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Tuesday 17 November 2015

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From the Group Chief Executive

A fascinating procedure was performed recently at Epworth Richmond, where neurosurgeons operated on a 31-year-old woman's brain while she was awake. The 'awake craniotomy' meant surgeons could test the patient's brain function in areas including language, coordination and senses, and how her tumour is affecting these. Read more about this in the article, below.

I would like to extend my congratulations to the recent Epworth recipients of funding from the National Health and Medical Research Council (NHMRC). Applying for funding from the NHMRC is an extremely competitive process, so the following recipients should be very proud of their achievements: Associate Professor Gavin Williams, Associate Professor Chris Hovens, Dr Niall Corcoran, Professor Tony Costello, Dr Andrew Stephens and Dr Gershon Spitz.



A number of changes to the names of wings and levels at Epworth Richmond will be implemented over the coming months. This will ensure consistency and improve wayfinding

across the hospital, with the February 2016 opening of the Lee Wing. For further details of the upcoming changes, please [visit the redevelopment page on the intranet](#).

You may have seen the memo that was circulated recently announcing the group-wide rollout of the Point of Care bedside system. POC has successfully been running at Epworth Eastern since the start of the year, and our other sites will receive the technology throughout 2016. Patients and clinicians will benefit greatly from the system, which provides entertainment, educational resources and access to medical records.

There are only a few days left to have your say in the Staff Engagement Survey, so I encourage you to please take the time today to complete it. Your feedback allows us to continue creating an environment where all staff want to do and give their best.

At Epworth we support staff to further their education and development. Congratulations to the recipients of the 2016 scholarships, generously funded through donations to the Epworth Medical Foundation. A total of 82 scholarships valued at \$387,950 have been awarded to staff from all divisions. I'm also pleased to announce that eight nurses have been selected for the next intake of the Cleveland Clinic Nursing Leadership Intern Program, leaving for the Cleveland Clinic next May. Well done to all.

Awake craniotomy — Epworth's team approach for Lisa

On 13 October, neurosurgeon Mr Vini Khurana coordinated and worked with a team of experts to investigate and operate on the brain tumour of a young patient while she remained awake, in order to respond to their important questions.

Doctors have been keeping an eye on 31-year-old Lisa Bentley for over 15 years, with regular MRIs to observe an asymptomatic lesion which presented when she was only 16. Epworth Neurosciences Clinical Institute Director Associate Professor Graeme Brazenor says that from the start Lisa was very courageous.

"She was anaesthetised while Mr Khurana opened the skull and leathery covering of the brain, then she was gently woken in order to test her coordination of movement, language and senses while the tumour was being removed," explains Graeme.

"She was comfortable, and we were asking her to respond to our questions while operating in parts of her brain that control these areas. She was very brave as the nurses conversed with her and tested her handgrip and foot movements, and asked her to count. At one stage her voice became very soft so Mr Khurana was able to protect that part of the brain."

Vini says that such a procedure's success depends upon the cooperative skills and communication of all the people in theatre, commencing with rehearsals with neurosurgeons A/Prof Brazenor and Mr Ron Jithoo, and anaesthetist Dr Praveen Vats. The team also included Epworth Radiation Oncology Director Dr Mike Dally, and dedicated theatre nurses Sun Hwang, Eds Santella and Angie Del Rosario, two theatre technicians, a brain stimulator representative from Integra, and Tom Bronts and Shreyas Garuda from BrainLab.

Mike had received prior permission to use special technology from BrainLab to plot the fibre tracts of the tumour and create the outline in a solid image. This is a service for use in highly selected brain tumours that are near "high-price brain real-estate" such as the parts that control body movements and speech, says Mike.

Vini says the results have indicated the tumour is an oligodendroglioma, arising from a group of support cells in the brain. He and his team will continue monitoring Lisa's brain while her husband and family are confident they are in the best hands at Epworth.

Pictured below: neurosurgeons Associate Professor Graeme Brazenor, Mr Vini Khurana and

anaesthetist Dr Praveen Vats



From wheelchair to walking using 3D printing

Professor Richard de Steiger has created a breakthrough solution for a patient with a lifetime of arthritic problems. Mrs JC was confined to a wheelchair although only in her sixties, having suffered severe rheumatoid arthritis and having her first hip replacements at the age of 28, followed by multiple surgeries in later years. She sought out Richard because she was experiencing severe pain as a result of fractures through her femur and pelvis and presented with severe bone loss in the acetabular socket.

Following surgery and rehabilitation at Epworth in October, she is now able to weight bear using a frame.

Richard says that orthopaedic and reconstructive surgery has benefited enormously over the last few years from the rapid advances in 3D printing applications.

“3D printing and other varieties of material processing involve computer-directed layer-by-layer synthesis of materials and offers potential for new and exciting biomaterials to be manufactured to meet increasing population needs.

“The reconstructive devices usually involve a preoperative CT scan which acts as the template. Segmentation of the bony anatomy is relatively straightforward and this allows printable models to be generated.

“The 3D printed parts were made in Belgium by a company Mobelife. Using CT scans of Mrs JC’s pelvis, 3D anatomical models were generated to mimic the implants in situ and then we constructed new implants to take in account her bone loss. The three-dimensional computer models were later manufactured from titanium using a 3D printer. Titanium has excellent biocompatibility, osseointegration and a relatively low elastic modulus which can mimic bone” Richard says.

Richard, who has more patients receiving 3D printed implants, says the whole process takes approximately six weeks and does require liaising with private health funders to ensure that the patient can be reimbursed for a major part of the procedure.

“The use of 3D printed custom parts provides safer surgical solutions for very complex problems than what is otherwise available. Prior to this technique, surgery would require the

use of off-the-shelf screws and plates that have to be bent to conform to the patient's altered anatomy. With 3D printing the implant is manufactured to suit the existing anatomy which makes surgery safer, quicker and less complicated."

Pictured below: the 3D printed implant used in the reconstructive surgery



Celebrating Epworth Medical Imaging

Epworth Medical Imaging marked the opening of its Epworth Richmond location with a celebration event on Monday 16 November.

Attendees included those staff involved with the service opening, members of the Epworth Board, Sonic Healthcare partners and doctors who were all invited to tour the new service and meet the radiologists and technicians.

Group Chief Executive Alan Kinkade congratulated everyone on the success of the launch.

"The opening of EMI Richmond demonstrates the commitment, planning and cooperation of a dedicated team and their managers who excitedly and seamlessly transferred a large radiography service in-house, after the stroke of midnight on 24 September, 2015," said Alan.

"It also demonstrated Epworth as a team with people in various divisions doing extraordinary things to make this transition a success."

In particular, Alan thanked Malcolm Wells, executive director — operational projects; Sandy Chamberlin — director of operations, Epworth Medical Imaging; A/Prof Primit Phal — clinical director of imaging, Epworth Richmond; Sonic Healthcare partners; Epworth Richmond staff; and IT, human resources and marketing and business development staff.

View more photos from the launch event, [here](#).

Pictured below from left to right: Malcom Wells (executive director — operational projects), Dr Julian Adler (managing radiologist of Epworth Medical Imaging), Rod Fitzroy (President Epworth Board), Sandy Chamberlin (Epworth Medical Imaging director of operations) and Alan Kinkade (group chief executive).



Spring racing finest at Epworth Eastern

The Epworth Eastern executive team invited all departments and wards to take part in the Spring Racing Carnival Celebrations by decorating their departments in Carnival theme or by dressing up for the Oaks Day Fancy Hat competition.

Staff looked dapper with the addition of fancy fascinators, tiaras, veils and more. Congrats to all who participated, especially to the following winners.

Ward/department decorations — equal first prizes of \$300 each:

Day Oncology and 2 North

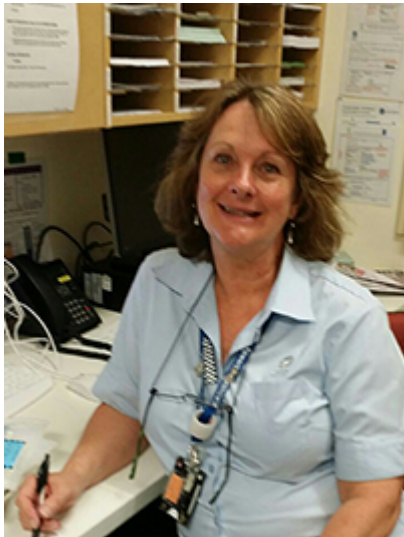
Oaks Day Fancy Hat competition — \$50 Coles/Myer voucher:

Diana Colangelo, Day Oncology 4C





Five minutes with... Carolyn Thornton



Registered Nurse, Epworth Eastern

I started working at Epworth ... in April 2008.

My role involves ... Caring for patients in the wound clinic and vascular and surgical patients.

What I like about my job ... Lots of variety and it's very satisfying when a long-term patient is discharged. I also enjoy the opportunities and education that has been made available to me by Epworth. I really appreciate that.

My favourite thing to do in Melbourne ... I love the cafes in the Dandenongs on a spring day.

Something people don't know about me ... I am the mother of six children from ages 14 to 30 and soon to be grandmother of six. I became a nurse after my youngest daughter got leukaemia at three-and-a-half.

If I wasn't doing my current job I'd be ... a foster parent again or retired on a country property.

My hidden talent is ... I really don't have any hidden talent. I'm pretty ordinary at most things especially cooking!

Staff Engagement Survey closes this Friday 20 November

All staff will have received an email from Best Practice Australia to participate in our organisation-wide Staff Engagement Survey. This is your opportunity to provide feedback on your expectations, your likes and frustrations and the issues that matter to you. Your feedback does make a difference. Since the last survey a number of initiatives and changes have been implemented.

Here are just a few examples from each division:

- *Corporate* — In the last survey some corporate staff said there wasn't enough professional development or reward and recognition. Since then, we have had more training tailored to corporate staff, celebrated Easter with hot cross buns, have hosted the R U OK? Day and celebrated the end of the financial year with doughnuts.
- *Epworth Eastern* — In the last survey, some staff at Epworth Eastern told us communication needed to improve. Since then we have introduced some newsletters: Eastern Engaged for all staff, Perioperative Post for procedural staff, In touch with in patients for ward staff and, coming soon, Non clinical

notes for non-clinical staff.

- *Epworth Freemasons* — In the last survey Epworth Freemasons Ground East staff said that they needed a solution to carrying multiple bed alarm pagers. Since then we have provided one pager per team.
- *Epworth Richmond* — Since the last survey Epworth Richmond has focused on communication and on rewarding staff. In particular we have changed the staff forum time to give staff better opportunity to attend. The executive team hosts coffee with staff each fortnight and breakfast with night shift each month. We celebrate staff that are recognised through rounding, patient feedback and other avenues including recognition in the Richmond Wrap newsletter, staff forums and from executive.
- *Epworth Rehabilitation* — In the last survey, some rehabilitation staff provided feedback that they felt they didn't know their executive team. Since then we have introduced executive rounding where every month two executives go out to a site and speak with five staff and five patients to obtain their feedback.

A pink banner with a white speech bubble shape in the center. The text inside the speech bubble reads "Let's continue the conversation". Below the speech bubble, the text "Staff Engagement Survey" and "30 October – 20 November 2015" is displayed. In the bottom right corner, there is the Epworth logo, which consists of a stylized white 'E' inside a circle, with the word "Epworth" written below it.

**Let's continue
the conversation**

Staff Engagement Survey
30 October – 20 November 2015


Epworth

The new face of research review at Epworth HealthCare

Early 2016 will see the introduction of Velos eCompliance, the new, comprehensive, online platform for research ethics and governance review administration at Epworth HealthCare.

This is a secure, web-based, completely electronic system that is comprehensively configured for Epworth and will operate as a complete research review management system. The

platform has been designed to improve review processes, advance research activity reporting, reduce paper handling and human error, clarify submission requirements, and reduce administrative requirements and data entry duplication, as well as significantly reducing review timelines.

ECompliance revolves around specifically designed, intuitive Epworth HealthCare submission forms that will be completed and submitted within the eCompliance environment. It covers all areas of ethics and governance with all information for submission and review easily accessible.

The launch of Velos eCompliance and go-live will occur in late 2015. As a consequence, submissions through eCompliance will be mandatory for all new applications, amendments, reports and correspondence regarding research projects to be reviewed in 2016.

The research development and governance team is excited by the impending launch of eCompliance and the benefits that will follow. Updates and further information are available through the [Research page](#) on the Epworth website as well as the [intranet page](#). Please visit these regularly to obtain the latest developments and news about this exciting initiative.

Epworth Emmys® success

Thank you to all staff who participated in the 2015 Health, Safety and Wellbeing Short Film competition. And thank you to our event sponsor, First State Super.

The competition was a great success with 26 entries received. The finalists were shown at the screening and awards event held on Friday 23 October where Hollywood came to the Epworth Richmond Auditorium.

All films will be available for viewing on the intranet shortly.

Congratulations to our competition winners:

Overall winners (prizes donated by First State Super)

- First place: Psychological distress has become the elephant in the room — Epworth Clinic Therapy Team, Epworth Camberwell — \$1000
- Second place: A safetication — Education, Epworth Richmond — \$800
- Third place: Stress buster ICU — ICU, Epworth Richmond — \$500

Chief Executive awards

- First place: Imagine Epworth with no accidents - Support Services, Epworth Richmond — \$500
- Second place: SLAGIATT Wars — Clinical Services, Epworth Corporate — \$500
- Third place: Safety Horror Picture Show — 2 North, Epworth Eastern — \$500

Special commendations

- Can you manual handle this? — Acute Physiotherapy, Epworth Richmond — \$250
- Watch me ... — Physiotherapy, Epworth Brighton — \$250
- Wellness at work — Marketing and Business Development, Epworth

Corporate — \$250



Women in Healthcare luncheon raises record funds



Hosted by the President of the Epworth HealthCare Board of Management, Rod Fitzroy, the eighth annual Women in Healthcare luncheon was held at Zinc, Federation Square on Thursday 8 October and attracted a record attendance of approximately 400 guests.

Epworth specialist breast cancer surgeon Dr Chantel Thornton was the MC and leading cardiologist Dr Jennifer Johns AM and cardiothoracic surgeon A/Prof Silvana Marasco addressed the issue of cardiac disease in women and the latest techniques and outcomes in minimally invasive cardiac surgery.

With the largest ever number of corporate sponsors and with thanks to the major event sponsor, Conquest Services, and associate sponsor Abbott Vascular, a record net profit of \$103,000 was raised. These funds will assist in the purchase of a portable

echocardiograph machine for the new Intensive Care Unit at Epworth Richmond.

Pictured above: event MC Dr Chantel Thornton

Preserving the miracle of antibiotics

November 16-22 is global **Antibiotic Awareness Week**, when we should all reflect on our role in using antibiotics wisely. By knowing why an antibiotic has been prescribed, we are able to ensure that our patients are receiving the best treatment, administered in the most

appropriate way, and limiting the development of antimicrobial resistance.

In support of the Antimicrobial Stewardship Clinical Care Standard, the Epworth Antimicrobial Stewardship team monitors over 400 courses of broad-spectrum antibiotics per month across the group. During November, we are continuing our involvement in the annual National Antimicrobial Prescribing Survey. Results of the **2014 survey** are now available. **Find out more** about Epworth AMS on the intranet, or contact usingantibiotics@epworth.org.au.

Epworth staff support movie premiere



On a mid-week October evening, at the beautiful Art Deco Rivoli cinemas in Hawthorn, 450 Epworth staff and supporters enjoyed a premiere screening of the movie adaptation of The Dressmaker, Australian author Rosalie Ham's debut novel.

The movie, starring Kate Winslet and Australia's own Judy Davis, follows the story of Tilly Dunnage returning from Paris to small-town Dungatan to care for her ailing mother. There a tale of love, revenge and haute couture unfolds against the spectacular sunburnt backdrop of rural Victoria.

The crowd attending the film included its own sprinkling of celebrity from Epworth staff with not only Group Chief Executive Alan Kinkade and members of the special events committee in attendance but also Christine Middleton, harpist at Epworth Richmond, and her husband who appeared as an extra in the film! On the

night the Middletons dressed in vintage 1950s costume, bringing an added touch of glamour and style.

Tickets for the sold-out event were very popular with many of Epworth's nurses and staff raising funds for their upcoming walking and cycling challenges taking place in 2016.

The evening was a great success and raised \$15,000, which will be used to support our Emergency Accommodation Program for cancer patients from country areas who need accommodation assistance during their treatment at Epworth.

Notice of salary packaging changes

Meal entertainment and venue hire — advance notice of changes to salary packaging for meal entertainment and venue hire effective from 1 April 2016

The government has made some legislative changes to meal entertainment and venue hire which will become effective from 1 April 2016. Advantage, our salary packaging provider, will be writing to all staff currently participating in salary packaging to explain the changes and the impact.

From 1 April 2016 there will be a cap on the combined total for meal entertainment and venue hire of \$2,550 in practical terms. (This equates to a grossed-up taxable value of \$5000.) It is important to note the changes only affect meal entertainment and venue hire and not your other salary packaging benefits.

If you have expenses (such as accommodation, wedding etc) that you have paid for (or could pay for) prior to 1 April 2016 but will occur after that date then get your claims in now so they can be reimbursed by 31 March 2016.

We encourage you to carefully read the information that you receive and if you have any questions about what this means for you contact Advantage or your accountant to seek professional advice.

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