ATTACHMENT AVOUST OB DFM-5 (25/8) Electure Sorge y Bordy (1) Fe Nambour Tube / QEII PAH Cive for data - be bland to data noticed admin whilf between Emergray & Electure Surgray daid part & in memo now CMHS authority of the control of the Boones Rites - continue to marita exchange of Eauergry pte to Electric Sugary. What should be given to Montoo this year.
- reads to be flagged at converset ? DM. Want batest date on REH & Nanbour. - total presental-- Waille L' 2 ED's - Waiting trues - Access Hock - All performence accross 2 TEAKS 3 # 100k ch areas noth major exposure.

=? eyes a arthop. = Ding payment see I we ca atrack people into system ~ focus on Speciality or 536 M

\$ \$50 m - Access Elective Surguy,
Co paper for Mid yes reviews do detti dan hase paper for ma year to HSFOU. \*? Acte comed west it oble Cab 526 book to Remi re Report being se satoritled



# Queensland Government

Queensland Health



RECEIVED

1 2 SEP 2003 BR019345 **EXECUTIVE SUPPORT UNIT** 

qm#5 Tile

GENERAL MANAGER, HEALTH SERVICES

BRIEFING NOTE NO:

REQUESTED BY:

Gary Walker, Manager, Surgical Access Service, Procurement

Strategy Unit.

DATE:

4 September 2003

PREPARED BY:

Maree McKay, Manager, Organisation Development Unit, QEII

Hospital Health Service District, 3275 6384.

**CONSULTATION WITH:** 

Lorraine Munn, NPC Operating Suite, Karin Matthews, Theatre

Booking Clerk and Sylvia Siepka, Clinical Benchmarking

Officer, QEII Jubilee Hospital.

CLEARED BY:

Tracey Silvester, A/District Manager, QEII Hospital & Health

Service District.

**DEADLINE:** 

5 September 2003

SUBMITTED THROUGH:

Karen Roach, Zonal Manager, Southern Zone

./......./..../

SUBJECT:

Elective Surgery Cases admitted through Emergency

Department - Chart Audit Submission-QEII Jubilee Hospital

**GMHS'S COMMENTS:** 

(Dr) S Buckland

General Manager Health Services

150/2003

#### PURPOSE:

To provide the rationale used at the QEII Jubilee Hospital to classify patients admitted via the Emergency Department as elective surgery activity during the period of July 2002 to June 2003.

#### BACKGROUND:

In a memorandum from the General Manager (Health Services) dated 21st August 2003, it indicated that Surgical Access Service (SAS) had recently reviewed coded QEII Jubilee Hospital morbidity data. This review revealed a significant increase in patient reclassification from emergency to elective, where the patient was admitted and undergoes surgery. According to SAS, the effect of this reclassification is to maximise activity that can be claimed against specific surgical access funding and a reduction in the total volume of surgical work performed.

On 1 September 2003, a meeting was held with staff from SAS, Southern Zone Management Unit and QEII Jubilee Hospital. At that meeting SAS further outlined their concerns which were based on:

- An increasing number of elective surgery cases with an admission source 02 (i.e. from emergency) with approximately a 40% increase from FY2001/2002, and
- A decreasing number of emergency admissions approx 14% decrease from FY2001/2002.

The QEII Jubilee Hospital was directed by SAS to seek clarification and show cause for these changes. The following was suggested:

- 1) Audit a reasonable sample of the cases identified as being reclassified from emergency to elective.
- 2) Provide reasons for reclassification and group patients into categories.
- 3) Define current admission processes and the rules applied for reclassification of such cases.
- 4) In cases where reclassification was not warranted, include recommendations for changes in protocols and procedures that will correct this situation.

#### KEY ISSUES:

This audit was undertaken based on a Crystal Report supplied by SAS. The audit identified 156 cases of patients classified as Elective Surgery who were admitted through Emergency Department, with 109 cases having a Triage Category of 1 to 5. Of these 156 cases, QEII Jubilee Hospital audited 107 cases. These cases have been grouped into two categories of previously on a waiting list or transfer from another hospital and emergency admission with a delayed theatre time.

	Total	Percentage Splits
Classification .	LULA	210/
Waiting List	33	31%
Delayed theatre	74	69%
Grand Fotal	107	= $100%$
	Herrich with the control of the cont	31-547-5-3-4-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1

For the thirty-three patients have been classified as waiting list the reasons and admission processes include:

The patient has presented to Emergency Department and admitted for an exacerbation of a condition for which they are already booked on a waiting list for elective surgery. Also elective surgery patients have been admitted after hours through the Emergency Department. Admission by this source is standard admitting practice where administration support is not available in the ward.

The process used by Operating Suites and the Booking Clerk is to reclassify all of these patients to Elective post operatively.

For the seventy-four patients that have been audited and classified into a group titled delayed theatre, the current rules and practices adopted by the QEII Jubilee Hospital Operating Suite are as follows:

If surgery is not undertaken as an emergency (ie\_attended surgery within 6 hours of admission from the Emergency Department), the case is classified retrospectively by Operating Suites and the Booking Clerk as Elective. This rule is also in force for any case that is booked after 2pm the previous day or overnight and private cases booked on the weekends as no weekend list is available. The audit identified that for these patients the wait to theatre time ranged between 0.13 hours to 400.20 hours with an average of 54.24 hours. There were only ten patients that fell under the 6 hour rule as nominated by Operating Suites.

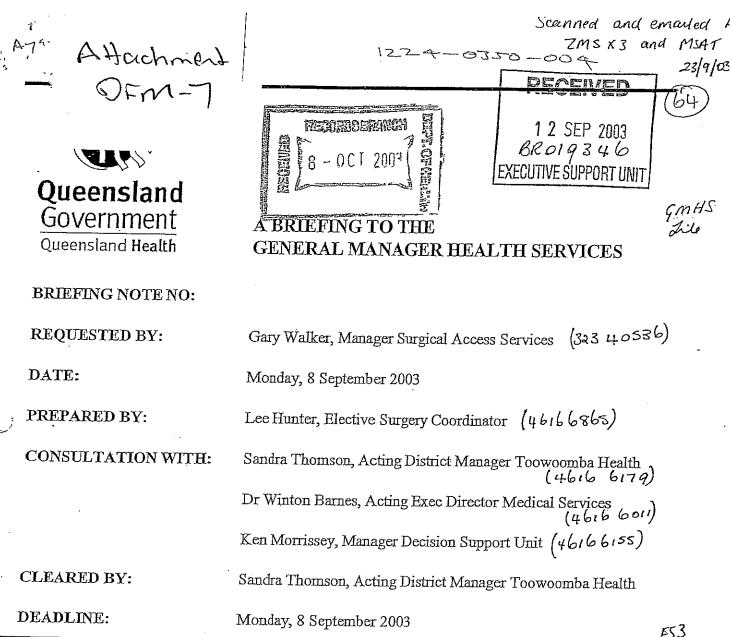
#### ACTIONS TAKEN/ REQUIRED:

The QEII Jubilee Hospital will develop a procedure for all elective patients who are admitted as an emergency patient with an exacerbation of a condition for which they are already booked on a waiting list.

The QEII Jubilee Hospital will develop a procedure for all elective patients who arrive the day prior or after-hours in the Emergency Department for admission.

Based on the feedback provided by SAS, the QEII Jubilee Hospital will develop a procedure to correctly classify patients admitted through the Emergency Department, but subsequently are assessed by the speciality involved as not in fact requiring emergency surgery.

Without a permanent Elective Surgery Coordinator, the QEII Jubilee Hospital will need to consider options in order to monitor these cases and ensure standardised business rules and local procedures are applied accordingly.



- 23/9/03

SUBMITTED THROUGH: Karen Roach, Southern Zonal Manager

.....

SUBJECT:

Classification of Emergency and Elective Surgery

GMHS'S COMMENTS:

Model - WFA request No Dange in Gundy barge & surged payment

(Dr) S Buckland

General Manager Health Services

Colo de sur/s

## PURPOSE:

 To respond to the Surgical Access Services report that Toowoomba Hospital has recorded emergency presentations as elective admissions.

#### BACKGROUND:

- Surgical Access Services identified 301 cases at Toowoomba Hospital in 2002/2003 that
  presented through the emergency department, yet were recorded as elective admissions.
  According to Surgical Access Services, these cases contributed 1,420 weighted separations to
  Toowoomba Hospital's elective surgery target of 10,292. (Phase 7)
- Surgical Access Services have stated that as Toowoomba Hospital's emergency activity has
  declined in the last two years, then these cases appear to represent emergency cases reclassified
  as elective surgery.

#### KEY ISSUES:

- In July 2000 Surgical Access Services provided the Elective Surgery Coordinator with a list of
  cases that had an emergency admission status. They advised that these cases might represent
  activity that could be claimed as elective surgery and recommended that Toowoomba Hospital
  implement a review process. As a result, the Hospital put into place the following process:
  - Review by a senior clinician of the operative theatre notes for patients booked onto a nonelective list.
  - Cases where surgical treatment could have been delayed for 24 hours, resulted in the admission status for that episode being amended.
  - Patient details were then added to the Elective Admissions Module if not already recorded.
- The reclassification process was undertaken in accordance with the interpretation of 'elective'
  as it appears in QHAPDC as per Business Rules at that time. If the patient did not meet the
  criteria for an 'emergency admission', they were reclassified as elective surgery.
- Confusion between the terms 'emergency surgery' and 'emergency admission,' due to lack of
  clarity in the Business Rules, seems to have resulted in the reclassification of cases where
  surgery could be delayed although in many cases admission was required.
- Trauma lists introduced at Toowoomba Hospital, allows for semi-urgent cases to be 'booked'
  onto a dedicated list. Typically fractures are treated on these lists and surgery may not occur
  until one or two days after admission. Similarly, Toowoomba Hospital has an all day
  emergency list, which provides an opportunity for semi-urgent cases to be accommodated in a
  more planned manner, than occurs with after hours surgery.



## RELATED ISSUES:

- Significant improvements have been made in waiting times for surgery including:
- ◆ Dramatic improvements for ENT surgery from greater than three years in 1999/2000 to less than 3 months in 2002/2003 for all surgery including FESS and septoplasty
- Waits of less than 3 months now for general and gynaecological surgery, for most types of surgery including sterilisation and varicose veins. Two years ago, patients waited more than 12 months for non-urgent elective surgery.
- ◆ Dramatic improvements for ophthalmology surgery. In November 2002, patients waited up to 1200 days on the waiting list for surgery. The longest waiting time now is 800 days and further improvements are expected as the rate of treatment has more than doubled. Similar improvements are occurring in waiting times for an ophthalmology appointment.
- Waiting times for urology surgery is now less than 3 months at Toowoomba Hospital, although the full range of procedures is not done. Mater Hospital program established to bridge the gap.
- ♦ Most joint replacement surgery is now performed in 18 months of going on waiting list. All other types of orthopaedic surgery usually are booked within three months. Two years ago, waiting times for most patients was in excess of 12 months and two years for joint surgery. Further improvements can be expected with the addition of an orthopaedic specialist to the team next year.
- ◆ Improvements in waiting times for outpatient appointments are occurring as additional clinics are being held to see more new patients in General Surgery, ENT and Orthopaedics.

### BENEFITS AND COSTS:

- ◆ It is anticipated that in the financial year 2003/2004, with the proposed changes to the Elective Surgery Business Rules and auditing requirements, the result could be a reduction in the amount of activity claimed as elective surgery and subsequent increase in emergency surgery.
- ◆ To estimate the impact of the new audit criteria, 111 cases from the 301 cases identified by SAS as questionable elective activity in 2002/2003, have been analysed. Within this sample three broad groups were identified. These are listed in the attachment.
- From a sample of the total 301 cases, identified in the report by Surgical Access Team, it is estimated that between fifty and sixty percent of the total cases, may not meet the new audit criteria. Many of the cases involved large weighted separation values. The resultant shift from elective to emergency surgery under the new audit criteria is estimated to be between sixty and seventy percent of the total weighted separations.
- The Surgical Access Services Report also identified 38 cases recorded as 'emergency admissions' with the 'Outpatient Department' as the referral source. These cases may represent legitimate unclaimed elective activity, to the value of 199 weighted separations. This could help offset the above changes.

# ACTIONS TAKEN/ REQUIRED:

- ♦ Teleconference to discuss issues with Surgical Access Service and Southern Zone Management on 4 September 2003.
- Meeting planned 9 September with Senior Clinicians from Surgery and Emergency Department, as well as the Health Information Manager, to resolve data entry issues.
- No further reclassification from Emergency to Elective admission without endorsement of Executive Director of Medical Services.
- ♦ Further analysis to be undertaken on impact on targets and budgets for 2003/2004 and strategies developed to determine how Toowoomba Hospital will meet the targets for elective surgery within the framework of the Business Rules.

# ATTACHMENTS:

♦ To estimate the impact of the new audit criteria, 110 cases from the 300 cases identified by SAS as questionable elective activity in 2002/2003, have been analysed. Within this sample three broad groups were identified. These are listed in the table below along with an estimate of the number of cases in each group:

Table 1 Summary of Cases Identified as 'Reclassified' Emergencies

Table 1	Summary of Cases Identified as Trooter
No. Cases	Description of Cases
50	<ul> <li>Mixture of emergency and elective admissions.</li> <li>Classified at the time of presentation as an elective admission by administrative officer in Emergency Department, without any clinical input.</li> </ul>
	<ul> <li>Reclassified as an elective admission,</li> <li>Patient admitted due to pain management issues, lack of support at home, mobility difficulties or inability to travel where distance involved. Examples include:         Fractured lower leg; Fractured neck of femur; Fracture, wound or tendon damage to upper limb; Injury to foot.     </li> </ul>
115	<ul> <li>Reclassified as an elective admission as surgery deemed not necessary within 24 hours of presentation.</li> <li>It was known for some time prior to admission that these patients would present for surgery, but they were not added to the Elective Admission Module. Many patients in this group had numerous outpatient appointments prior to admission. Admission may have occurred due to the exacerbation of a chronic condition where conservative treatment had failed or where a malignancy was suspected and investigations prior to surgical intervention were required. Examples include:</li> <li>Diabetic Foot; Gall bladder calculus; Ovarian cyst; Malignancy of colon and Abdominal adhesions.</li> </ul>
	<ul> <li>These patients were on the Elective Admission Module prior to admission, but were probably admitted via the Emergency Department. Emergency Department staff appear to have entered "emergency department" as the referral source and provided a triage category.</li> </ul>



# Queensland Government Oueensland Health

Attachment DFM-8

## RECEIVED

3 0 SEP 2653 BR 019449 EXECUTIVE SUPPORT UNIT

MIN / DG /GMHS /DDG P&

A BRIEFING TO THE

GENERAL MANAGER HEALTH SERVICES

BRIEFING NOTE NO:

FILE

REQUESTED BY:

Zone Manager, Central Zone

EMAIL MIN

EMAIL **SDLO** 

DATE:

26 September 2003

EMAIL EX DG

EMAIL MCM

PREPARED BY:

Quentin Clarke, Principal Project Officer, Central Zone

Management Unit

Anitra Mattiussi, Team Leader, Business Operations, Central

Zone

CONSULTATION WITH:

District Managers, Sunshine Coast, Bundaberg, Fraser Coast and

Royal Brisbane & Royal Women's Hospital.

CLEARED BY:

Dan Bergin, Zonal Manager Central Zone PH: 32340825

DEADLINE:

SUBJECT:

SUBMITTED THROUGH:

Classification and retrospective reclassification of elective

surgery patients with a source of referral code, Emergency

Department

GMHS'S COMMENTS:

He business rules do not

1/22 34

(Dr) S Buckland General Manager Health Services / /2003

## PURPOSE:

To detail the position in relation to classification or retrospective reclassification of elective surgery patients with a referral source code, emergency department.

## BACKGROUND:

Elective surgery 2002/03 Business Rules outlined the following criteria for categorisation of surgery as elective surgery:

### Elective Surgery:

Elective Status of patient: 2 Elective

DRG Type: S Surgical

• Urgency Category: 1, 2 or 3

NMDS Speciality: Between 1 and 11

Admission type: 01 Acute, 05 New born

NB This definition does not include Source of Referral Code.

Surgical Access Service identified increased the number of patients with a source of referral code, emergency department, being classified or retrospectively reclassified as elective surgery patients. The trend was higher in the 2002/03 financial year than in previous years.

## KEY ISSUES:

The 2002/03 Elective Surgery Business Rules do not preclude patients with a referral source code, emergency department, being classified or retrospectively reclassified as elective surgery patients.

There are circumstances where this classification or retrospective reclassification is appropriate.

- For example when the condition of a patient already on the waiting list deteriorates requiring
  an emergency response. Bundaberg District indicated that a most of their reclassification of
  elective surgery patients with an emergency department source code fell into this category
- In other Central Zone Districts there is a high proportion of junior medical staff covering Departments of Emergency Medicine. The issues here are:
  - As a mechanism for safe practice junior staff tend to admit patients prior to review by more senior staff and scheduling for surgery.
  - Some of these patients are indeed true emergencies and fitted into the list within the next twenty-four hours.
  - Others following stabilisation and observation are deemed elective patients and are scheduled for surgery at the next available space in the elective surgery list.

- In many cases the patient remains in hospital while awaiting surgery. Issues that impact on the clinical decision to retain patients in hospital include:
  - Adequate support for patients returning home (RB &RWH, Sunshine Coast, Bundaberg and Fraser Coast) and,
  - Distance (Bundaberg and Fraser Coast, where the catchment extends into North and South Burnett Districts).
- In other Districts (RBH & RWH, Bundaberg and Sunshine Coast) the Department of
  Emergency Medicine acts as a transit lounge/admission portal, for patients awaiting admission
  or for admission outside normal working hours. Some forms are incorrectly coded with source
  of referral as emergency department. The retrospective reclassification of these records
  corrects a prior clerical error.
- Each of the Central Zone Districts where an increase in reclassification had occurred indicated
  that they were working with SAS in relation to the classification process and the explanations
  provide by the Districts appeared reasonable.

### RELATED ISSUES:

The indemnity issue has focused undue attention on cautious medical practice. This has the effect of making junior medical staff more likely to admit patients for review by senior staff or consultants than in prior years.

## ACTIONS TAKEN/ REQUIRED:

- Recognised that the current rules are silent on the issue of source of referral code as part of the definition of elective surgery.
- 2. No action be taken in relation to classification or reclassification that occurred in 2002/03.
- 3. Although the District responses to the reclassification issue appeared reasonable action should be taken to:
  - 3.1. Modify the 2003/04 Elective Surgery Business Rules to clarify when reclassification is acceptable and within the rules, and
  - Detail processes used to audit District results in the area of reclassification of elective surgery patients.

## ATTACHEMENTS:

NIL

SATY



**Queensland** Government

Queensland Health

BRIEFING NOTE NO:

RECEIVED

3 O SEP 2003 BR 019449 EXEGUTIVE SUPPORT UNIT

A BRIEFING TO THE

GENERAL MANAGER HEALTH SERVICES

MIN / DG (GMHS / DDG P&C

FILE

Zone Manager, Central Zone

EMAIL MIN

EMAIL SDLO

DATE:

26 September 2003

EMAIL EX DG

EMAIL MCM

PREPARED BY:

REQUESTED BY:

Quentin Clarke, Principal Project Officer, Central Zone

Management Unit

Anitra Mattiussi, Team Leader, Business Operations, Central

Zone

CONSULTATION WITH:

District Managers, Sunshine Coast, Bundaberg, Fraser Coast and

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CLEARED BY:

Dan Bergin, Zonal Manager Central Zone PH: 32340825

DEADLINE:

SUBMITTED THROUGH:

SUBJECT: Classification and retrospective reclassification of elective

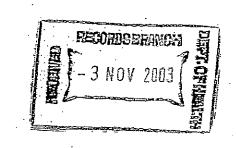
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Department

30/9/0

GMHS'S COMMENTS:

(Dr) S Buckland General Manager Health Services / / 2003



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## ATTACHEMENTS:

NΠ.



r

e: Time: 10/2003 10.00am		Present: S Buckland, Dan Bergin, T Mehan, Tracey Silvester, Linda Dawson, Richard Olley, Deb Poduby, Deb Willer and Cheryl Brennan,	Zonal Managers Meeting ard Olley, Deb Poduby,
l and Statewide	Zonal and Statewide Managers Meeting 13 October 2003		
Item Discussed	Discussion Points	ACTION (To do)	Outcome of Action
	drop to 1.4 by the end of the month. GMHS questioned if patients should be moved out of Townsville for treatment.	Zonal Manager, Northern to seek feedback from DM, Townsville on numbers. GMHS to discuss with Zonal Manager, Northern to establish a proactive way forward	Completed.
	Kooralbyn — GMHS to deliver DG's presentation which will be a wash-up of 2002/2003.	All direct reports to prepare 5-10 slides "Year in Review" for incorporation into presentation. There should be 2 to 3 achievements highlighted by each area.	Slides to Deb Miller,
	Presentation of a gift to DG at Kooralbyn.	GMHS' office to action.	Completed.
	Placement of Scholarship Holders. Working party consists of Manager, Rural Health, Principal Medical Advisor and Zonal Coordinators. Concerns were raised with regard to:	Information to be sought from Dr Suzanne Huxley	Completed
	<ul> <li>the criteria used to place scholarship holders;</li> <li>the misinformation that there would be free accommodation;</li> </ul>		
	<ul> <li>possible funding difficulties for those Districts who allocated more than one scholarship holder.</li> </ul>		
	MASS – Review of MASS underway. Draft report due early November.		For information,
	3/11/2003 – John Scott to be A/GMHS, Business Rules for A/DG will be prepared.		For information,
	Presentation by Danielle Stowasser on Recurrent Funding for Queensland Health Pharmacy Information Management Systems	Sub to be revised and resubmitted for sign off.	Completed,

,	Zonal Managers Meeting and Olley, Deb Poduby,	**
The way to.	vester, Linda Dawson, Ric	
MOKEN, FILE.	nd, Dan Bergin, T Mehan, Traccy Si er ard Cheryl Brennan,	
	Present: S Bucklan Deb Mille	0000
	Date: Time: Venue: 13/10/2003 10.00am 19 <sup>th</sup> Floor QHB	anomorphic Windowsky I. 1. I notoby
	13/10/2003 Time:	

le le	7/2003	/2003			03	, ,	<u>.</u>			
Outcome of Action	To be raised at 27/10/2003 meeting	To be raised at 27/10/2003 meeting.			Updated at 27/10/2003 meeting.	Completed. Feedback direct to GMHS.		For information.	For information	For information
ACTION (To do)	Surgical Access Team to meet with all Zonal Managers and Glenn Cuffe to return to GMHS' meeting on 27 October 2003 with revised submission for approval.	OMLLS Suggested that Zonal Manager give thought to the roll-out of \$3 million.			GMHS to feedback to meeting on any future developments.					
Discussion Points	Elective Surgery Glenn Cuffe and Members of Surgical Access Team attended meeting to discuss changes to the business rules, Concern raised that adequate consultation not undertaken. It was reiterated that all submissions with a financial focus needed to be signed off by the operational arm of the operation belong.	presented to GMHS for approval.	It was acknowledged that \$10 million needed to be rolled out as soon as possible. Additional \$3million would not be released at this stage. Original intent of \$3 million was for distribution into areas where it was thought there was a shortfall.	Further concern was raised at the direct reporting relationship between the Surgical Access Team and Elective Surgery Coordinators — there should be no dual reporting line.	IBNR — No further information has been made available by either HIC or Commonwealth.	ENT in the north			Pathology – GMHS met with College re alternative training programs.	CIS – Independent review completed.
Item Discussed	1. CMLLS Issues									

17 190/48-a

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ATTACHMENT UFM-10 Zonal Managers Meding (13 Oct. 1) Electrice Europey \* Booness vides \* Mod with Zores re reclassificat e coding issues \*Bosness' rdes: - made one doge which will effect E.S. Forded any case. otherwise ounda to previous - met with dedive surgery co-ord. -overall impact will be insignificant. - avestioned don't Elective suggery God are the right people to talk to I - should be DM's, Directors of - SOS Lost come through the DM's so shey can understand whats - Wedical Seps meeting Enday for Culte to be involved consolichia Bosness Ries to go back for further work mooking the zones & other kay and of other Stekendows Richard Olley & Deb Podgay -> sas process was flawed and could have resolted in syntical Sigten. exposore Surgued Co-ordinate report to Mil I thent needs to be stated 10 m needs to get out

5AS tens have to monitor not by a regetiate Booner voles need to otate how SAS do bosines with the Districts / Zones 18NSR - Cuth will sewrite the legislat - Still falls short of what's required. - More bade to step specialist postu. i- Et AMAQ - roaddraw - moing avoid the Late - PAH the week. - advatised top in advisor Irdogical Society 9/10/03 - College of Suggers flow David Sat go from Mollowere - They don't know that they doing Acec too created agrificant conce - 04 call happer but by Dec need par far how we appoint travees - Ranking suptime for all representations 5B in discussed bonding - Creographical determant -let direction to go & discuss uses - should get good ated aldeging - Cold be done at Thereally Body of work done by Ronsay in CIS - been alosed unppropriately coto at exchano - PAS wropped shull

AHachment DFM-11 2000 margus meetry. D Business Riles. - all negotiation before going to Courts -no more behild door bidding will be the DM's (1)- Issue how deal : a growth finds -base target. (10 fraheat of activity 02/03 - noulone 1.4 - BMO1. 365,00. - HB/MB H30,000 nonbour needs to know awith is not prepared to settle it reeds to be sorted - Shing nessage vo v considerat . I call get it vight corporde vilos. they to become sed town stob | it of entry Rodolfee = aphaludogy. Sated of Buret 200,000 3 of top Mackay knocked of 200 just seps \$3m still not one what we will buy discussion in ZM's Sub to pe sent up to CMHS DISTRICT MANAGER POSITIONS = IPCH intersected before Kerralbyn, I was true low march it is all DM so

ad Dr Parparel. Bourn - closed 1-1, TEE M+ LGA. Charlesth S.S.1 to transitual map pier -0 prodems re trolibershoot g transactual - 1? Susues hobs cours/Tile! have to usail till Exectledor ter over 125 la form den or Locused on business conhust BUDGET pulled of Exec figures ordinary - independent væren of whats hoppened Flosition at the parte 1 55.1 = in corporate policy for oncosts = Ries => mest be signed off by 07. do need to Zmis to ensure all costo Coproste policy or DALTHY HEARING blesings des -not new to - gove CBRC - bosies case ntethodo la - made to book on interestinal for per service = most neasure / evaluation progrems - do not was people to not \$ (1) Casit san off V (2) Next pooces reeds to be and tale cothose places that can put up 6/case for o within existing staff well get up first with in agreed methodology

take place - transfer - Band on Mo going in except. 1 7% posthology Soul wason 17% in price = prem soller Pathology & SS Training course searly -- o bariel from [Byon & all Didricto ? chery!, cinconsisting in policy across the - access plan so know whether Jenife Wagner. on the plan. o Changle - Job training anaeth. a cot Troller .... @ Emerald Anae 1-2 out to Enerald SA Den Hjdeige. Occapted Amadehist Homo not