



Sonder

Better Care Better Health



Your local health news.

NOV/DEC 2019 EDITION

Info & contact

YOUR LOCAL health NEWS

A publication dedicated to promoting better information exchange for primary healthcare professionals and organisations in South Australia.



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welcome

For my final editorial for the year I shall not speak of weariness, nor shall I dwell on the droopy shoulders I see all around the Sonder halls these past few weeks – to dwell on that would detract from the journey that we, the Sonder family, have enjoyed across 12 exhilarating months.

There is much to look forward to in the new year – reforms forced upon reluctant governments will hopefully see the Better Care Better Health that we champion every day – but first we need to reflect on what has been good for us and we also need to reflect on those matters that we need to be better at doing – to not do this will surely see us miss out of those opportunities.

There are several key moments and accolades across the year – I would prefer to dwell on only the good stuff in this edition – the few not so good bits will be dealt with at the Board strategic planning session in February.

In no particular order these are my outstanding achievements of Sonder across the 2019 calendar year:

- In addition to our existing suite of services, we commenced service delivery across 4 huge and challenging new programs in a single year – the emerge program; our commencement as Lead Agency of headspace Adelaide; Sonder Employment Solutions; and the In Home Withdrawal program. All in a single year – quite incredible when you think about it!
- We also expanded our After Hours mental health service; revitalised the CTG teams and leadership structure; and expanded the impact of the Allied Health Solutions team.
- We refitted or built from scratch 5 office locations.
- We delivered event management on a scale like never before, including the CTG Day event, the largest gathering of Aboriginal people in the metro specifically around health; and 70 CPD sessions.
- We completed the staff satisfaction survey, reviewed client consent forms, developed our new Strategic Plan; revised our Quality and Risk frameworks and as though that was not enough, we started the re-building of our

website – which will be launched in the new year.

- We made sure we either obtained or renewed our accreditation against ISO; hsMIF; IPS Model Integrity; NSMHS; and NDIS certification.
- Extraordinarily, our HR team on-boarded 266 new staff, volunteers and contractors in a single year. And we made sure all of us were connected, with our IT team installing 240 new machines in a year; and staff provided with vehicles as needed; and we made sure the coffee never ran out.
- Besides new servers, switches, thick desktops, VDI setup, new VOIP telephones and supporting 16 Sonder sites, our IT team also serviced 50 external clients this year.

Such a list both amazes and inspires. There is a passion and commitment in the Sonder family to work harder and harder yet to ensure that our communities are uplifted and that individuals in times of distress are able to find succour.

And there is more in the tank and more in store for next year, but we need to pause and recharge.

Across most of the Sonder teams we will be taking much needed breaks over the festive season – but our gratitude and deep appreciation is with the staff who will still be working through the break across some of our mental health services. We offer to those selfless souls our warmest thanks.

And to those from outside the Sonder family, I wish for you too the peace and tranquillity that you deserve and I trust that find the time to pause and reflect and rest. On behalf of all of us at Sonder, I thank you for your engagement with us and wish you a Merry Christmas and a wonderful New Year.



Sageran Naidoo
Sageran Naidoo
Chief Executive Officer

Celebrating our achievements at Sonder's 26th Annual General Meeting



On Saturday 2 November, Sonder hosted its 26th Annual General Meeting (AGM) and Annual Dinner at the Adelaide Convention Centre in the beautiful Foyer E, overlooking the picturesque River Torrens and Adelaide city skyline. The dinner officially concluded the 2018/19 financial year.

Over 200 people gathered to celebrate Sonder's achievements for the year. The night commenced with an interactive Welcome to Country performed by Uncle Mickey O'Brien, followed by the business session conducted by Sonder Chairman, Dr Rizwan Latif.

Following Dr Rizwan Latif's presentation, Sonder's Chair of Risk and Finance, Mr John Manning took to the stage and spoke of Sonder's considerable growth experienced in the 2018/19 Financial Year.

The evening was a wonderful opportunity to share our achievements from the last 12 months, as our CEO, Sageran Naidoo presented an overview of our Annual Report and two videos featuring the build progress of the new headspace Edinburgh North Centre and a preview of our new website which is anticipated to launch early next year.

The night was filled with vibrant music and a joyful atmosphere, lots of laughter, and great food.

On behalf of Sonder, we would like to thank all guests and staff for joining us in this special occasion and we hope to see you again next year!

A special thank you to all our sponsors





As the festive season approaches, Sonder would like to remind stakeholders that our offices will be closed for 2 weeks during the Christmas and New Year period.

Sonder’s offices will be closed as of Friday 20th December 2019 and will reopen Monday 6th January 2020.

Clients referred to Sonder or our headspace Centres (Edinburgh North, Onkaparinga & Adelaide) during this period must be aware that they MAY NOT be contacted by Sonder until after Monday 6th January.

Our full suite of services will recommence on Monday, 6th January 2020.

ADULT MENTAL HEALTH

Throughout the closure period, general practices can continue to send referrals for Sonder’s metropolitan programs to the Central Referral Fax Number on 1300 580 249.

Please note referrals will not be processed until we re-open in January.

Practices can send referrals for Sonder’s Gawler-Barossa and Yorke Peninsula programs directly to Sonder on (08) 8252 9433.

Sonder’s Walk-in After-hours Mental Health Service will continue to deliver services from 5 pm – 10 pm on Thursdays, Fridays, Saturdays and Mondays.

HEADSPACE EARLY PSYCHOSIS PROGRAM

headspace Adelaide’s Early Psychosis program will be operating as usual, including public holidays during the Christmas and New Year period.

If you would like to refer a young person, or you have an inquiry, please phone 0475 989 619.

Please note this service is only able to support young people within the Adelaide PHN metropolitan catchment area.

EMERGENCY SUPPORT SERVICES

If you require emergency mental health assistance during this time, please call:

Mental Health Triage 13 14 65
Emergency Services 000
or visit your nearest hospital.

Other support services include:
Lifeline 13 11 14
Kid Helpline 1800 55 1800
LETSS 1800 013 755



We’re seeking Private Allied Health Practitioners.

Clinical Psychologists, Registered Psychologists, Social Workers & Occupational Therapists

Sonder is seeking sub-contracted private allied health practitioners to complement the mental health platform of our service model. Practitioners interested in providing contracted services can negotiate flexible arrangements so as to maintain existing private or public work.

Interested practitioners must be eligible to provide services under the Medicare Benefits Scheme: Better Outcomes for Mental Health Initiative.

Benefits

- Guaranteed client case load
- Support from Clinical Lead and Intake Team
- Rent free
- Free professional development
- Reception & admin support
- Flexible hours

Get in touch today to learn more! (08) 8209 0700 • sonder.net.au





Sonder Employment Solutions host an afternoon of networking



On Friday 22 November, Sonder held a networking event to celebrate both the achievements of Sonder's Employment Solutions program and the collaboration of key stakeholders whose efforts contributed to the program's great success over the past year.

Sonder's Employment Solutions program is designed to support migrants and refugees experiencing barriers to employment. To date, the program has successfully facilitated 80 work placements.

The program is based on a successful evidence-based model known as Individual Placement Support (IPS) which has been implemented in Australia and internationally with outstanding results.

IPS employment services are typically integrated within community mental health teams supporting people with mental health issues to find suitable employment based on their goals and aspirations.

To ensure clients receive truly individualised supports the traditional IPS model recommends a maximum of 20 clients per full-time employment specialist. This enables the employment specialist to provide all phases of vocational support including intake, engagement, assessment, job placement, job coaching and follow-along support (including providing support to employers).

To learn more about Sonder Employment Solutions, visit our website sonder.net.au or call us on **(08) 8209 0700**



In-Home Withdrawal team facilitate community information sessions

Sonder's latest alcohol and other drugs program, the In-Home Withdrawal Service (IHWS) has been successfully leading clients through the withdrawal process since September.

The unique program is funded by the Federal Department of Health and provides clients with continuity of care, offering support from pre-care through to after-care.

Clients are guided throughout the entire withdrawal process by a skilled team of Senior Practitioners, Registered Nurses, Clinical Workers and Peer Workers.

Local community members had the opportunity to hear from the IHWS team at information sessions held at Sonder Edinburgh North and Sonder Port Adelaide in October.

Debby Kadarusman, AOD Services Team Leader, Sarah Short, Senior Practitioner, Aris Garces, Nurse, Chloe Colton, Clinical Worker and Craig Dadsey, Peer Support Worker led attendees through presentations and question and answer sessions covering the program's eligibility requirements, the level of support that clients can expect, how to make a referral and how service providers can be involved.



The IHWS team will hold regular information sessions at Sonder Edinburgh North and Port Adelaide. The information sessions will allow community service providers to gain access to program information for their clients and will also provide clients with psychoeducation and harm reduction information.

Stay tuned for further event announcements!

For more information on the IHWS, visit sonder.net.au/in-home-withdrawal-service or call the team on (08) 8209 0700



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The Northern Region GP Council (NRGPC) continues to address issues that affect General Practices and their ability to provide effective care in our community.

THE NRGPC MEETING HELD ON 8 OCTOBER INCLUDED THE FOLLOWING:

- The NRGPC Membership has been revitalised with Dr Jai Krishnan and Dr Radika Dara being appointed to the Council.
- The NRGPC acknowledged both Dr Kamal Wellalagodage and Dr Seema Jain who had both vacated their positions on the NRGPC.
- The Council discussed concerns around the wording set out in the APHN Data Sharing Agreement with Adelaide PHN and the data extraction required for the QI PIP. The council agreed to investigate further.
- The NRGPC has provided ongoing advice to SA Health regarding Hospital Doctor investigations, however has had minimal communication in response to this feedback.
- The Council discussed the status of the Priority Care Centres. Eligible patients who are presenting to ED have been referred to priority care centres, with letters successfully making it back to the usual GP. Practices involved in the Priority Care Centres have found that most patients referred do have a regular GP. PCC experiences with the SA Health LMH nurses has been positive.
- The NRGPC will meet with the SRGPC on the 5th November 2019, with the following agenda items to be tabled:
 - o QI PIP Data Sharing Issues
 - o Priority Care Centres
 - o SA Health Investigations
 - o Communication with GP colleagues
 - o Set goals for the Councils for the next year
- It was noted that some clients referred to the PHN Central Referral Unit have been rejected for a mental health service due to being employed. The Council will follow up with the APHN for clarification regarding the APHN triage criteria.
- NALHN is working with GPs to implement improved communication strategies between the acute and primary sector, including secure messaging.
- GPs on the NRGPC have successfully referred clients through ReferralNet, however have made recommendations to improve access instructions.

THE FOLLOWING ONLINE GP FORUMS MAY BE USEFUL FOR THE PURPOSE OF INFORMATION SHARING:

o GPs Down Under Facebook Group

facebook.com/groups/gpsdownunder

This closed group of 6,714 members is for Australian GPs to discuss any and all professional topics, and to educate, motivate, encourage, inspire and support each other.

o Business for Doctors Facebook group

facebook.com/groups/businessfordoctors

This closed group is for Australian Doctors from any speciality. It has over 24,000 members, and discusses all business issues pertinent to doctors.

o General Practice Owners Facebook group

facebook.com/groups/1876381559121732

This group has 559 practice owner members (GPs and non-GPs) providing a forum to share ideas, problem solve and has a vision to grow into a group large enough to lobby of behalf of GP practices.

o RACGP ShareGP

sharegp.racgp.org.au

This is the RACGP's Facebook type service and is restricted to members of the RACGP. It has a smaller number of members actively involved so far than the first two listed groups. It also has a Practice Owners group.

o Recruit GP

racgp.org.au/recruitgp?state=sa

This is an RACGP webpage which practices can utilise to publish general practice employment opportunities across urban, remote and rural Australia. This service is free for RACGP members.

o Australian GP Job Portal

facebook.com/groups/OzDocPortal

This is a closed Facebook group with 1,700 members that enables non corporate practices to advertise GP jobs free of charge.

For more information about the NRGPC please visit sonder.net.au/nrgpc

General enquires regarding the NRGPC can be sent to Sonder's Executive Assistant, Emma Rosie, email erosie@sonder.net.au or phone **08 8209 0700**.

The NRGPC is partly funded by the Adelaide Primary Health Network – an Australian Government Initiative. The views of the Northern Regional GP Council are their own and are external to the Adelaide PHN.

The Southern Region GP Council (SRGPC) works to address issues that affect General Practices and their ability to provide effective care in our community.

THE SRGPC MEETING HELD ON 16 OCTOBER INCLUDED THE FOLLOWING:

- The membership of the SRGPC was revitalised. Dr's Kin Lau and Timothy Chew were appointed members of the Council
- Resignations were received from Dr's Nick Tellis, Chris Moy and Pamela Rachootin.
- The SRGPC has 2 vacancies which remain unfilled.
- Dr Navtej Sandhu was appointed chairman of the SRGPC.
- The SRGPC will meet with the NRGPC on 4th November 2019. Agenda items will include:
 - o Aged Care – structural issues to improve GP services delivered in aged care facilities
 - o Improved communication between Councils
 - o Set targets for the SRGPC for the next year
- The Council had concerns with bulk billing incentive being removed for GPs from 1st January 2020, as this will impact the gross income of practices, and may influence patients who cannot afford to pay a gap my attend Flinders Hospital or call a Locum.
- The Council discussed requests for GPs to get named referrals signed by patients and the potential that the issues around named referrals have come into the spotlight and will likely be audited in the near future.

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o Australian GP Job Portal

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General enquires regarding the SRGPC can be sent to Sonder's Executive Assistant, Emma Rosie, email erosie@sonder.net.au or phone **08 8209 0700**.



JOIN THE SRGPC MAILING LIST

The SRGPC would like to invite you to join the SRGPC mailing list and encourage you to engage with any of its members to express your opinions and exchange ideas with your colleagues about general practice issues you find important. This is your opportunity to improve the health system.

By subscribing you will receive email correspondence relating to GP issues, as well as monthly newsletters from Sonder, including summaries of the SRGPC activities.

Follow this link to join: eepurl.com/dLZqtc

The SRGPC is funded by the Adelaide Primary Health Network – an Australian Government Initiative. The views of the Southern Regional GP Council are their own and are external to the Adelaide PHN.

headspace releases new checklist designed to spot early signs of psychosis

headspace the National Youth Mental Health Foundation, has today launched a new checklist to help General Practitioners and other health professionals identify the early signs of psychosis in young people.

Psychosis can be treated and with support most people have a good recovery. In fact, 90% of people within 12 months of starting treatment, achieve full or partial remission of the most dramatic symptoms including hallucinations, delusions or thought disorder¹.

Simon Dodd, National Clinical Adviser at headspace, said that the new checklist was designed to help health professionals to more easily identify the symptoms of psychosis and allow for referral and a diagnosis earlier.

“Psychosis is most likely to first appear in a person’s late teens or early twenties and can have a significant impact on their life. That’s why it’s important we ensure young people experiencing psychosis are connected with support services as soon as possible,” Mr Dodd said

“Psychosis can be frightening, it’s often misunderstood and we know it can turn a young person’s world upside down. But the good news is that it can be treated and with support, recovery is highly likely.”

The launch of the checklist is part of a new campaign to raise awareness among health professionals of psychosis in young people, and to help connect them with one of the 14 headspace centres across Australia that offer a specialist Early Psychosis program.



Designed primarily for health professionals, the checklist explores issues such as functional decline that may have occurred in the past three months, plus the prevalence of positive and negative symptoms.

The adolescent psychotic-like symptom screen (APSS) forms part of the checklist and asks specialist questions, such as:

- ‘Have you ever felt you were under the control of some special power?’
- ‘Have you ever seen things that other people could not see?’
- ‘Have you ever felt like you had extra special powers?’

The checklist uses a score-based assessment system to recommend whether a referral should be made.

Simon continued: “Psychosis is a serious issue that calls for professional clinical help and should never be ignored.

“Evidence suggests the best treatment is holistic in nature. The headspace Early Psychosis program is free and supports young people in every aspect of their recovery, including best practice treatment, education and employment support as well as understanding how to maintain relationships.

“The program also supports families who can access education on psychosis treatment, self-care and how to implement interventions at home.”

“The earlier psychosis is diagnosed, the sooner we can turn it around. With the right support a young person can get back to leading the life they choose.”

headspace Early Psychosis is delivered at headspace Adelaide. To learn more about this service or refer a young person for support, visit headspace.org.au/adelaide or contact the centre on 1800 063 267

To learn how to recognise early psychosis symptoms visit: headspace.org.au/earlypsychosis



Psychosis can be a frightening and often misunderstood illness that can turn a young person's world upside down. The earlier it's diagnosed, the sooner we can turn it around. headspace Early Psychosis offers specialist services to help young people experiencing psychosis.

headspace.org.au/earlypsychosis

headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health.



headspace Onkaparinga's Centre open house

During Mental Health Week, headspace Onkaparinga held a Centre Open House on Friday 11 October. The afternoon provided an opportunity for members of the public to drop into the centre and engage in some fun activities.

The afternoon was brought to life with music from Ziggy Live Acoustics and Sophie Kingsmill. Sky Doodles supplied magical fairy floss for everyone to enjoy.

headspace Onkaparinga would like to thank SHINE SA, WorkSkill, Mission Australia and Sonder's Closing the Gap team for providing additional support and information on the day.

Katrine Hildyard, Member for Reynell and Chris Picton, Member for Kaurana attended in the afternoon and kindly acknowledged the importance of the work that is undertaken by staff at the centre.

headspace Onkaparinga's Youth Reference Group members, Cameron and Kate took people on tours throughout the centre to showcase the youth-friendly facilities that enable the centre to provide high quality standards of care for local young people.

For further information about headspace Onkaparinga, visit headspace.org.au/onkaparinga or call the friendly centre staff on (08) 8186 8600

Congratulations to the headspace Employment Support team

The headspace Edinburgh North Employment Support program was acknowledged as an award winner at the Adelaide PHN's Primary Health Care Awards night.

The awards are designed to celebrate outstanding achievements by commissioned service providers, members and partners in improving the health and wellbeing of our community.

The headspace Employment Solutions program received an award for their achievement in Integration and Collaboration. The program partners with Orygen, the National Centre of Excellence in Youth Mental Health, IPS Workers and headspace National to draw on their expertise in delivering the model.

Congratulations to Steven Wright, Youth Services Manager and Andrew Ceniuch, Employment Services Manager and the Employment Support team.



we're seeking Private Allied Health Practitioners

Clinical Psychologists, Registered Psychologists, Social Workers & Occupational Therapists

headspace Edinburgh North is seeking sub-contracted private allied health practitioners to complement the mental health platform of our service model. Practitioners interested in providing contracted services can negotiate flexible arrangements so as to maintain existing private or public work.

Interested practitioners must be eligible to provide services under the Medicare Benefits Scheme: Better Outcomes for Mental Health Initiative.

Benefits

- Guaranteed client case load
- Support from Clinical Lead and Intake Team
- Rent free
- Free professional development
- Reception & admin support
- Flexible hours

Get in touch today to learn more! (08) 8209 0700 • headspace.org.au/edinburghnorth

headspace Edinburgh North is operated by Sonder. headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health

volunteer with us

Our Youth Reference Group is made up of young people who are passionate about making a difference.

They help with decision making and events that effect the centre.

Join our Youth Reference Group today

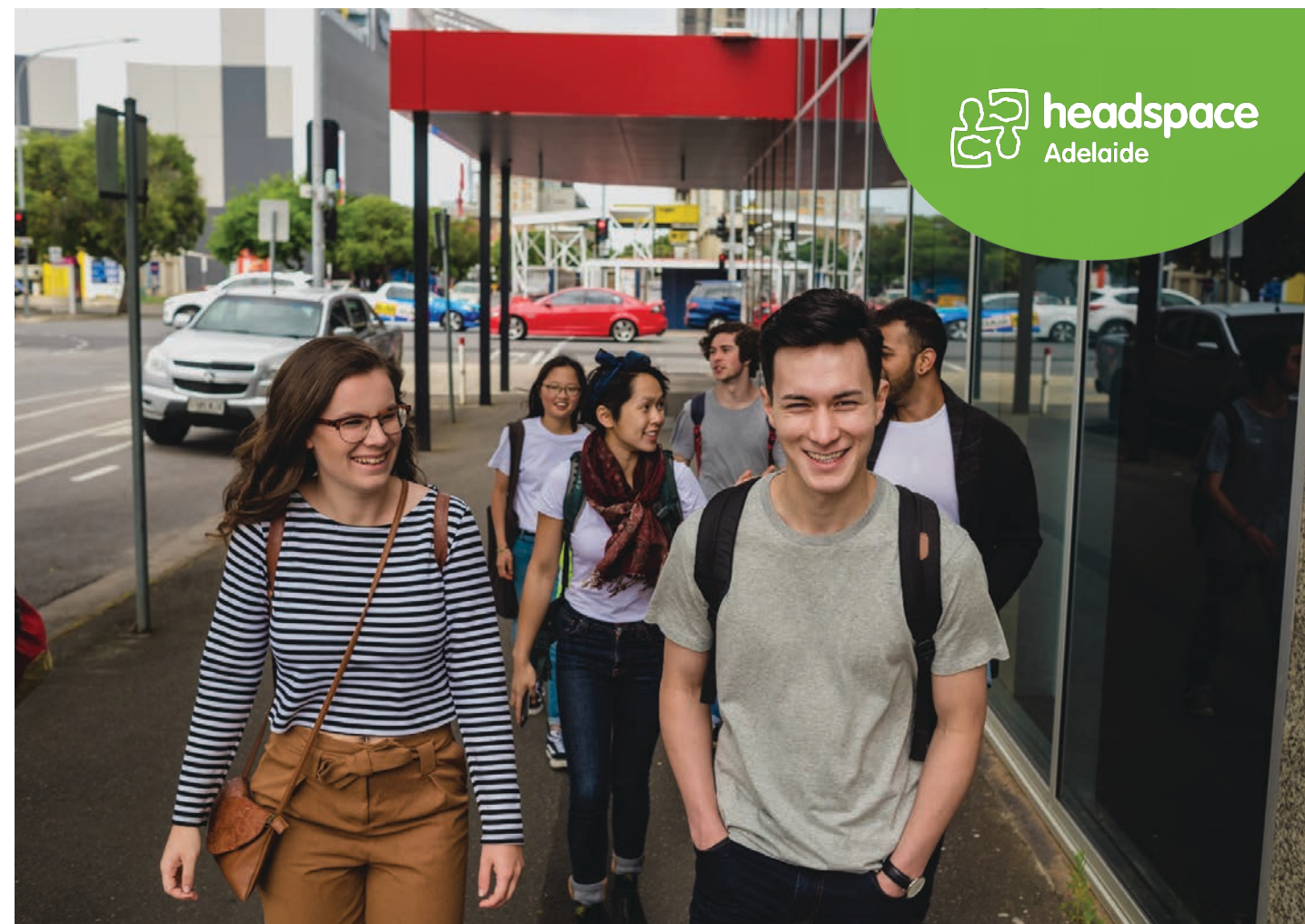


SCAN ME

headspace.typeform.com/to/utMNky

Or ask our friendly staff for more information.

headspace Edinburgh North is operated by Sonder. headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health



safe storytelling

Are you a young person aged 16-25 with an experience of mental health difficulties? Do you want to learn how to share your story with others in a safe and supported way?

Safe storytelling is a free half-day workshop that empowers young people to give a voice to their story of mental ill health.

By sharing your story you are helping to break down the stigma associated with mental health. You can help others learn that experiencing mental ill health does not define an individual, rather, it is one part of their life journey.

when

Safe story telling sessions will be run on a regular basis at our headspace centre throughout the 2020. Please contact us to find out more about when our next session is being held.

where

headspace Adelaide

contact

Let our headspace staff know you are interested and they will put your name down or contact Steve on (08) 8209 0700 or email to register your interest on swright@sonder.net.au

headspace Adelaide is operated by Sonder. headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health

Tips on enticing GPs to work at your clinic

As Australia struggles with medical workforce shortages, GPs remain a sought-after resource. So how can practices go about attracting one, asks Stephen Guthrie

If you are a practice owner, then it's likely you have heard someone at a practice management seminar discuss how the highest and best use of any available consulting room is to fill it with a busy and productive clinician.

I have delivered that advice myself in numerous forums, often drawing the analogy between medical practices and hotels – in both cases, profitability is largely driven by occupancy levels.

Unfilled sessions and underutilised consulting rooms are the leading area of underperformance in many general practices. If only it were that simple.

As is well understood, despite their best efforts, many practices are simply unable to attract independent associates to fill their needs. The slew of GP vacancies (at least 1000 across Australia) sees many practices, especially in rural areas, increasingly desperate.

Recent years have seen a growing trend in part-time roles, as contracting doctors choose to work reduced sessions to balance other commitments and interests.

Practice owners find themselves with unfilled or split sessions, leaving the practice underserved at times that are generally considered less attractive to work. The competition for doctors has driven down service fee levels, often to unsustainable levels.

Earlier this decade, benchmark service fees were about 45% depending on the region.

Today, service fee rates of 25%-35% are becoming increasingly common and are no longer that critical point of difference which will attract a new doctor.

Keeping in mind that the service fee income needs to cover the costs of support and nursing staff, rent, consumables, overheads and myriad other items, it is little wonder that most practices are heavily reliant on incentive payments and sub-rental income to break even.

ALTERNATIVE PRICING STRATEGIES

In a bid to attract doctors into these 'less desirable' sessions or to change room utilisation behaviours, some practices are trialling dynamic pricing strategies.

This model works by adjusting the service fee levels payable by doctors, based on the time of day, and is aimed at filling all available sessions by making them more price-attractive to the doctor.

Popular 9am–3pm timeslots attract a higher service fee (say 35%–40%); whereas the 4pm–7pm weekday slot might be priced at a lower service fee (say 25%–30%).

It's the same strategy employed by airlines in seat pricing and hotels in room pricing. Other variations can include differential service fees for new versus existing patients, or for higher-billing versus lower-billing GPs.

Whether this strategy works to help a practice attract new GPs in a competitive market is yet to be proven.

While these systems exist, many practices have yet to implement the technology necessary and so are not readily placed to consider more innovative strategies.

NON-FINANCIAL STRATEGIES

Income levels and service fees are not the only factors that will help you to attract new GPs to your practice.

Clarity around your practice's value proposition, the ability to clearly articulate your values and behaviours, a well-thought-out patient service model and profile, and team culture are all of fundamental importance.

Many of these factors are also equally relevant in your retention strategies, as are engagement processes such as regular clinical meetings, offering teaching opportunities, investing in your premises and equipment, and providing the right levels of support staff.

A willingness to try different approaches and invest in systems that support these initiatives are essential steps in the journey.

RESOURCE: AusDoc.com.au



CKD Ambassador Program

Kidney Health Australia is pleased to launch our CKD Ambassador Program for Health Professionals working in Primary Care

1 in 3
people in Australia are at increased risk of kidney disease

1.7 million
people living in Australia are affected by kidney disease

You can lose up to **90%**
of your kidney function without realising it

Why become a CKD Ambassador?

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- Increased efficiency and income
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- Contribute to development of educational resources and tools
- Networking opportunities
- Official Kidney Health Australia endorsement
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- Access to Kidney Health Australia's resources, services and support

Apply today!
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Contact us

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 primarycare@kidney.org.au

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Gambling kills: we need to face up to that

Dr Paul Muthiah, a GP in NSW discusses Australia's high gambling rates and the associated health effects.

I have a patient who is addicted to pokies. She spends many of her days feeding the machines at the local RSL. She has schizophrenia and has been addicted to recreational drugs and cigarettes most of her life.

She's recently endeavoured to give up both. Yet, she still gambles, despite the best efforts of myself and those who treat and care for her. And she's not the only one.

I see several patients who suffer with this pervasive addiction that runs through Australian society like a toxic stream.

She is well aware that she has a compulsion to gamble; and that the token free drinks her RSL offer are only there to keep her seated.

With their flashing lights and rewarding sounds, even when the user has a loss, it is no surprise that people can become addicted.

It's saddening to know that Australia has the highest rates of gambling worldwide, with more than 80% of Australian adults engaging in gambling of some kind.

We also top the world when it comes to gambling losses per capita, with around \$1200 per adult spent every year on gambling losses.

A staggering \$23 billion was lost on gambling in Australia in the 2016-17 year, and around half of this was lost on pokies.

Gambling disorder has serious health effects and is a medical condition listed under substance-related and addictive disorders in DSM-5.

And a Swedish study last year found patients with gambling disorders were 15 times more likely to commit suicide.

However, despite this, Australians are continually bombarded with ads glamourising gambling in all its various shapes and forms – these ads are on daytime TV and sports games.

This makes it even more challenging to treat. Perhaps, because it is not a physical substance that is ingested by the addict, it is easier to be

complacent about the potential for harm.

Like many GPs, I have seen the health impacts of gambling firsthand, with patients suffering immense stress over the resulting financial hardship.

It is one of the most challenging consults there is.

There's no medication, specialist or psychologist who can ameliorate bank balances.

Treatment relies on the patient engaging with gambling addiction services, psychologists, psychiatrists or considering medications alongside having support they need to get back on their feet.

When this fails, anxiety and depression can ensue, which can lead to suicidal ideation as death becomes a viable solution for mounting debts.

There is nothing normal, or fun, about putting someone at risk of losing their home.

To me, the most effective way to reduce the health impacts of gambling is simply to ban advertising, taking it out of the spotlight and placing it where it belongs, on the fringes of society.

Just look at the impact banning tobacco ads has already had in reducing the consumption of tobacco.⁵

Research shows that across 30 countries that introduced a comprehensive ban there's been a 23.5% drop in per capita consumption.

At the very least, gambling advertisements should replace their token end refrain of 'Gamble Responsibly' – that does little to avert the dangers addicts face – with 'Gambling Kills'.

Maybe, if we take the initiative and we all recognise gambling disorder as a medical condition with potentially life-threatening consequences that mandates urgent treatment, we can do our part in trying to douse the raging flames of gambling that burn here.

However, whilst the ads are placed all over our society, we will always be down on our chips.

Resource

AusDoc ausdoc.com.au



Case study: pre-operative anaemia

BloodSafe provides elearning courses designed to develop the participant’s knowledge of safe clinical transfusion practice and effective patient blood management.

Iron deficiency anaemia (IDA) is an important public health problem in Australia with 57,518 potentially preventable hospitalisations for IDA in 2017-18.

Evelyn

Evelyn Rossi is a 69-year-old widow who is awaiting a knee replacement. She visits her general practitioner (GP) with shortness of breath (SOB) and to discuss a letter from the preoperative clinic.

Both Evelyn and the GP received the letter detailing how to assess and optimise haemoglobin pre-surgery. Evelyn is pale, but her physical examination is non-remarkable.

Her history includes a myocardial infarction and gastro-oesophageal reflux for which she takes atenolol, low-dose aspirin and esomeprazole. She has had no major surgical procedures. She has no gastro-intestinal symptoms apart from mild loss of appetite for a few months. Her weight is stable.

Evelyn lives alone but her daughter visits regularly. She prepares her own meals and eats small amounts of red meat and chicken.

What laboratory investigations would you perform?

The GP orders a full blood count, iron studies, C-reactive protein (CRP) and renal function tests, and orders a chest x-ray to investigate Evelyn’s SOB. The blood results are also forwarded to the hospital’s preoperative clinic.

Test	Range	Result
Hb g/L	135-175	108
MCV fL	80-98	78
MCH pg	27-33	26
RDW %	12-15	17
Ferritin mcg/L	30-200	8
Comments:	Microcytic, hypochromic blood picture with elliptocytes	

A week later Evelyn returns for her results. Red cell indices and iron studies are consistent with IDA. CRP and renal functions are normal. Her chest x-ray is clear and the conclusion is SOB due to anaemia.

What would be your first line treatment?

Evelyn is advised to take iron tablets with at least 100 mg of elemental iron. A two-week follow-up appointment is made. She is referred to a gastroenterologist for investigation of the cause of her IDA.

Evelyn does not tolerate the oral iron and has been nauseous despite taking them before bed. The GP suggests alternate days dosing.

The surgery booked for 4 weeks, is deferred in order to optimise Evelyn’s haemoglobin. The GP discusses with the cardiologist cessation of her low-dose aspirin prior to surgery to reduce her bleeding risk.

Evelyn’s inability to tolerate oral iron necessitates referral to the haematology clinic for consideration of an intravenous iron infusion.

Evelyn receives an outpatient iron infusion with a good response.

Gastroenterology examinations are clear and her IDA is attributed to poor diet and reduced absorption due to esomeprazole.

Evelyn has her surgery eight weeks after her original date. Her preoperative ferritin was 146 mcg/L and her haemoglobin was 139 g/L, which reduced to 94 g/L postoperatively.

She did not require a red cell transfusion perioperatively and her ferritin levels were considered adequate to support erythropoiesis and recover from her blood loss.

For this and other case studies related to IDA visit bloodsafelearning.org.au



Perinatal and Infant Mental Health Services

Helen Mayo House

Certificate of Infant Mental Health

Dates: 29th January – 1st April 2020 (10 weeks)

Time: Every Wednesday 3 pm - 6 pm

Venue: Helen Mayo House, located at Glenside Health Services

Cost: \$600

SESSIONS INCLUDE:

- Attachment theory and Circle of Security
- Where does the past fit into the present?
- Intergenerational transfer of problems
- Aboriginal CALD, Epigenetics, trauma
- The use of supervision – seeing yourself in what you observe
- Core principles for working with infants and families including early beginnings
- Premature and sick infants
- Early Interventions
- Working with infants and their families
- Parental mental health
- Child protection issues
- Troubling signs in toddlers
- Systems theory, genetics/biology and how it all integrates with attachment theory to make a biopsychosocial-cultural whole

Please note: Places are allocated on a first-come-first-served basis and as they are popular, we suggest enrolling as early as possible.

This is a popular course and fills quickly - only 35 places available

Registrations for the certificates are now open on Eventbrite, please follow the below link to register and purchase tickets.

<https://www.eventbrite.com.au/e/introductory-certificate-in-infant-mental-health-tickets-80396529183>

For any inquiries please email Health.PIMHSHelenMayoHouse@sa.gov.au or telephone Tina Bull / Jane Kasenka on 7087 1047

About Helen Mayo House

Perinatal and Infant Mental Health Services - Helen Mayo House (WCHN) is a service that treats women with mental illness along with their infants and families. Helen Mayo House is the inpatient mother-infant unit, and consultation-liaison at the Women's and Children's Hospital and community arms provides additional clinical and teaching services.



Public Health Information

Be alert for measles cases in South Australia

4 December 2019

SA Health has been advised by the Victorian Department of Health and Human Services of a number of recent cases of measles in the Mildura area in workers from the Pacific Islands. There are likely to be further cases, some of which may present to GPs and hospitals in South Australia.

There have been 261 measles cases reported in Australia this year, but only four cases in South Australian residents to date. This year there have been over 2100 cases of measles in New Zealand, with outbreaks in Tonga, Fiji, and in particular in Samoa, where over 50 deaths have been recorded, mostly in children under 5 years of age. Measles cases continue to be reported from other countries to which Australians travel and return.

Measles is transmitted via respiratory aerosols that remain a risk to others for up to 30 minutes after the person has left the area. The incubation period is about 10 days (range 7 to 18 days) to the onset of prodromal symptoms and about 14 days to rash appearance. The illness is characterised by cough, coryza, conjunctivitis, a descending morbilliform rash, and fever present at the time of rash onset. The infectious period is from 24 hours prior to onset of the prodrome (or 4 days prior to onset of rash) until 4 days after the onset of the rash.

Doctors with patients suspected of having measles are asked to:

- Notify urgently any patient with suspected measles to the CDCB on 1300 232 272 (24 hours/7 days). Do not wait for laboratory confirmation.
- At the time of consultation, take a throat swab in viral transport media (preferred specimen) and if possible, urine in a yellow top container for measles PCR, and arrange urgent laboratory testing through SA Pathology. To reduce the risk of measles transmission, do not send the patient to a laboratory collection centre.
- Isolate suspected and confirmed measles cases and exclude from child-care/ school/ workplace for 4 days after rash appearance.

- Ensure all household and other contacts are protected against measles (see Australian Immunisation Handbook: www.immunisationhandbook.health.gov.au/vaccine-preventable-diseases/measles)
- Minimise transmission of measles:
 - o Examine patients suspected of having measles in their own homes wherever possible.
 - o Ensure the patient is only seen by practice staff with confirmed immunity to measles.
 - o Ensure suspected cases do not use the waiting room, and conduct the consultation in a room that can be left vacant for at least 30 minutes afterwards.
 - o Treat all people who attend the rooms at the same time, and up to 30 minutes after the infectious patient has left the rooms, as contacts.

Measles vaccination

- Two doses of a measles containing vaccine are highly effective at preventing measles. Offer measles vaccine (unless contraindicated, for example in pregnant women or immunosuppression) to all potentially susceptible persons who attend your practice.
- While most people born in Australia before 1966 will have had measles in childhood, those born in the late 1960s to mid-1980s may have only received one measles vaccine.
- Vaccination against measles can now be given from 6 months of age in infants travelling to countries where measles is endemic or a measles outbreaks are occurring (if given <12 months of age, 2 subsequent doses from 12 months of age are still required).

Further information is available at www.sahealth.sa.gov.au/InfectiousDiseaseControl

For all enquires please contact the CDCB on 1300 232 272 (24 hours/7 days)

Dr Louise Flood – Director, Communicable Disease Control Branch

Education reports



Southern Nurse Network

Thursday 3rd October 2019

Sonder supports practice nurses in Adelaide's southern region through the Northern Nurse Network. In the latest network meeting, held at Flinders University, presenters James Thompson, Grant Gallagher and Claire Verrall upskilled attendees in basic ECG interpretation and life threatening ECG rhythms. The presenters also discussed ways in which general practice can work collaboratively with SAAS to enhance patient care. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN program.

Assess and Manage Knee and Ankle Injuries in General Practice

Wednesday 9th October 2019

This education event, held at the Gepps Cross Hotel was presented by Orthopedic Surgeon, Dr Luke Mooney. Dr Mooney provided an update on how to assess and management common knee and ankle injuries in general practice. Dr Mooney also provided a refresher presentation on the anatomy of the knee and ankle and discussed appropriate examination techniques and management options. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN program, Return to Work SA and Wakefield Sports Clinic.

Southern Practice Managers Network

Thursday 10th October 2019

Sonder supports members of the Practice Managers Network by acting on their recommendations and providing strategic advice. In the latest network meeting, Dr Dick Wilson discussed Medicare's Shared Debt Recovery Scheme. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN program and Avant Mutual.

Sonder regularly runs free education sessions and events for health professionals in the northern and western Adelaide metropolitan region.

Visit www.sonder.net.au/education-events for more info and to RSVP.

For education enquiries, contact our Education Officers on (08) 8209 0700 or email education@sonder.net.au



Stay up to date with the latest educational workshops! Subscribe to receive our event snapshot at www.sonder.net.au/subscribe



Advances in Cancer Therapy

Tuesday 15th October 2019

This education session provided attendees with an update on major advances in cancer treatment including targeted therapies and immunotherapy. Dr Chris Hocking, Dr Dainik Patel and Dr Justin Mencil discussed common cancer presentations and available referral pathways. Information was also provided on treatment toxicity and the role of the GP in identifying and managing side effects, as well as providing care for patients with life-limiting illness. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN



Diagnosing and Managing Heart Failure

Monday 28th October 2019

In this education session held in Hindmarsh at the Education Development Centre was presented by Clinical Cardiologist, Dr Daryl Ooi who provided information on recognising, evaluating and managing heart failure patients safely and effectively in the primary care setting. The presenter discussed available pharmacological options and ways to reduce hospital presentations. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN program.



Eczema and Acne Management in Adolescents

Wednesday 30th October 2019

In this education session, held at the Gepps Cross Hotel, Dr Annabel Stevenson and Dr Arabella Wallett discussed the clinical manifestation of atopic dermatitis, clinical signs of acne and differentiating factors of rosacea. The presenters also provided an update on acne and eczema management strategies for adolescent patients. This activity was supported by funding from the Adelaide Primary Health Network through the Australian Government's PHN program.



Assess and Manage Shoulder Injuries in General Practice

Monday 4th November 2019

Presenters Dr Michael Sandow and Dr Mark Ralfe facilitated this education session at the Gepps Cross Hotel for GPs and Nurses. The presenters discussed how to assess and manage common shoulder injuries in general practice. The presenters provided a refresher on the anatomy of the shoulder and demonstrated time effective clinical examination techniques. This activity was supported by Return to Work SA, Wakefield Orthopaedic Clinic and Wakefield Sports Clinic.



Health Professionals Classifieds

General Practitioners

Senior Medical Practitioner
Women's & Children's Health Network, Port Adelaide. Indicative Total Remuneration: \$173,448 - \$225,821 (pro rata) - Temp P/T (7.6 hrs p/wk, temporary up to 12 months) - MDP4
You will participate in responding to the health burden created by domestic and family violence by providing expert medical advice and guidance within a multidisciplinary team. This will include providing clinics for consumers with women's health issues, including health care in response to domestic violence. You will be part of a small team of doctors, nurses and social workers. Please contact vicki.jones@sa.gov.au or 08 8444 0700.Applications: www.sahealth.sa.gov.au/careers Search Job Ref: 704372 – Closes 17/01/20

Trinity Medical Centre Salisbury
We are a well-established and GPA accredited surgery located in the Northern suburbs. We are currently seeking VR GP's for a very busy 7 days bulk billing practice. Evening and weekend desirable. We have an onsite pharmacy and pathology, visiting specialists and allied health providers. 3 practice nurses and excellent administration support. For further information please call 8258 1677 or forward resumes to the Practice Manager Helen – trinitymc@internode.on.net

Martins Rd Family Medical Practice
Looking for VR/Non VR doctor for 7 day bulk billing practice AGPAL accredited practice in the Northern suburbs of Adelaide. Practice nurses, pathology collection, podiatry, physiotherapy, dietitian, psychology and specialist services available. We are in a DWS area. We are offering 70% of received income or VR \$150K or Non VR \$125K, whichever is greater. Please contact Taryn Page Ph: 08 8283 4411 Email: tpage@martinsroadmed.com.au

Blair Athol Medical Clinic Full and part time general practitioners are required for a rapidly growing clinic. Our clinic is doctor owned and managed, purpose built clinic 7 kms from the Adelaide CBD. We are fully accredited by AGPAL. A fully computerized practice using ZedMed . We offer practice nurse support. We also have allied health practitioners including physiotherapist, podiatrist, diabetes educator, dietitian and a psychologist. Pathology laboratory and Pharmacy on

site. Clinic opens day and night, 7 days a week. Flexible hours are available with attractive remuneration. Dedicated car parking. If you are interested in joining our friendly team please contact Dr Wella 08 8349 9292 or email wella@blairatholmedicalclinic.com.au

Greenacres Surgery seeking VR GPS to join dedicated team of male and female doctors. Our well established, fully accredited practice is GP owned with exceptional support staff, on site pathology. We are offering full or part time positions with flexible days. Applicants must be Australian Citizens or Permanent Residents with full AHPRA registration and medical indemnity insurance. Please email or fax resume with cover letter to greenacres@internode.on.net or fax: 8266 6899. For further information, please contact surgery on 8261 1122 and ask for Leigh Dryden (Practice Manger) or Dr Juliana Ling.

Ingle Farm Medical Centre is looking for a male/female VR/Non VR GP to cope with increasing patient load. We offer a competitive minimum salary or 70% of billings depending on qualifications. We are a DWS site and accredited by AGPAL. Please contact Dr Muazzam Rifat ,08-82652227, ADMIN@IngleFarmMedical.com.au

Salisbury Medical Clinic seek full-time/part-time GP to work in a busy, established practice. The practice is modern with young VR GPs. The practice is able to accept applications under the District of Workforce Shortage Guidelines. Hours are negotiable. Offers excellent remuneration and incentives. Fully computerised and well equipped. Friendly staff with excellent registered nurse. Practice accredited. No after hours or off-site visits. Agencies need not apply. Currently we are not accepting applications from candidates with limited registration. Our surgery currently has 2 rooms available to rent which would be ideal for a General Practitioner, Lawyer or Allied Health Professional. Contact Nick Vlahoulis on 8258 1732 or email Lynn Hannaghan on lhannaghan@gmail.com

Springback Medical Centre require a VR GP in DWS area – Burton SA. Springbank Medical Centre is a mixed billing 'Teaching Practice' practice. The centre has adequate parking and easy access from Waterloo Corner Road. Do you want to work in a practice with a great team of professionals who are committed to the care of patients within the Community? The practice is very busy and well established. The clinic provides holistic quality medical services to the local community including the usual complement of onsite Allied Health services and on site pathology collection. Remuneration depending on experience and competency of practitioner between \$200,000 - \$300,000 p/a. Please contact Mrs Fiona Brabender – pmanager@sbmedical.com.au

EBM Family Medical Practice is looking for caring, empathetic doctors and/or experienced RMOs to join fast growing, multicultural practice. We are located in a thriving, town which has DWS status. EBM patient base is very varied from the very young, to the elderly and with many international university students. Hours would be 6.00pm – 10.00pm with a good rate of pay on offer for the right person. Contact Raelene Fry on 0409 099 110 for further information.

Europa Medical Centre is looking for a full-time VR GP who is motivated and enthusiastic to join our busy 7-day Practice. Our team consists of 8 GP's, 4 nursing staff and our friendly admin and reception staff. Our practice is fully computerised, accredited practice with on site Pharmacy, Dental, Physio, Pathology, visiting Specialists and Allied Health Providers. We are willing to give a sign on bonus to the right applicant. If interested, please forward your CV to europamedical@adam.com.au

Madison Park Family Medical Practice URGENTLY needing VR/Non VR Doctor full registration for 7 day Bulk Billing, GPA Accredited practice in the northern suburbs of Adelaide. Once off Bonus \$20,000 for VR & \$10,000 NON VR. Practice Nurses , pathology collection, podiatry, physiotherapy, dietitian, exercise physio, psychologist available. We are in DWS area .VR \$150K or NON VR \$125K, up to 70% of receipted income whichever is greater. Contact: Miss Leticia Bugg Ph: 08 8182 5700 Email : lbugg@martinsroadmed.com.au

North Eastern Health Centre are seeking an unrestricted VR GP to join us at our exciting, new purpose built busy practice in Tea Tree Gully. We are a family friendly practice that has a team of doctors and staff who all share a passion for quality care. New, dynamic and growing practice, open 7 days, Pathology and Allied Health onsite, Mixed billing practice, flexible hours, 65%-70% billings negotiable, Contact Clinical Manager admin@gullymedical.com.au or phone 82642300

Surrey Downs Medical Centre and **Klemzig Medical Centre** have both full time and part time opportunities available for GPs to assist with large patient bases. Both centres are long established family practices, conveniently located in Adelaide's north eastern suburbs. You will be joining a strong team of Doctors and support staff and the centres also offer treatment room and CDM nurse support. Excellent Allied Health facilities are available onsite.All applicants must be currently living in Australia, and ideally should hold General or Specialist Registration with AHPRA. For further information contact Moira Fritsch on 0477 323 361 or email moira.fritsch@ipn.com.au

Modbury North Medical Centre seeking full-time VR GPs with full AHPRA

registration to work in fully equipped pratice with excellent nursing and administration support. If you enjoy working in a dynamic team environment where patient care is your focus contact Practice Manager on (08) 8264 7824 for a confidential discussion or send your resume at manager@mnmc.com.au

Cross Keys Medical Centre (DWS) seeking full-time VR & non-VR GP (General Registration only) with full AHPRA registration to work in our fully equipped practice with excellent nursing & administration support. If you enjoy working in a dynamic team environment where patient care is your focus contact Practice Manager on (08) 8264 7824 for a confidential discussion or send your resume at manager@solitairemedicalgroup.com.au

Para Hills Medical Centre seeking VR GP (up to 80%). Adelaide Northern suburbs, in DWS area. 7 Days Modern Medical Centre with 7 consulting rooms, 1 treatment room. Friendly team of 6 GPs, 3 RNs, Fulltime PM. Supportive experienced admin team. On-site Allied Health and Pathology. AGPAL accredited. Large patient base Full-time GP with FRACGP/FAACRRM. 80% of receipted billings. Not suitable for doctors under limited or provisional registration. IMGs with APHRA General Registration (unrestricted) can apply. Email adelaidemedpostions@gmail.com or 0434028703 for confidential discussion.

Salisbury Heights Surgery fully equipped, established, modern and purpose built general practice seeking male or female full-time GP. Practice open Monday-Saturday (Saturday work optional). 70% billing, AGPAL-accredited. Contact Dr Stephen Ghan on 08 82582878 or email stephengan@yahoo.com

Allied Health Professionals

Playford Family Medical Seeking Clinical Psychologist for weekend work at a busy and growing medical practice to work with a range of presentations in children, adolescents, adults, families and couples.Essential Criteria: post Graduate degree in Psychology, appropriate registration with the Psychology Board of Australia, full AHPRA registration.To apply, please send cover letter and resume to manager@playfordfamilymedical.com.au. If you wish to discuss the position please call Pankaj Malik on 0430 917 635

Hyde and Partners (Gawler) are seeking a Physiotherapist to work in a highly desirable clinic, 40 minutes from the CBD. Established for more than 40 years with an excellent reputation for providing high quality medicine. Hyde and Partners service a population of 70000 people and currently have wait lists of 2-3 weeks for regular appointments. We can guarantee a

busy position and financial rewards from the start. Please contact our Practice Manager, Jo, on 85230689 or manager@hydeandpartners.com.au

Nurses

Resthaven is hiring Registered Nurses for both Residential and Community sites. If you have aged care experience with AHPRA registration, visit www.reshaven.asn.au for further information and details on how to apply.

Greenacres Surgery seeking an experienced Practice Nurse to join our dedicated team. Our well established, fully accredited practice is GP owned with exceptional support staff and on site pathology. We are offering a minimum of 16 hours a week with flexible days. Applicants must be Australian Citizens or Permanent Residents with current RN registration, Insurance, Police check and CPR Certificate. Experience with health assessments, care pails and childhood immunisations preferred. Please email or fax resume with cover letter to greenacres@internode.on.net or fax:8266 6899. For Further information, please contact surgery on 8261 1122 and ask for Leigh Dryden(practice manager) or Dr Juliana Ling.

Wellcome Medical Centre requiries a PT/ FT Registered Nurse to work in a busy GP practice in the Pardowie area. Previous experience preferred. Flexible tiems & days to suit RN. Attractive remuneration. Modern and new building and facilities. Fully computerised with Best Practice software. Accredited practice (AGPAL). Supportive and friendly staff. For more information, contact Joe on 0412 744 394 or (08) 8250 1333.

EBM Family Medical Practice looking for experienced Registered Nurse required to run specialized clinics and all general practice duties. Seeking someone who is experienced in General Practice with AHPRA registration, National Police clearance and current CPR certificate. If you have a passion for making a difference, growing a practice, love a challenge and are not afraid to go the extra mile to get things done, this could be the position for you. Please contact Raelene on 040909110 for more information.

Practice Staff

Calvary Central Districts are looking for an experienced and motivated Infection Control Health Professional. Join one of Australia's leading health, community and aged care providers.Permanent Part time position – flexible hours available. Excellent salary packaging options available. To join our diverse, compassionate and dedicated team for a rewarding Calvary career, please submit an application to: Toni-Ann Miller, Director of Clinical Services toni-ann.miller@calvarycare.org.au

Room for Rent

SA Group of Specialists has brand new professional consulting rooms available for associate or sessional practitioners from a broad range of specialties at 480 Specialist Centre, Windsor Gardens. We have over 45 specialists and allied health providers working at 5 Adelaide metropolitan sites. To find out how we can help you succeed in private practice, contact Sylvia Andersons on 0499 974 710 or sylvia.andersons@sagroup.net.au. Visit www.sagroup.net.au for more information about us.

Northern Eye Specialists Consulting rooms available for Sale or Lease – 1/ 14-16, Hurtle Parade, Mawson Lakes. 88m2 area. Close proximity to other GP and specialist practices. Would suit specialist or allied health. Rent \$24,000 per annum plus outgoings \$GST. Contact Siva on 0449047905 or email siva.madike@ilmobilityequipment.com.au for arranging inspection or for more information.

North Eastern Health Centre a well-established General Practice in Tea Tree Gully which has been in the area for 50+ year's recently relocated to new purpose built building. We have the rare opportunity of room to rent suitable for visiting Specialist or Allied Health. available as a lease or on sessional basis. Contact Clinical Manager admin@gullymedical.com.au or phone 82642300

ADVERTISE WITH US

Health organisations and services in Adelaide's north enjoy free advertising in our 'Opportunities' section. To be eligible, your advertisement must be written in text, no more than 80 words and relevant to one of the following categories:

- General Practitioners
- Nurses
- Allied Health Specialists
- Practice Staff
- Room for Rent

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