



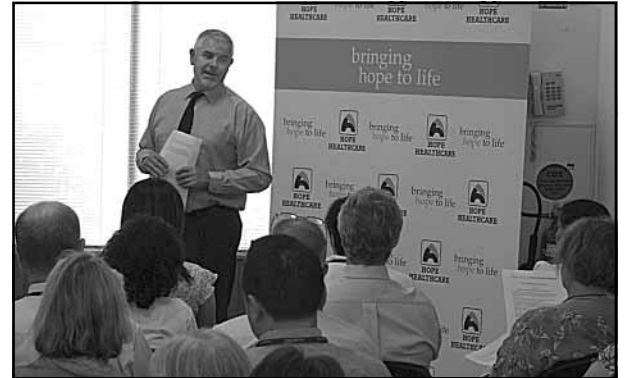
Change of parent, pending

Hope Healthcare is set to become a wholly owned subsidiary of Hammond Care on 1 July 2008.

Hope Healthcare's CEO, Mark Newton has undertaken a round of staff briefings concerning the signing of a Heads of Agreement by the Boards of The Anglican Deaconess Institution Sydney Limited, our current parent company and Hammond Care which should see this exciting transition occur.

Hammond Care specialises in residential aged care with a particular focus on dementia care. He said the potential for synergies and benefits for our client populations are enormous. "This innovative arrangement should make both parties stronger and be of benefit to the patients, residents and clients of both organisations and therefore to the community at large".

He said that service delivery would not change as a direct result of the arrangement, although future opportunities for service enhancement



Mark Newton addressing the staff briefing at Greenwich Hospital

would be explored. "I want to assure those who look to us for high quality, holistic care, that the current arrangements for provision of care and services will continue as of 1 July," he said.

"I have also been able to reassure staff that this transition will not affect their employment arrangements as we will continue with our third schedule public hospital status, all employment terms and conditions will remain, as will our NSW Health policy compliance obligations."

He added "The change promises a better future for our services and achieve a 'win-win' situation for all concerned."

Recognition for that bit extra

For Alick Arkapaw, the rewards for consistently working not only to but beyond our core values, is his nomination and selection as our Employee Excellence Award winner for the 2008 March quarter.

Alick will be known to many as the smiling and cooperative face of Maintenance at Braeside Hospital where he has worked as Electrician for a number of years since coming on board Hope Healthcare at Greenwich in October 2005.

Alick's nomination has cited his positive and enthusiastic manner, proactive when dealing with potential issues and hazards and his willingness to engage with patients and visitors in a courteous



Alick Arkapaw receiving his award from CEO Mark Newton at Braeside on 28 April.

and kindly way while going about his job. An ability to listen and observe contributes to his finding ways of improving equipment and systems. Congratulations Alick, a worthy winner of our award.

Young men of passion

I didn't know Heath Ledger very well or for very long. To tell the truth, I was really only on nodding and hello terms with him for a couple of months. You see, part of one of Heath's first movies. 'Candy' was filmed at Greenwich Hospital, and I would say "Hello" to cast members, including Heath, as I went about my business in the hospital.

From my observations (and I must confess I occasionally stopped to watch the production of the film) Heath was a quiet person, with a great passion to be the best actor he could be. It was a great shame that one so talented should die so young.

I feel for Heath's family. Although we think we should move beyond this life before our children, sometimes it does not work out like that. There are no guarantees in this life concerning longevity.

In March we had an early Easter. What is Easter about? It is about remembering that about 2000 years ago another young man in his thirties died. He too was passionate. As you might recall he died on a cross, for a purpose. Jesus had come to earth under the direction of his Father to die to restore our relationship with God so that we could live forever once our time on this earth is over.

Easter reminds us of our need to restore or renew our relationship with God. To tell him we need his help to live in this world and through faith in Christ's death we want to spend eternity in Heaven.

David Tyndall

From the CEO's desk

Acquisition by Hammond Care

I have now had the opportunity to speak to staff and volunteers at all of our sites about Hope Healthcare becoming a wholly owned subsidiary of Hammond Care from 1st July. I see this move as a particularly exciting opportunity for Hope Healthcare and more especially the users of our services. It promises potential to grow and develop in partnership with a dynamic organisation. There are many complementary aspects and synergies with Hammond Care's core business, promising a stronger position to help take Hope Healthcare's delivery of services to a higher level.

Positive financial news

Elsewhere in this issue of Rainbow Rod Weir reports in more detail about our positive financial turnaround. The achievement of a balanced budget represents a major change from our position not so long ago. My thanks again to all who have contributed to this pleasing situation which we must now sustain, going forward.

Facility enhancement

It was decided earlier this year to improve the physical appearance of the Palliative Care entrance foyer at Greenwich and to construct a number of additional single en-suite private rooms both within the palliative care unit and in the rehabilitation unit at Greenwich. These long overdue enhancements will improve the standard of the accommodation available to patients on the ward, better meeting contemporary expectations. These rooms will also quickly repay the capital cost through additional private billing opportunities.

Greenwich Hydrotherapy pool

Hope Healthcare has been in discussion with the NSCCAHS about the transfer of hydrotherapy services from Royal North Shore to Greenwich Hospital. A proposal has been developed and agreement reached that should see the service commencing

operation on 1st July 2008 or thereabouts. This matter has attracted some media comment and discussions towards the finalisation of the arrangements are underway.

Neringah Hospital

We have been in ongoing discussion with the NSCCAHS on the future of Neringah. Whilst all parties agree that the current configuration of services at Neringah is unsustainable, nevertheless it has been agreed that, ideally, operations at the current site will not be closed until suitable alternative inpatient Palliative Care beds are available in the upper-North Shore. It is hoped that the operating arrangements for an alternative unit would involve a relocation of the Neringah service with enhanced patient access within a purpose-built and designed standalone facility. I will keep you informed of developments as they occur.

New Chair of our HREC

I welcome staff specialist Melanie Lovell as the new Chair of the Hope Healthcare HREC, Melanie has already made significant progress in the reconstitution of the committee in accordance with the revised Terms of Reference and Standing Operating Procedures.

ACHS Accreditation

There will be an ACHS Periodic Review on the 10th, 11th and 12th June. Three Surveyors will conduct the survey. Our Quality team have started providing education on what to expect in the Periodic Review.

The Periodic Review will involve all previous ACHS recommendations being reviewed to determine progress, all criteria for the Support and Corporate Functions and the mandatory criteria for the Clinical Function will be reviewed against EQUIP 4. More details will be forthcoming from our Quality team.

Audit outcome

The Security Audit conducted by the NSCCAHS Security Service in December last year was completed successfully with Greenwich achieving 63.6 percent, Braeside 69.6 Northern Beaches 66.6, Neringah 65.0 and Graythwaite 61.4 percent.

This result is very pleasing; with only one other NSCCAHS hospital achieving over 60 percent at the first audit.

Thanks to Kathy Fayle

Our Director of Community and Aged Services for five years, Kathy Fayle, has left Hope Healthcare to pursue other career options closer to home.

In her time in charge of this relatively new area of operation for us, she added to the portfolio of community services to include - Music therapy, Transpac, Compack West, Compack North, Dementia SouthWest Sydney, Woonona Cottage and the Saturday program at Tom O'Neill Centre. These programs now contribute significantly to the range of services offered by Hope Healthcare and to the client groups served.

My thanks go to Kathy and I'm sure all will join me in wishing her well for the future.



**HOPE
HEALTHCARE**

Employee Excellence Award

There is provision for quarterly awards of a certificate and a cash prize, the winners of which are eligible for the annual Sita Carter Medal and a cash prize.

Nominate a deserving colleague!

Remember, when making a nomination, to make it count, give explicit and concrete examples of your nominee's exceptional achievements, qualities or abilities.

Next closing date -

30 May 2008

Nomination forms should be available on your local 'Share' drive or at your local administration office. Completed nominations should be forwarded to the attention of the CEO.

Positive financial news

The financial year that ended last June allowed Hope Healthcare to recoup the losses of the previous year.

In the current financial year, Hope Healthcare continues to track well, but our heads are only just above the water line. At the nine-month mark we are achieving a small surplus of \$242,000. So we are running a "tight ship".



Rod Weir said that individual contribution to efficiency measures is greatly valued.

A key aspect of funding our hospitals is that NSW Health expects Hope Healthcare to raise a portion of its own revenue through treating private insured patients.

A major source of fee-paying patients in past years has been DVA patients. However the number of surviving Veterans is decreasing rapidly so we have had to look for alternative revenue sources. The opening of single en-suite rooms at Greenwich with potential to attract privately insured patients has come at the right time.

Figures to the end of March:

	Performance	Budget
Staffing costs	\$24.2m	\$24.9m
Goods & Services	\$3.3m	\$3.2m
Repairs & Maintenance	\$0.6m	\$0.6m
Total cost base	\$28.19m	\$28.7
Financed by:		
Private patient revenue	\$3.4m	\$3.6m
DVA revenue	\$1.1m	\$1.5m
Interest earned & other income	\$0.6m	\$0.4m
Subsidy from NSW Health	\$23.2m	\$23.2m
Total revenue	\$28.3m	\$28.7m
Operating surplus	\$0.2m	\$0.0m

We greatly value the ongoing commitment of staff and individual contribution to efficiency measures already underway and assistance to identifying further opportunities to reducing costs or increasing revenue.

Rod Weir, Director of Finance and Information Technology

HR Working Groups

The need for three Working Groups was identified last year to explore the main trends that emerged from the Staff Satisfaction Survey in 2007.

The Communications Working Group and the Organisational Culture Working Group have held initial discussions and will convene their second meeting in early May. These meetings will further explore issues of internal communication and culture in the organisation, and

generate recommendations for change throughout Hope Healthcare.

The Recruitment & Retention Working Group has progressed to the stage where it will commence work in early May on a wide range of agreed actions.

We look forward to the positive changes that these groups will help bring to the organisation in its continued development.

Value of donated time

A preliminary exercise has been completed in our facilities in the north to get a more accurate picture of the amount of donated hours of service we receive from our wonderful volunteers, by areas of work, and to then place a dollar value on their contribution.

The estimate takes account of our volunteers undertaking so many diverse roles. Our volunteers provide their time across a wide range of areas including bereavement counselling, pastoral care, social work, catering, therapy, transport, carer respite and community care.

The final estimate of just under \$300,000 value of donated time holds good for the present award rates in the areas they are contributing their time.

When evaluated this way, the contribution to our work and effectively the broader community is quite outstanding.



Our most recent volunteer recruits undergoing orientation at Greenwich in March.

Acknowledging sorrow

The opportunity was made available at Greenwich and Braeside on 13 February to watch live, Prime Minister Kevin Rudd delivering the apology for past decades of state-sponsored ill treatment of indigenous Australians, from the House of Representatives.

It is more than 10 years since the stories of the so-called stolen generation were told in the *Bringing Them Home* report.

The declaration of the apology promises a new era of recognition and reconciliation between indigenous and non-indigenous Australians.

Many of our staff and volunteers watched the moving occasion captured in the television broadcast.

A close shave

Kent Robinson AIN in Palliative Care at Braeside and Peter Guest a patient in Palliative Care have lent their heads to raise money for the Leukaemia Foundation's World's Greatest Shave.



Kent Robinson starts work on Peter Guest's radical new coiffure.

Money raised will care for patients and families living with leukaemias, lymphomas, myeloma and related blood disorders. Every hour of every day someone in Australia is diagnosed with leukaemia, lymphoma or myeloma. Only four out of ten adults survive these cancers.

Everybody's business

April 1 was observed as April Falls Day not only across the country but also within our facilities.

Fall injury is a major cause of injury-related preventable hospitalisation and loss of independence among people aged 65 years and over.

No other single injury in NSW, including road trauma, costs the health system more than fall injury. In addition to the health service costs, there is the hidden cost of the impact on the lives of older people and their relatives and carers. Fear of falling can be debilitating and lead to severe restrictions in activity and social interaction.

Falls in hospital account for 45 percent of all patient incidents and are usually preventable. Adverse outcomes, even death result from 40 percent of falls. Most falls occur by the bedside. Similar to the broad population, patients most at risk are those over 65 years.

April Falls' Day was our opportunity to focus our attention on helping older people stay fall free particularly when in hospital.

(Below) Julie Miles at Greenwich, contemplating the orange poppy seed muffins on offer. Right, the Falls display.



At Greenwich Hospital April Falls Day focus was in the staff cafeteria. The colour theme was orange, the colour the NSCCAHS uses to identify falls. A promotional display was set up highlighting the importance of preventing falls in hospitals. Staff consumed orange poppy seed muffins and a variety of orange lollies, generously supplied by the Area. As well, Area supplied promotional items such as pens and mouse pads were distributed, and all had a good learning and fun time.

Canley Heights gives for ten

The Canley Heights Community Group have been regular donors in support of Braeside Hospital for over ten years. A tremendous effort!

In early February Hazel and Paul Ross representing the Group, made a fresh donation of \$500 to go towards folding beds for the use by family staying over with patients in palliative care.



A/g Deputy Director of Nursing Penelope Champion accepts the latest in a number of regular donations from Paul and Hazel Ross representing the Canley Heights Community Group, on 12 February.

A Braeside handover

Andrew Cole has relinquished the role of Director of Medical Services at Braeside Hospital, with Friedbert Kohler taking on the role.



Smiles all round, Andrew Cole with Friedbert Kohler.

On 17 March an after noon tea was held at Braeside to thank Andrew for his contribution and to mark the 'handing on of the baton'.

Healthy news Potential to help UTI

Cranberries, usually in the form of cranberry juice, have long been used to try and prevent urinary tract infections (UTIs). Cranberries contain a substance that can prevent bacteria from sticking on the walls of the bladder. This has potential to help prevent bladder and other urinary tract infections. A Cochrane review identified 10 studies (with 1049 participants) comparing cranberry products with a placebo, juice or water.

There was evidence to show that cranberries (as juice and capsules) can prevent recurrent infections in younger women. However, the evidence for elderly men and women was less clear, and there is evidence that is not effective in people who need catheterisation.

Many people in the trials stopped drinking the juice, suggesting it may not be popular. In addition it is not clear how long cranberry juice needs to be taken to be effective, or the required dose.

[Source: Jepson RG, Craig JC. Cranberries for preventing urinary tract infections. Cochrane Database of Systematic Reviews 1998, Issue 4. Art. No.: CD001321. DOI: 10.1002/14651858.CD001321.pub4]

Cough mixtures

Acute cough is a common and troublesome symptom in people who suffer from acute upper respiratory tract infection (URTI). Many people self-prescribe over-the-counter (OTC) cough preparations and health practitioners often recommend their use for the initial treatment of cough.

The results of a Cochrane review suggest that there is no good evidence for or against the effectiveness of OTC medications in acute cough. The review has to be interpreted with caution however, because the number of studies in each category of cough preparations was small and many of the studies were of low quality and different, making evaluation of overall efficacy difficult.

[Source: Smith SM, Schroeder K, Fahey T. Over-the-counter medications for acute cough in children and adults in ambulatory settings. Cochrane Database of Systematic Reviews 1999, Issue 1. Art. No.: CD001831. DOI: 10.1002/14651858.CD001831.pub3]

Chicken soup can help

In spite of the development of many antiviral therapies for the common cold, there is still a place for chicken soup. In 2000 scientists from the University of Nebraska Medical Centre found that chicken soup contained several ingredients that affect the body's immune system.

Specifically, it has anti-inflammatory properties that could explain why it soothes sore throats and eases the misery of colds and flu.

The soup helped stop the movement of neutrophils — white blood cells that eat up bacteria and cellular debris and which are released in great numbers by viral infections like colds. Neutrophil activity can stimulate the release of mucous, which may be the cause of the coughs and stuffy nose caused by upper respiratory infections such as colds.

Hydration and steam also contribute to the benefits.

[Source: Chicken Soup Inhibits Neutrophil Chemotaxis In Vitro, Barbara O Rennard, BA; Ronald F Ertl, BS; Gail L Gossman, BS; Richard A Robbins, MD, FCCP; and Stephen I Rennard, MD, FCC, Chest 2000 118: 1150-1157].



inFLUenza

Our Staff Immunisation Service is again offering Flu Vaccination. Although supply will be prioritised this year, health care workers are second after inpatients.

An array of promotional material is displayed throughout our facilities and information has been distributed on pay slips to answer questions and support the uptake of the vaccine, which is included in the mandatory schedule.

Most staff will have already had the opportunity by now to attend clinics.

For those that have missed out, in the north, Karen Jolly will be offering to vaccinate staff by appointment in the clinic on a Wednesday as usual.

At Braeside staff may go to the GP Practice Wednesdays, Thursdays and Friday in business hours without an appointment.

Employee Assistance



Employee Assistance is a free, confidential, independent and professional counselling & support service for Hope Healthcare employees and their immediate family

24-hour service hotline

1300 135 600



Salary Packaging & meals

It is time to renew salary packaging applications for the 2008/09 fringe benefits year. Staff who do not currently salary packaged are encouraged to consider doing so, with the average Hope Healthcare employee saving \$97.00 per pay in tax. This same saving is also generated for Hope Healthcare and helps meet our general operating costs and improvements in providing health care and community services.

A new policy 'Meal Entertainment & Entertainment Facility Leasing Expenses' was endorsed in February 2008.

An extra \$97* each fortnight can be yours!



It's easy. And now add meals on top of your Salary Package maximum of \$16,050 to pay your mortgage or rent, credit cards bills & much more!**

Sacrifice part of your pre-tax salary to pay non-cash benefits. These also include many other items such as your:

- health insurance
- school fees
- personal loan.

Reduced tax liability could mean near \$100 extra/fortnight in your pay!

Northern Sydney Central Coast Salary Packaging Unit administers our salary packaging (but not not meals/entertainment - see below). Telephone 9887 5686. Hours of business 8:00am to 4:30pm Mon - Fri.

For packaging kits see our Payroll staff or go to the NSCCAHS Intranet site (navigate to the Corporate/Finance/Salary packaging page where you can download the forms and kits).

* figure of \$97 based on average Hope Healthcare employee and 2007-08 Tax Scale.

** the meals & entertainment provision are processed by Hope Healthcare Payroll staff, not Area. Our own forms are used, see the HR Manual.

Adam Leonard, Director of Human Resources, conducted presentations in February and March at each Hope Healthcare site to introduce this new benefit to staff. Further presentations can be arranged by request to Human Resources. Staff are also welcome to attend the Salary Packaging session during monthly Orientation programs. Meal entertainment benefits are exempt from tax and assessable income and can be claimed in addition to other salary packaging and salary sacrifice options.

Research update

Hope Healthcare actively encourages research and learning. We have a Human Research Ethics Committee (HREC) that considers the ethical implications of all proposed research projects within Hope Healthcare and determines whether or not they are acceptable on ethical grounds.

The HREC is also responsible for ensuring the scientific or applied worth of research projects conducted using Hope Healthcare resources.

Staff Specialist at Greenwich, Melanie Lovell has recently been appointed Chairperson of our HREC. Melanie is a palliative care physician and has a strong interest in research.

The Hope Healthcare Research Grant scheme provides support for a project, or projects up to \$10,000 in total in any one year to encourage staff to conduct high quality research. Research grant applications are open to members of staff only, within any discipline, on subjects relevant to the work in which they are engaged



Melanie Lovell, new Chairperson of our HREC.

The scheme is intended to cover all aspects of service delivery and development and improvements in care, as well as new additions to scientific, clinical or technical knowledge.

Grants may be used only to assist the project by meeting the cost of additional support or data processing or materials, books and equipment necessary for the project, not the time of the staff member. More information is available on our website (<http://www.hopehealthcare.com.au/hrec.htm>)

Free loan services

Discussions were recently concluded with Mortgage Choice to provide free home loan brokerage services to Hope Healthcare staff.

Mortgage Choice's services include advice and support on a wide range of loan options from a large number of lending institutions. These services can be for staff who either have a current home loan, or who are considering whether to commence a home or investment property loan.



For the convenience of staff, Mortgage Choice has agreed to provide their services on site at Hope Healthcare locations. The arrangement also includes discount offers on furniture and removals services with Mortgage Choice's select partners.

In addition to the potential benefit of these services, if a staff member enters a loan that Mortgage Choice recommends to them, Mortgage Choice will make a \$100 donation towards staff amenities in Hope Healthcare.

Mortgage Choice is one of Australia's leading home loan brokerage services and has won many industry awards, including Australian Banking & Finance Awards 'Best Mortgage Broker' for 2007, 2005 & 2004. All commissions paid to Mortgage Choice by a lending institution are the same, regardless of the loan a staff member chooses.

Hope Healthcare has taken steps to satisfy itself that Mortgage Choice is a

reputable organisation, and to ensure that no conflict of interest arises from allowing Mortgage Choice to offer its services on site to staff. The decision to use the services of Mortgage Choice is for each staff member to decide, and it is recommended that staff obtain independent financial advice before making any decision that could affect their financial circumstances.

Further advice will be sent to staff in May to introduce the sessions. I hope staff will welcome this initiative and find it of real benefit.

If you are interested in learning more about Mortgage Choice in the meantime, go to www.mortgagechoice.com.au

Adam Leonard

Japanese visit

In January, 24 college students and a teacher from Ryukyū Rehabilitation Gakuin in Okinawa visited Greenwich Day Centre as part of an overseas study tour.



Visiting students with Greenwich Day Centre clients

The students are in their second year of college studying welfare and care for the aged and the disabled. Completion of a 2-year full time course will qualify them to work as a care worker in the community or a residential care setting.

Some Dates for your Diary May

4 May Motor Neurone Disease Awareness Week

1800 640 144 www.mndnsw.asn.au

12 May International Nurses Day

International Council of Nurses

1300 367 962 www.rcna.org.au

17 May 30th Annual Convention of The Diversional Therapy Association of Australia National Council

Diversional Therapy Association of NSW
02 9887 5035

www.diversionaltherapy.com.au

25-31 May National Palliative Care Week

Palliative Care NSW

0403 699 491 or info@palliativecarensw.org.au

31 May World No-Tobacco Day

World Health Organization

(02) 9926 5014 www.quit.org.au

June

21 June Motor Neurone Disease Global Day
Motor Neurone Disease Association of NSW

1800 640 144 www.mndnsw.asn.au

July

15 July 8th International Conference on Grief and Bereavement in Contemporary Society
03 8662 3300 www.icgb08.com

Should you want assistance to publicise your work, contact Robert Britton (details over).

Hope Healthcare Prayer

Lord, because of Your concern for men and women everywhere, we ask You to be with all those within the care of our hospitals. Give them the assurance and the comfort of Your presence, help them in their need, and give to them that peace which can only come from You and which the world cannot give. Draw them to You so that they may experience Your saving grace.

We pray that You will guide and direct the board, the staff and the voluntary workers in the discharge of the responsibilities they hold.

Our Father, we ask that the hospitals will be enabled to uphold their charge in the care of those in such real need. Inspire all who can, to contribute generously to the progress of this work.

These things we ask in the name of our Lord Jesus Christ.

Amen

Policy Watch

A regular summary of recently issued Hope Healthcare Policies.

Title	Issue Date	Manual
Home Oxygen Policy	March 08	Corporate Manual
Clinical Practice Model Policy for Safe Introduction of New Interventional Procedures	March 08	Corporate Manual
Corporate Discharge Planning Policy	Jan 08	Corporate Manual
Pressure Ulcer Prevention and Management Policy	March 08	Nursing Manual



Bits'n'pieces



Braeside

Welcome to Registrars - **Vincent Jiu Jong Ngian, Ratna Ratna, Mary Bautista, Saba Asif, Tik Shun Chan & Seema Radhakrishnan**, Occupational Therapist - **Rebecca Jarrott**, Nursing Unit Managers - **Myong Soon De Conceicao & Gail Fuller**, Health Service Manager - **Giovanna Cuomo**, Registered Nurses - **Marjorie Hunt, Nichole Petrie & Dheliwe Zigori**, Staff Specialist - **Rebecca Strutt**.

Farewell to Registrar - **Saba Asif**, Nursing Unit Manager - **Jane Mackintosh**, Trainee Enrolled Nurses - **Mary Caraballo, My Ngoc Luong, Sunny Sok & Sandra Reyno Motta**, Enrolled Nurse - **Ricardo Marcenaro** and Care Service Employee - **Premela Shah**.

Congratulations to physiotherapist **Belinda Carrasqueira** who wed the love of her life, Felipe on 19 January.

Congratulations also to senior TACP physiotherapist **MyKim Navarrete** and her husband on the birth of their second child Emilio Tan on the 6 March.

Congratulations to **Peter Buttegieg** (Older Person Mental Health, Community) for successfully completing his Graduate Diploma Mental Health (Older Person) and appointment as Clinical Nurse Specialist.

A sincere thanks to **Judi Sandilands** of the Older Person Mental Health, Community team. Judi has been with the Team for a number of years and after a short term as CNC/Team Leader has elected to return to her former role as Community RN. Last year was a particular challenging year due to staff shortages and success was achieved under Judi's team leadership.

Graythwaite

Farewell to Assistant in Nursing **Ying (Winnie) Qiu**.



Congratulations to **Annie Lu**, Administration Officer at Graythwaite who recently married. Annie and husband Richard chose Sydney Harbour to celebrate and despite the previous wet week, the sun shone.

Greenwich

Welcome to Registrars - **Kathryn Medynski & Sumitha Gounden**, Health Service Managers - **Jacquolin Giuffre, Anna Markwart & Nina Catalano**, Trainee Enrolled Nurses - **Deborah Dennis, Christina Harnett, Jessica Horton & Htu Ra Jenet Marip**, Enrolled Nurse - **Drazenka Mihovilovic**, Registered Nurses - **Jobeth Ipan, Yeong-Heui Kim, Susan Southgate & Jayne Trives**.

Farewell to Administrative Officer - **Julianne Martin**, Hospital Assistant - **Denise Popplewell**, Clinical Nurse Specialist - **Mary Roth**, Registrars - **Abdul Haidary, Elisabeth Cannon & Stella Montenegro**, Occupational Therapist - **Melissa Sale**, Trainee Enrolled Nurses - **Pauline Falconer & Paula Marzan**, Enrolled Nurse - **Kerry O'Hara**.

Neringah

Welcome to Registered Nurses - **Hannah Holcombe & Rosemary Witherow**, Enrolled Nurse - **Kim Pond**.

Farewell to Registered Nurses - **Yuet Ming Yee & Kay Steller** (Kay had been with us on permanent staff for more than 30 years, she is now in the Casual nurse pool).

Northern Beaches

Welcome to Registered Nurse - **Kelly Lee Arthurs**.

Farewell to Kathryn Fayle



Kathy Fayle listening to amusing comments by David Tyndall at her farewell morning tea on 14 April.

Director of Community and Aged Services **Kathy Fayle** was fondly farewelled at a morning tea held at Greenwich Hospital on 14 April.

She had been in charge of our Community and Aged Care activities from October 2002, overseeing a substantial growth in this area of our work.

Kathy is looking forward to travelling much closer from home to her new position as Manager of Aged Services with Manly Council.

The Rainbow is the quarterly newsletter produced by and for the staff and volunteers of Hope Healthcare Limited [ABN 72 074 354 028].

The views expressed are not necessarily those of the editor, management or Board.

Deadline

for contributions for next issue,
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