, M.B., B.S., F.R.A.C.S.

##### Neuro Physician:

###### Consultant—

- J. O. KING, M.D., F.R.A.C.P.

#### Obstetrics and Gynaecology:

- J. G. GRIFFITHS, M.B., B.S., F.R.C.O.G., F.Aust., C.O.G.  
I. K. MAYES, M.B., B.S., M.R.C.O.G., F.R.C.S. (Edin.), F.R.A.C.O.G.

#### Ophthalmology:

- J. R. HAWKINS, B.A., M.B.B.S., B.Sc. (Melb.), D.O. (R.C.P. & S. Lond.), F.R.A.C.O.  
G. MANGAN, M.R.C.S., L.R.C.P., D.O., F.R.A.C.O.

#### Orthopaedics:

##### Surgeon—

- W. C. CARTER, M.B., B.S., F.R.A.C.S.

##### Assistant Surgeon—

- P. J. KIERCE, M.B., B.S., F.R.A.C.S. (Orth.).

#### Oto-Rhino-Laryngology:

- A. H. PLATTS, M.B., B.S., F.R.C.S. (Otol.).

#### Paediatrics:

##### Paediatricians—

- C. R. F. RICHARDSON, M.B., B.S. (Melb.), F.R.A.C.P.  
C. J. HAZLEDINE, M.B., Ch.B. (B'ham.), D.C.H. (Lond.). (Res. 30/6/81).  
M. K. EASTON, M.B.B.S., F.R.A.C.P. (Appt. 1/7/81).

##### Assistant Paediatrician—

- B. R. HASSETT, M.B., B.S., F.R.A.C.G.P.

#### Physicians:

- D. L. MORTON, M.B., B.S. (Melb.), F.R.A.C.P.  
D. M. O'SULLIVAN, M.B., B.S., F.R.C.P. (Edin.), F.R.A.C.P.  
J. F. STICKLAND, M.B., B.S. F.R.A.C.P.  
A. AMBIKAPATHY, M.B., Ch.B. (Liverpool), M.R.C.P. (Lond.), D.T.M. & H. (L'pool.), F.R.A.C.P.

---

**Psychiatry:****Psychiatrist—**

A. L. NICHOLSON, M.B., B.S. (Melb.), D.P.M. (Melb.),  
F.R.A.N.Z.P., M.R.C. (Psych.).

**Assistant Psychiatrist—**

V. R. THACORE, M.B.B.S., D.P.M., M.R.C. (Psych.),  
M.A.N.Z.C.P. (by agreement Lakeside Hospital).

**Radiology:**

I. C. GOY, M.B., B.S. (Melb.), F.R.A.C.P., F.R.C.R. (Lond.),  
F.R.A.C.R.

R. C. WILKIE, M.B.B.S., M.R.A.C.R.

P. R. ENGLISH, M.B., B.S., M.R.A.C.R.

L. M. DUGDALE, M.B., Ch.B. (N.Z.), M.D. (N.Z.),  
F.R.A.C.R., F.R.C.R. (Lond.), M.R.C.P.E. (Edin.),  
F.R.A.C.P.

**Radiotherapy:**

R. J. GOUGH, M.B., B.S., D.T.R., F.R.A.C.R. (Res.  
13/11/80).

**Surgery:****Surgeons—**

B. W. GRIFFITHS, M.B.B.S., F.R.C.S. (Edin.), F.R.A.C.S.

G. W. HOUGHTON, M.B., B.S. (Syd.), F.R.C.S. (Edin.),  
F.R.A.C.S.

R. H. MITCHELL, M.B., B.S., F.R.A.C.S.

L. E. NERI, M.B., B.S. (Madras), F.R.C.S. (Eng.), F.R.A.C.S.

**Relieving Surgeon—**

J. D. CORBETT, M.B., B.S., F.R.A.C.S., F.R.C.S.

**Urology:****Urologist—**

K. J. NEERHUT, M.B., B.S., F.R.C.S. (Edin.), F.R.A.C.S.

**Assistant Urologist—**

D. I. McL. MOSS, M.B., B.S., F.R.A.C.S.

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**UNIVERSITY OF MELBOURNE****Clinical Supervisor (Part-time):**

J. D. CORBETT, M.B., B.S., F.R.A.C.S., F.R.C.S.

**Peter MacCallum Clinic:**

G. BEADLE, F.R.A.C.P., R.C.A.R.

P. HUGHES, F.R.C.S. (Lond.), F.R.C.R. (Lond.).

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**SALARIED MEDICAL AND DENTAL STAFF****Medical Superintendent:**

J. ACHESON, M.B., B.S., F.R.A.C.G.P.

**Deputy Medical Superintendent:**

C. HAMILTON, M.B.B.S. (Appt. 1/2/81).

**Medical Administration:****Administrative Assistant—**

A. BATH (on leave).

H. BAKER. (Appt. 25/3/81).

**Anaesthesia and Intensive Therapy:****Director—**

S. D. GIDDY, M.B., Ch.B. (Birm.), D.A. (Lond.), Dip.  
Obs., R.C.O.G., F.F.A.R.A.C.S.

**Dentistry:**

A. J. MOLONEY, B.D.S.

J. G. CRAMERI, B.D.S.C., L.D.S.

**Pathology:**

S. T. H. H. PILBEAM, M.A., M.B., B.Ch. (Camb.),  
M.R.C.S., L.R.C.P., F.R.C. (Poth.) (Eng.), F.R.C.P.A.,  
D.C.P. (Lond.), D. (Path.) (Eng.), D. Med. J. (Path.).

H. D. P. THOMSON, M.B., B.S., F.R.C.P.A., M.I.A.C.

R. K. STERLING, M.B., B.S., F.R.C.P.A.

**Administrative Officer — Computer Services:**

P. KOPKE.

**RESIDENT MEDICAL OFFICERS****1980.****Interns:**

Dr. W. CROUCH, M.B., B.S.

Dr. R. DALE, M.B., B.S.

Dr. P. DEWAN, M.B., B.S.

Dr. C. GORE, M.B., B.S.

Dr. D. HENRY, M.B., B.S.

Dr. N. LIVINGSTON, M.B., B.S.

Dr. E. REECKMAN, M.B., B.S.

Dr. C. SCHEPISI, M.B., B.S.

Dr. D. SCHEPISI, M.B., B.S.

**Seniors:**

Dr. C. A. CROOK, M.B., B.S.

Dr. D. E. GARRICK, M.B., B.S.

Dr. C. SAY, M.B., B.S.

Dr. J. P. WEINRICH, M.B., B.S.

Dr. M. B. WHITEHEAD, M.B., B.S.

**Senior in Medicine:**

Dr. C. HAMILTON, M.B., B.S.

**1981.****Interns:**

Dr. H. ANDREW, M.B., B.S.

Dr. P. J. HANNAH, M.B., B.S.

Dr. P. G. JENKINS, M.B., B.S.

Dr. C. J. MILLAR, M.B., B.S.

Dr. A. W. SCANLAN, M.B., B.S.

Dr. P. R. SCOTT, M.B., B.S.

Dr. M. SPRING, M.B., B.S.

Dr. R. L. WALL, M.B., B.S.

Dr. D. J. WARE, M.B., B.S.

**Seniors:**

Dr. W. J. CROUCH, M.B., B.S.

Dr. C. J. GORE, M.B., B.S.

Dr. D. R. HENRY, M.B., B.S.

Dr. N. J. LIVINGSTON, M.B., B.S.

Dr. E. J. REECKMAN, M.B., B.S.

**Senior in Medicine:**

Dr. M. B. WHITEHEAD, M.B., B.S.

**Seconded from Royal Melbourne Hospital—****Anaesthetic Registrar:**

Dr. W. D. SLOSS, M.B., B.S. (4/2/80 to 12/9/80).

Dr. D. R. PHILLIPS, M.B., B.S. (3/4/80 to 4/5/81).

Dr. A. D. SUTHERLAND, M.B., B.S. (4/5/81 to  
14/9/81).

**Medical Registrar:**

Dr. J. SAVIGE, M.B., B.S. (4/2/80 to 4/8/80).

Dr. D. RUBINSTEIN, M.B., B.S. (4/8/80 to 2/2/81).

Dr. R. KARNA, M.B., B.S. (2/2/81 to 3/8/81).

**Surgical Registrars:**

Dr. J. V. ROSENFELD, M.B., B.S. (4/2/80 to 4/8/80).

Dr. D. J. M. BAINBRIDGE, M.B., B.S. (4/8/80 to  
2/2/81).

Dr. A. ROSALION, M.B., B.S. (2/2/81 to 3/8/81).

**Interns:**

Dr. D. HASTRICH, M.B., B.S. (14/4/80 to 13/7/80).

Dr. A. RICE, M.B., B.S. (14/4/80 to 13/7/80).

Dr. S. JONES, M.B., B.S. (14/7/80 to 12/10/80).

Dr. G. LEBER, M.B., B.S. (14/7/80 to 12/10/80).

Dr. W. MACKIE, M.B., B.S. (13/10/80 to 11/1/81).

Dr. A. McNAB, M.B., B.S. (13/10/80 to 11/1/81).

Dr. J. KITCHEN, M.B., B.S. (12/1/81 to 12/4/81).

Dr. J. GORDON, M.B., B.S. (12/1/81 to 12/4/81).

Dr. S. CHANG, M.B., B.S. (13/4/81 to 12/7/81).

Dr. R. DAWSON, M.B., B.S. (13/4/81 to 12/7/81).

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**PARAMEDICAL STAFF****Audiology:**

L. RICE, B.Sc., Dip. Aud. (Res. 5/1/81).  
D. BEER, B.Sc. (Hon.), Dir. Aud. (Appt. 5/1/81).

**Pharmacy:**

Chief Pharmacist—  
L. M. SUMNER, P.H.C., A.U.A., M.S.H.P. (Res. 2/2/81).  
G. R. McCURDY, B.Phom., S.S.H.P. (Appt. 15/6/81).

**Diet Therapy:**

E. GRAHAM, D.I.M.

**Library:**

N. WORSWICK, A.L.A.A.

**Medical Records:**

Chief Librarian—  
L. M. COLLISHAW, R.M.R.L. (Res. 2/1/81).  
C. M. GOONAN, R.M.R.A. (Appt. 22/12/80).

**Occupational Therapy:**

H. INGOLDBY, B. App. Sc. (Occ. Th.).

**Orthoptics:**

J. FYFFE, D.O.B.A. J. GREEN, D.O.B.A.

**Physiotherapy:**

Chief Physiotherapist—  
P. ARCHER, B.App.Sc. (Physio), M.A.P.A.

**Radiography:**

Chief Radiographer—  
I. E. CHANNING, M.I.R., A.R.M.I.T., M.S.R.

**Speech Pathology:**

Chief Speech Pathologist:  
E. BARTRAM, L.C.S.T., A.L.A.M.

**Welfare Sister:**

M. MORRISH, S.R.N.

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**NURSING SERVICES****ADMINISTRATION**

**Director of Nursing:** M. S. OGDEN, F.C.N.A. (on leave 23/3/81).

**Acting Director of Nursing:** E. ROBINSON, F.C.N.A. (24/3/81).

**Acting Director of Nursing:** H. W. MENADUE, F.C.N.A. (24/3/81).

**Senior Supervisor Administrative:** D. COAD (24/3/81).

**SCHOOL OF NURSING****General Training:**

**Principal Nurse Educator:** M. A. STEVENS, F.C.N.A. (on leave).

**Acting Principal Nurse Educator:** K. A. HANDLEY, S.T., Dip. (R.C.N.).

**Acting Deputy Principal Nurse Educator:** J. PALMER.

**Midwifery:**

**Nurse Educator:** R. WHITEHEAD, F.C.N.A.

**SUPERVISORY STAFF**

**Night Duty:** A. M. MCKENZIE, F.C.N.A.

**Class House:** P. TWAITS, F.C.N.A.

**Edward Wilson:** L. WILSON, F.C.N.A.

**Queen Victoria Block:** E. CAMERON.

**Yuille House:** J. McMILLAN.

**Infection Control:** C. GEAR (P.T.).

**Nurses' Home:** E. EDMONSTON.

**WARDS**

**Q1:** M. VAN DORT, F.C.N.A.

**QG:** H. EDWARDS.

**EGE:** L. BOOTH.

**EGS:** K. MORAN.

**E1:** V. JERVIES.

**YG:** J. RYAN.

**Y1:** Y. HUTCHINGS, F.C.N.A.

**Y2:** H. LEWIS.

**Y3:** M. MORCOM, F.C.N.A.

**Y4:** J. BARTON, F.C.N.A.

**DEPARTMENTS**

**Casualty:** J. KARSTENS.

**Outpatients:** N. DERBYSHIRE.

**Intensive Care:** F. LEWIS, F.C.N.A.

**Operating Theatre:** R. PECK.

**C.S.S.D.:** A. SHERRITT.

**Radiology:** A. HIDDLE.

**Blood Bank:** U. CHALLIS.

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**GENERAL SERVICES****Director of General Services:**

J. R. BRIDGER, A.A.S.A., L.H.A., A.A.I.M., R.C.A.

**Departmental Heads—****Administrative Officer — Finance:**

P. J. BEGBIE, A.A.S.A.

**Administrative Officer — Communication and Environmental Services:**

P. DUGGAN, L.H.A.

**Catering Officer:**

D. R. BARKER, F.C.I.A., M.A.C.A.A., M.I.A.C. (London), H.M.A.C.F. (London).

**Chief Engineer:**

L. D. GRIGG, Dip. Mech. Eng.

**Domestic Services Supervisor:**

V. SARGENT.

**Linen Services Supervisor:**

C. KAIN.

**Personnel Officer:**

F. W. CLAY, M.H.P.A.A.

**Supply Officer:**

R. TONKS.

**Senior Supporting Officers—****Accountant:**

G. WISE, A.A.S.A.

**Administrative Officer — General:**

D. N. REES, M.I.A.A., A.I.C.M., R.M.N.

**Assistant Chief Engineer:**

G. T. PEET.

**Assistant Domestic Services Supervisor:**

K. PETTIT.

**Paymaster:**

L. M. GEORGE, M.C.E.S., M.I.A.A.

**Officers of Associated Hospitals—****Lismore and District Hospital:**

P. DUGGAN, L.H.A.

**Ripon Peace Memorial Hospital:**

M. WARNER.

**Skipton and District Memorial Hospital:**

G. WISE, A.A.S.A.

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the 1990s, the number of people who have been employed in the public sector has increased in all countries.

There are a number of reasons for the increase in public sector employment. First, the public sector has become an important source of employment for many people, especially in developing countries. Second, the public sector has become an important source of income for many people, especially in developing countries. Third, the public sector has become an important source of social services for many people, especially in developing countries. Fourth, the public sector has become an important source of political power for many people, especially in developing countries.

The increase in public sector employment has led to a number of problems. First, the public sector has become a major source of corruption. Second, the public sector has become a major source of inefficiency. Third, the public sector has become a major source of waste. Fourth, the public sector has become a major source of unemployment. Fifth, the public sector has become a major source of social inequality.

The increase in public sector employment has also led to a number of other problems. First, the public sector has become a major source of political instability. Second, the public sector has become a major source of social unrest. Third, the public sector has become a major source of economic stagnation. Fourth, the public sector has become a major source of environmental degradation. Fifth, the public sector has become a major source of cultural erosion.

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