

# NEW appointments

The three new appointments this month are all Bayside Health roles, so you may spot these staff at any or all of our three campuses!



**Jo Gatehouse,  
Consumer  
Participation  
Coordinator**

Empowering consumers and encouraging them to have a say is one aim of Bayside Health's new Consumer

Participation Co-ordinator. Jo Gatehouse, who commenced earlier this month, is an occupational therapist with a varied background in health care.

Most recently, she worked with the Huntington's Disease Association as the program co-ordinator and before that, spent a decade working as an OT in community aged psychiatry at Dandenong Hospital and the Kingston Centre.

"It is a big challenge to be back working within the hospital system and such a big network as Bayside Health," Jo said.

"It is a really interesting role and it fits with my values of encouraging service users to be independent, take control and have a say. Part of my role will be to empower people and to challenge pre-existing ideas."

Jo's first priority is to develop positive working relationships with members of the Community Advisory Committee and support them to continue facilitating community involvement at all levels of the service.

As a mum of two children under three, Jo's spare time is spent in parks, the zoo and in playgrounds! She also supports the ailing Bombers, but hasn't been to many footy games this season!

Jo works across Bayside Health but is based at CGMC. She works Mondays, Tuesdays and Thursdays.



**Anthony Ball,  
Development  
and Retention  
Manager**

Registered psychologist Anthony Ball will be applying his analytical skills to his new role. Our new

Human Resources' Development and Retention Manager spent eight years working in community mental health in the UK and Australia before specialising in organisational psychology.

He has spent the past 13 years as a consultant in organisational psychology, most of that time with SHL. Working with clients such as ANZ and Coles Myer, Anthony has been involved in competency design, leadership development and executive coaching, psychometric assessment and team building. His most recent role was with the National Australia Bank where he was involved in assessing the organisation's culture following a time when staff defrauded the bank of millions.

"I hope to bring some of my knowledge about what works well in other sectors to Bayside Health," Anthony said.

"To attract and retain and develop the best people, we need to create a workplace people feel engaged in. This means we need to ensure that we focus our energies into the things that are most important to staff and most important to the organisation as a whole."

Away from work, you can find Anthony "obsessively" home renovating and redecorating. He is "passionate" about spending time with his two children; other interests are tennis, cooking and entertaining, gardening, reading and music.

**Janice Murphy,  
Recruitment Manager**

Putting together the jigsaw puzzle and collecting evidence – that's the basics of recruitment, says our expert and new Recruitment Manager Janice Murphy.

Janice joined The Alfred in January 1991 as an assistant employment officer and steadily progressed up through the ranks to become lead recruitment consultant and now manager, following Jane Wilson's departure to Eastern Health.

Prior to The Alfred she was a consultant in a recruitment agency,

"I love recruitment, you could say I'm passionate about it," Janice said.

"I enjoy getting the right person for the job. It is a very rewarding experience - offering jobs is a nice thing to do. I used to recruit in banking, finance and accounting and have found working in healthcare has been a really fulfilling experience.

"Finding the right fit within a team is a big part of successful recruitment. In the interview, it's about teasing out information. There is some intuitive skill to appointing the right person, but really it's about collecting evidence that past behaviours reflect their likely future performance."

One of the future challenges for Janice is introducing online technology to Bayside Health's recruitment process – allowing applicants to apply on line and receive automated responses. This will collate information into a database, so managers can send bulk correspondence and spend less time on the recruitment process.

A mother of two girls, Jane will be working Monday to Thursday until her youngest daughter starts school next year. She will focus on senior recruitment, senior medical recruitment and some nursing recruitment.



## Cancer research gets a boost from Bollywood benefit

Disha is that light of hope at the end of the tunnel.

The word Disha means "direction to hope" in Hinda and it is this philosophy that spurred Tara Chandramouli and her committee to hold an inaugural dinner dance in early August to raise funds for cancer research.

The "Bollywood" themed dinner dance was an extravaganza of Indian culture. More than 300 guests were entertained by a professional bollywood dance troupe, Indian music and fundraising auctions.

Tara said the support from the community was overwhelming. "We had to turn people away because the event was sold out," she said.



"Our friend Zahid was diagnosed with leukaemia in May 1997 which was a turning point in all of our lives because someone close to us had been affected. Eight years later, my brother Boney was diagnosed with lung cancer – the same day as Kylie Minogue, he laughingly reminds us.

"We hope that we can blaze a trail called "disha" and raise awareness to do something worthwhile for the community," Tara said.



Thanks to strong community support, the group raised more than \$20,000 for cancer research at The Alfred and Royal Melbourne hospitals.