

STATUTORY DECLARATION OF CAROL HUGHES
INDEX OF EXHIBITS


No	Document Description	Document number	Page
CH-1	Curriculum Vitae	WMS.5000.0035.00009	1-8
CH-2	West Moreton Hospital and Health Service/The Park Centre for Mental Health - Role Description for Social Worker – Barrett Adolescent Centre – Park Centre for Mental Health dated October 2012	WMS.5000.0035.00021	9-15
CH-3	Email from Carol Hughes to Des Hughes dated 6 June 2013	WMS.0027.0001.00319	16
CH-4	Email from Carol Hughes to Gwen Baker dated 4 July 2013	WMS.5000.0035.00017	17-18
CH-5	Email from Leanne Geppert to various persons including Carol Hughes dated 7 August 2013	WMS.0016.0001.20058	19
CH-6	Email from Danielle Corbett to various persons including Carol Hughes dated 28 August 2013	WMS.0024.0001.00124	20-21
CH-7	Email from Anne Brennan to Carol Hughes dated 1 October 2013 attaching: <ul style="list-style-type: none"> Email from Carol Hughes to Anne Brennan dated 1 October 2013 Email from Anne Brennan to Carol Hughes dated 30 September 2013 	WMS.0018.0001.00601	22
CH-8	Email from Vanessa Clayworth to Laura Johnson and copied to various persons including Carol Hughes dated 2 October 2013 attaching: <ul style="list-style-type: none"> Spreadsheet entitled [REDACTED], undated Document entitled 'Current Inpatients, Current Day/Out Patients 02.10.13' 	WMS.0018.0001.01564 WMS.0018.0001.01566 WMS.0018.0001.01567	23-27
CH-9	Email from Laura Johnson to various persons including Carol Hughes dated 8 October 2013 attaching: <ul style="list-style-type: none"> West Moreton Hospital and Health Service BAC Clinical Care Transition Panel Checklist 	WMS.0018.0001.01557 WMS.0018.0001.01560 WMS.0018.0001.01561 WMS.0018.0001.01562	28-33

.....
Carol Hughes

.....
Witness

EXHIBIT 65

	<p>template, undated</p> <ul style="list-style-type: none"> West Moreton Hospital and Health Service BAC Clinical Care Transition Panel Schedule, undated and as at 3 October 2013 Spreadsheet entitled 'Transition', undated 		
CH-10	Email from Megan Hayes to various persons including Carol Hughes dated 15 October 2013	WMS.0023.0003.01335	34
CH-11	Bundle of chronologies and exhibits responding to Question 10 of the Schedule to the Requirement to Give Information in a Written Statement dated 4 November 2015	Document references are listed in the chronologies	35-138
CH-12	Bundle of chronologies and exhibits responding to Question 11 (regarding patients) of the Schedule to the Requirement to Give Information in a Written Statement dated 4 November 2015	Document references are listed in the chronologies	139-194
CH-13	Bundle of chronologies and exhibits responding to Question 11 (regarding families, friends and carers) of the Schedule to the Requirement to Give Information in a Written Statement dated 4 November 2015	Document references are listed in the chronologies	195-263

.....

Carol Hughes

14835229/1

.....

tness

"CH-1"

RESUME**NAME:** Carol Anne Hughes**ADDRESS:** [REDACTED]**WORK LOCATION:** Adult Mental Health Service
Ipswich Health Plaza, Bell St,
Ipswich, 4305**CONTACT NOS:** [REDACTED]**CAREER OBJECTIVES:**

To implement a life time learning perspective in my work by developing my professional skills through reflection on practice, study, training and experience so that I provide the best social work service to clients at all times.

EDUCATION:

Bachelor of Business (Public Administration), RMIT, 1980
Bachelor of Social Work, University of Melbourne, 1989
Diploma of Gestalt Therapy, Gestalt Institute of Melbourne, 1992
Group work with Gestalt – Certificate, GIM, 1993
Certificate in Couples Counselling, Anglican Marriage Counselling, 1994
Foundations in Family Therapy, One Year course, Austin Hospital, 1995
Graduate Diploma of Family Therapy, Latrobe University, 1998
Completed course subjects in Master of Family Therapy 1998-99
Certificate IV in Workplace Assessment and Training, 2000
Certificate in Essential Skills in CBT, 2012

TRAINING/ PROFESSIONAL DEVELOPMENT COURSES:

Meditation Training, Ian Gawler, 1993
Narrative Therapy Training, 1997
Breaking the patterns of Depression, Michael Yapko, 1998
Mediation Training, Relationships Australia Victoria, -20hours, 2000
Motivational Interviewing, 2007
Supervisor Training, 2007, 2011, 2014, 2015,
Mental Health Training, IMHS, 2007, 2012, 2014, 2015
Certificate in Hypnotherapy, 2007
Mindfulness skills, 2007, 2015
Interpersonal Therapy, Paul Rushton, 2008

Solution focussed therapy, 2009
 Train the Trainer – Psychological First Aid, October 2011
 Skills for Psychological Recovery training, October 2011
 Compassion Focussed Therapy training, June 2015
 ACT with Compassion training October 2015

ACHIEVEMENTS:

- Established after hours Affordable Counselling Program at Eltham Community Health Centre.
- Part of foundation family violence team at Preston Creative Living Centre, Melbourne that was awarded Australian and Victorian Family Violence Program awards.
- Established and supervised new Saturday morning counselling clinic while at Relationships Australia, Victoria.
- Presented at family therapy conferences on working with family violence and change.
- Wide range of Group programs developed and facilitated over many years for both men and woman including 'Healing with Music'
- Range of Staff development / training sessions developed and presented over career including, most recently, "Contemporary Therapeutic Approaches"

EMPLOYMENT HISTORY:

Nov 2011-present

Integrated Mental Health, Ipswich.

Clinical Senior Social Worker in Ipswich Community Mental Health Team.

Recovery focussed case management for clients with serious mental health conditions including Bipolar, Schizophrenia; Psychotic depression; Schizo affective disorder; Personality Disorders etc to optimise their mental health and facilitate their recovery. Supervision, clinical consultation; group work,

(Secondments)

June 2013-Dec 2013

Social Worker/Family Counsellor, Barrett Adolescent Centre

As part of the Allied Health team, provided social work services to adolescents and their families as to facilitate the transition of adolescent patients to the community; developed and facilitated "Awareness" group for adolescents.

June 2010 – Nov 2011

**Senior Social Worker, HACC West
Moreton Health Service District**

Advanced social work services to Home and community care clients including intake, assessment, intervention and referral, as part of a multidisciplinary team. Family and individual counselling, psycho education and therapeutic interventions to aged and disabled clients and their families, presenting with a range of issues including life transitions; emotional crisis; depression; chronic health conditions; grief and loss; terminal illness and palliative conditions. Social work service to Boonah hospital. group sessions in "Lighten Up" program; staff development sessions.

April 2008 – June 2010

**Senior Social Worker, Adult
Health: Rural Outreach, Laidley
Hospital, West Moreton Health
Service District**

As a sole practitioner, provide high level advanced social work services on a full time basis to the Laidley Hospital as part of the West Moreton Community Health - Allied Health team. Provide psycho education, individual and family counselling and therapeutic interventions to a range of community clients including life transitions, grief and loss, anxiety and depression, terminal illnesses, Group work and psycho educational sessions for chronic health clients. Community engagement and local welfare agencies networking. Liaison and consultation in relation to referral from medical and nursing staff; community health staff; rural rehabilitation team; HACC staff and local GPs.

- January 2007 – April 2008 **Social Worker/Case Manager, Integrated Mental Health Service, West Moreton Health Service District.**
As part of a multi disciplinary Community Mental Health Team, provide recovery focussed case management for clients with serious mental health conditions including Bipolar Affective Disorder, Schizophrenia; Psychotic depression; Schizoaffective disorder' Personality Disorders etc to optimise their mental health and facilitate their recovery
- 2004 - January 2007 **Locum / Short term contract Social Worker.**
HACC; Child protection; Mental Health; Adolescent Drug and Alcohol rehabilitation/Hospital social work.
- 2003 -2004 **Manager of Counselling, Gold Coast Domestic Violence Service**
Co-ordinate, train and supervise a small team of counselling staff providing telephone and face to face counselling, court support and group work services to women, adolescents and children suffering from the effects of domestic violence. Provide community education sessions, counselling and group work to service users
- 2003 **Child and Family Counsellor, Centacare Brisbane.**
Counselling, relationship education, mediation and group programs to individuals, couples and families presenting with a range of relationship issues including family conflict and breakdown; separation and grief and loss issues. Coordinate Family Therapy clinic, supervise counselling staff and provide family therapy to clients. Training sessions on therapeutic topics.

2001 – 2003

**Counsellor/ Trainer, Logan House
Drug and Alcohol Rehabilitation
Centre, Chambers Flat**

As part of the cognitive behavioural program, coordinate the After Care program for clients in rehabilitation for serious drug and alcohol addictions by developing and implementing recovery plans that focus on integration back into the community, moving on to study or work and re-establishing significant relationships. Intake and Assessment of potential participants. Design and deliver daily psycho educational group programs focussing on relapse prevention; problem solving; building relationships; healthy communication; provide counselling and therapeutic interventions to program participants. Provide weekly Drug court reports on program participants.

(2000 Moved to Queensland for family reasons)

1995 – 2000

**Child and Family Counsellor,
Relationships Australia, Victoria**

Family and couples counsellor/educator
Provide relationship counselling and education to individuals/couples and families.
Design and facilitate psycho-educational groups in relation to separation and relationship break down.
Co-ordinate the Family Violence Program and facilitate Men's Anger Management group programs and the Women's Domestic violence group programs.
Supervise staff and interns on yearly placement.

1993-1995

**Family Violence Intervention
Program, Preston Creative living
Centre, Melbourne, Victoria**

Counsellor/Group Facilitator and
Women's Program Coordinator
providing counselling and case work
to women, adolescents and children
post violent situations. Co- facilitator
of Men's Violent Behavioural Change
Program and the Women's Anger
Group. Community education;
Part time counsellor at two
Community Health Centre

1992

**Western Hospital, Footscray,
Victoria**

Oncology Social Worker providing
social work services to patients and
their families in relation to cancer
diagnoses and treatments.

1989 – 1992

West Casa, Footscray, Victoria

Counsellor/Advocate
Counselling and group work for
victims of recent sexual assault and
child hood sexual abuse. Community
education/ training for agency
workers

1989

**Community Services Victoria CSV,
Footscray**

Child Protection worker providing
assessment and interventions in
relation to notifications of child
abuse.

PLACEMENTS

1987 Williamstown Hospital

1988 Prahran Community Health Centre

Other employment:

Admin experience in Department of Education and TAFE

PROFESSIONAL MEMBERSHIPS

AASW (Certified Member) 195219

Clinical Member of Australian Association of Family Therapy
(AAFT)

APPENDIX

Group Program Involvement

1988 Research and Enquiry project (Final year Social Work subject

Designed and facilitated Body Image Group at

1993-96

Women Aware – a group for women with eating difficulties

Women Empowered Against Violence Encounters, WEAVE

Women and Anger, Preston Creative Living Centre

MEND Program, Preston Creative Living Centre, 1995-98

1996-2000

Women and Relationships, Relationships Australia, Vic

Women's Domestic Violence Support groups, Relationships
Australia,
Men's Personal and Social Change Group: Maintaining Change,
Augustine Centre,
IN ROADS Men's Behavioural Change group, Relationships
Australia, Kew, Vic. 1997-2000

2002-2003

Logan House Drug and Alcohol Rehabilitation Aftercare group
program

2003 Workshops Series for Women in Domestic Violence,
Centacare, Brisbane

2004 Women's Domestic Violence Support Group, Gold Coast
Domestic Violence Service

2008-2010

Sessions in Lighten Up and Cardio rehab program on Coping with
Change

Initiated and ran workshops on Healing with Music and Awakening
the Inner Coach.

2013

Awareness group program for adolescents focussing on relapse
prevention

2015

Coordinator of psycho social educational group for mental health
clients.



Job ad reference:	TBA
Role title:	Social Worker- Barrett Adolescent Centre- Park Centre for Mental Health
Status: (Permanent/Temporary) (Full-time/ Part-Time) (Casual)	Permanent full-time. <i>Please note that suitable part-time or job share arrangements may be accommodated within this role and future vacancies of a temporary, full-time or part-time nature may also be filled through this recruitment process.</i>
Unit/Branch: Division/Hospital and Health Service:	The Park Centre for Mental Health/ Mental Health & Specialised Services/ West Moreton HHS.
Location:	West Moreton The Park Centre for Mental Health, Wacol. <i>Please note that from time to time this position may be required to work at several other facilities located within the West Moreton Hospital and Health Service.</i>
Classification level:	HP5
Salary level:	\$104,522- 109, 058
Closing date:	TBA
Contact:	Paul Clare
Telephone:	[REDACTED]
Online applications:	www.health.qld.gov.au/workforus or www.smartjobs.qld.gov.au
Fax application:	[REDACTED]
Post application:	
Deliver application:	Darling Downs-West Moreton Health Service District, Nexus Building, 96 Mt Gravatt Capalaba Road, Upper Mt Gravatt

About our organisation

Queensland Health's purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health's commitment to high levels of ethics and integrity and the following **five core values**:

- **Caring for People:** We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.
- **Leadership:** We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.
- **Partnership:** Working collaboratively and respectfully with other service providers and partners is fundamental to our success.
- **Accountability, efficiency and effectiveness:** We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
- **Innovation:** We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

To find out more about Queensland Health, visit www.health.qld.gov.au

October 2012

Purpose

- Deliver discipline specific specialised recovery oriented clinical services to mental health consumers of a designated clinical area within Queensland Health's The Park Centre for Mental Health.
- The current vacancy will be based in the Barrett Adolescent Unit , and involve specialist work with young people and families but may be required to work in other program areas within The Park Centre for Mental Health.
- To contribute to professional leadership to staff of own discipline working at The Park Centre for Mental Health.
- This position reports operationally to the Team Leader, Non Secure Services and professionally to the Social Work Discipline Senior.

Your key responsibilities

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.

Professional Leadership

- Contribute to the professional leadership to social workers and social work associates working at the Park Centre for Mental Health.
- Contribute to the provision of clinical practise supervision to mental health social workers at The Park.
- Contribute to the management, development and monitoring social workers' professional practice standards and competencies.
- Provide professional leadership and advice in the development of clinical practises, procedures and protocols that support the continuum of care engaging cross-discipline referencing where relevant.

Leadership / Work Unit Management

- Contribute to the development, monitoring and evaluation of the appropriate application of evidenced based, clinically appropriate social work services and the quality of work unit activities within the designated clinical area.
- Review procedures and processes, identifying areas for improvement and collaborate in the development and implementation of service improvement activities that enhance service delivery and support the continuum of care.
- Actively pursue own professional development and support professional development of other social workers and social work associates.
- Comply with the requirements of workplace health and safety, equal employment opportunity and anti-discrimination practices and behaviour in the work environment.

Clinical Practice

- Provide direct consumer focussed discipline specific as well as mental health generic clinical services including assessment, planning and evaluation within the context of an interdisciplinary environment
- Demonstrate specialist level of skill, knowledge , experience and clinical leadership across areas with a focus on contemporary adolescent mental health services
- Demonstrate recognised expertise , knowledge , skills obtained through significant professional development activities, post graduate education for formal education
- Utilise evidence based practice to apply knowledge and skills that facilitate novel, complex and critical social work clinical decisions with minimal practice supervision.
- Provide contemporary interventions including family therapy and counselling with adolescents and significant others in a multidisciplinary team
- Accountable for providing independent high level specialist clinical skills in adolescent health which is evidenced by leading change through State wide quality and service improvement activities
- Provide of clinical practice supervision to social workers within area of expertise
- Provide high level specialist clinical advice to operational and professional supervisors, service managers and professional leads regarding the application of professional standards.

EXHIBIT 65

- Ensure that clinical service delivery is conducted in accordance with evidence based practice, best practice and effective risk management.
- Provide expert advice and support to consumers in identifying and accessing community resources.
- Actively involve family members and carers in the support of consumer recovery,
- Provide accurate reports, documentation and feedback about clinical practice to the clinical team.

Communication / Team Participation

- Contribute to the integration of services at a work unit level and across disciplines to ensure effective service delivery and quality outcomes applying conflict resolution and negotiation skills where necessary.
- Demonstrate respect for others, remaining flexible, fair and willing to compromise when dealing with team members.

Research

- Work towards initiating, conducting and publishing practice based research in accordance with organisational objectives.
- Contribute to multi-disciplinary and discipline specific research and or evaluation projects including:
 - recognising project needs and developing a business case for projects,
 - planning and identifying funding,
 - managing and / or implementing the project,
 - assessing and evaluating outcomes, disseminating information to the relevant stakeholders.

Qualifications/Professional registration/Other requirements

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
- The successful applicant must hold at least a tertiary degree (or equivalent) qualification from an accredited tertiary institution in Social Work as well as eligibility for full membership to the Australian Association of Social Workers (AASW). While not mandatory, status as an AASW accredited Mental Health Social Worker and possession of relevant post graduate qualifications will be highly regarded. While not mandatory, eligibility for appointment as an Authorised Mental Health Practitioner under the *Mental Health Act 2000* would be well regarded.
- This position requires the incumbent to operate a 'C' class vehicle, and an appropriate licence endorsement to operate this type of vehicle is required due to the role and nature of duties. Proof of this endorsement must be provided before commencement of duty.

Are you the right person for the job?

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

Clinical expertise

You will have an understanding of the Queensland Public Mental Health Services (QPMHS) Models of Service Delivery framework and how these models guide Mental Health service delivery in the context of the provision of adolescent inpatient and day programs. You will possess well-developed clinical knowledge relevant to child and adolescent mental health services and

You will demonstrate specialist knowledge of adolescent mental health and specialist level clinical skills in delivery of contemporary clinical practice in a manner congruent with relevant practice standards.

Supports strategic direction

To find out more about Queensland Health, visit www.health.qld.gov.au

October 2012

EXHIBIT 65

You will be aware of the Vision, Mission and Objectives of West Moreton Mental Health Services and be able to communicate about and follow the direction provided by your supervisor whilst recognising how your own work contributes to the implementation of the overall organisational goals, strategies and work plans within the team. You will show an ability to contribute to the development of work plans and identify issues that may impact on your own work objectives whilst being able to think laterally, identify and implement work practices.

You will have the capacity to apply specialist knowledge and work in a professional manner in an environment of significant change and uncertainty

Achieves results

You will draw upon your own clinical expertise and in combination with the collaborative input of your professional colleagues help to maximise the team's potential capabilities in a transparent, safe and effective manner. You will work in your team be able to collaboratively plan tasks and implement business plans with measurable milestones, be adaptable to a changing environment and be able to work within agreed time frames. Your work will demonstrate a commitment to achieving quality outcomes and will adhere to documentation and procedural guidelines.

Supports productive working relationships

You will show an ability to build and sustain positive relationships with team members and clients by actively participating in teamwork and activities in a transparent manner and under the direction of your manager / clinical director. You will actively listen to colleagues and clients ensuring that information is shared and that others are kept informed of issues.

Displays personal drive and integrity

You will be expected to evidence and uphold the organisation's values in your everyday actions as well as adhering to the Code of Conduct to consistently behave in an honest, ethical and professional way. You will treat people fairly and equitably being transparent in dealings with them. You will listen when your ideas are challenged, provide accurate advice to colleagues, take responsibility for one's own actions and decisions and learn from mistakes. You will always seek advice from your supervisor whenever uncertain.

Communicates with influence

Your communication both written and verbal will be clear, focusing on key points succinctly and delivered with confidence. You will have the ability to understand your audience and tailor communication style and the message accordingly. Your thoughts and discussion will be portrayed and conducted with credibility and respect to all without getting personal or aggressive, by listening to, considering and acknowledging differing ideas.

Occupational health and safety

You complete Occupational Health & Safety mandatory training requirements. You will demonstrate how you work in a manner that upholds occupational health and safety principles.

How to apply

Please provide the following information to the panel to assess your suitability:

- **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
- **A short response** (maximum 1-2 pages) on how your experience, abilities and knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skill requirements.

About the Hospital and Health Service/Division/Branch/Unit

West Moreton Hospital and Health Service (WMHHS) comprises of four local government areas Scenic Rim Regional Council, Lockyer Valley Regional Council, Somerset Regional Council and Ipswich City Council.

To find out more about Queensland Health, visit www.health.qld.gov.au
October 2012

EXHIBIT 65

Ipswich is the major city of the region. Esk, Laidley, Gatton, Boonah and Wacol are townships spread throughout the service area.

The WMHHS services a population of approximately 249,000 people. The region's demographics are diverse and include metropolitan and small rural community settings.

The service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. The service currently employs over 2 600 staff.

WMHHS is home to one medium sized hospital, Ipswich Hospital, four rural facilities, Boonah Rural Health Service (RHS), Esk RHS, Gatton RHS, and Laidley RHS.

Based at Gailes are the Brisbane Youth Detention Centre Health Service and The Park-Centre for Mental Health, Treatment, Research and Education which also hosts the state-wide service of Queensland Centre for Mental Health Learning and Queensland Centre for Mental Health Research.

Brisbane Women's Correctional Offender Health Service (including Helana Jones at Albion), Wolston Correctional Offender Health Service, Brisbane Correctional Offender Health Service became a part of West Moreton Hospital and Health Service on 1 July 2012 as part of the state-wide health reform.

Community Health Services operate from both the Ipswich Health Plaza and Goodna Community Health Centre and provides an outreach service to the rural area.

Oral Health services are provided in 18 fixed clinics and 12 mobile dental clinics across the region, coordinated to provide comprehensive adult and school based services. The main oral health clinic is the Ipswich Community Dental Clinic based in the Limestone Street Centre.

By 2031 it is projected that the WMHHS population will more than double to approximately 580,000, making the Hospital and Health Service the fastest growing in the state.

To find out more please visit about West Moreton Hospital and Health Service, visit <http://www.health.qld.gov.au/wwwprofiles/westmoreton/default.asp>

This position sits within **The Division of Mental Health.**

The Division is responsible for providing comprehensive mental health services to the District and some specialised services outside the District as determined by Queensland Mental Health Policy. It includes two large stand alone psychiatric hospitals – Baillie Henderson Hospital and The Park – Centre for Mental Health.

The Division provides specialist primary, secondary and tertiary level services including acute and extended in patient services.

Acute inpatient services are provided at Toowoomba and Ipswich Hospitals. Extended inpatient services are provided at The Park – Centre for Mental Health and Baillie Henderson Hospital. Community Mental Health services are provided from two major sites – Ipswich & Toowoomba, 8 principal sites across the District and outreach services across the whole District.

Pre-employment screening

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

To find out more about Queensland Health, visit www.health.qld.gov.au

October 2012

Salary Packaging

To find out whether or not your work unit is eligible for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please refer to the Salary Packaging Information Booklet for Queensland Health employees available from the Queensland Health Salary Packaging Bureau Service Provider – RemServ at <http://www.remserv.com.au>. For further queries regarding salary packaging RemServ's Customer Care Centre may be contacted via telephone on 1300 30 40 10.

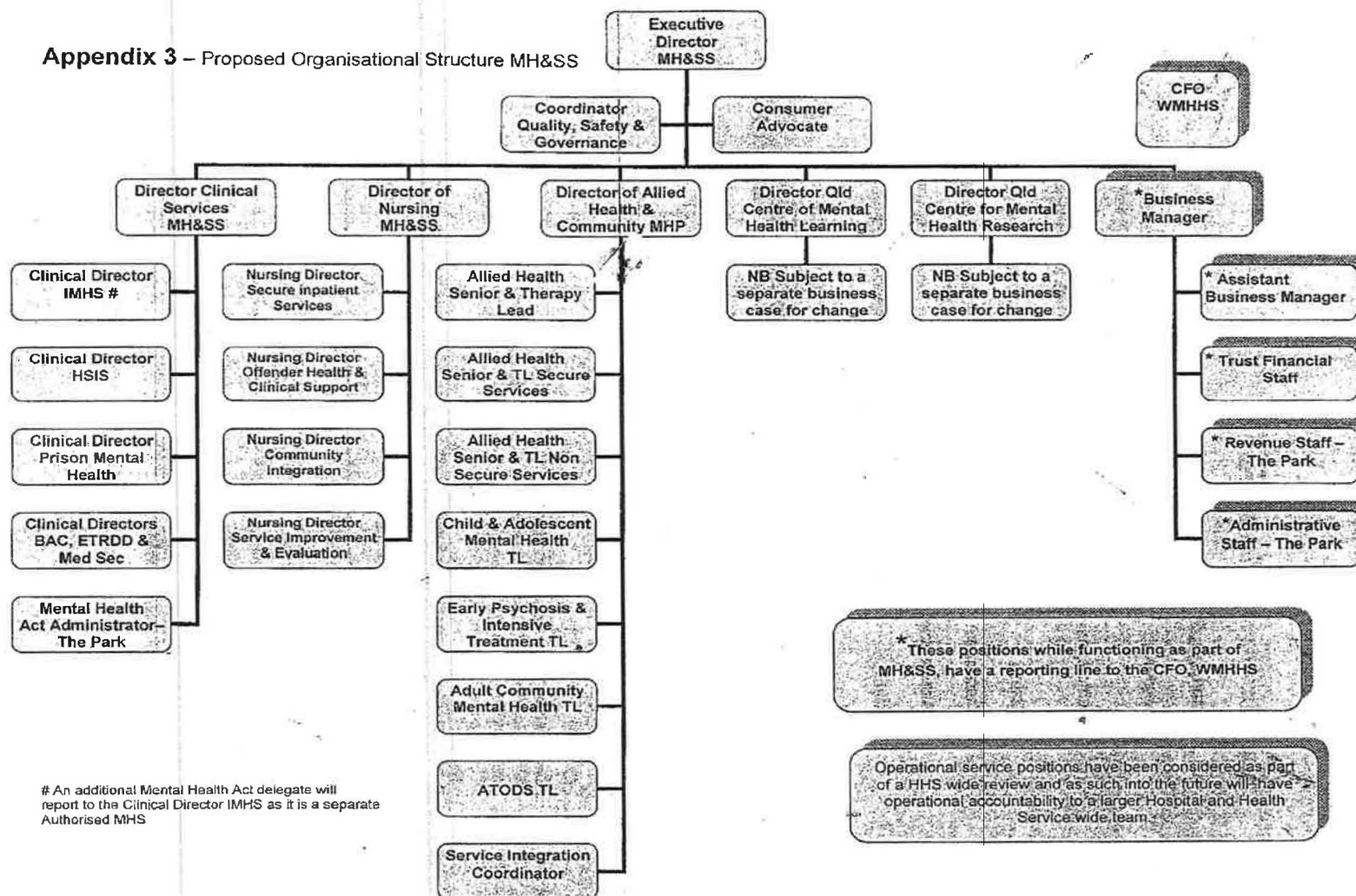
Disclosure of Previous Employment as a Lobbyist

Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>.

Probation

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 <http://www.health.qld.gov.au/ghpolicy/docs/pol/gh-pol-197.pdf>.

Appendix 3 – Proposed Organisational Structure MH&SS



"CH-3"

From: Carol Hughes
Sent: 6 Jun 2013 08:21:50 +1000
To: [REDACTED]
Subject: Hi

Hi Des,
just wondering how you are going in the new job. Is it okay? I think it must be a big challenge to teach non english speaking people especially if they haven't got much english. I hope your new course in helping you.

Coincidentally I started a new job on Monday as well. It is only for 2 months but it could be extended. I am at the Barrett Adolescent Centre at The Park at Wacol. It is supposed to be closing but has a reprieve at the moment. They will know by the end of June if it will be closing.

It is a state wide service for adolescents 13 - 18 with serious mental health problems. We have about 15 adolescents who live here and go to school and another 2 who are outpatients. There are a lot of staff including teachers, teachers aids, occupational therapists, nursing staff, a psychologist, a social worker/family therapist and the psychiatrist who is the Director.

This is my 4 th day and so far I am liking it although there is a lot to pick up.

Not much other newsMum is okay but she has a very sore right shoulder and arm which gives her a lot of pain and makes everything very hard for her.

Cheers

Carol

"CH-4"

From: Carol Hughes
Sent: 4 Jul 2013 12:17:29 +1000
To: Gwen Baker
Subject: Re: Hi Carol

Sounds great, look forward to it. Mondays are not good days as I have to go to a very long case conference 10 am to 3 pm but other days are ok.
Talk again soon

Carol

>>> Gwen Baker 7/4/2013 12:13 pm >>>

Hi carol - sounds like you are enjoying yourself there - thats great! after all the negative vibes you were given by some(including myself). Am very happy for you. I am looking forward to hearing more about the work. i can come over and have lunch with you soon week. I will contact you next week to make a time. I am getting a student on Tuesday so hopefully will be able to come over on her day off.
cheers
gwen

Gwen Baker
Senior Social Worker
Case Manager
Transition Care Programme
Ipswich




>>> Carol Hughes 4/07/2013 9:35 am >>>

Hi Gwen, I have a bit more time so I can send a reply.

I am now in my 5th week here at Barratt Adolescent Centre and it is the second week of the holidays so it is reasonably quiet. The teachers are away and today the young people have gone to Dreamworld with the 2 Occupational Therapists.

I am really liking the place and it has lots of advantages for me. Firstly it is not too hectic, it is actually interesting, and it is a lot closer to home.

They are still waiting to hear if the place is closing, apparently an Advisory Committee has made a decision but has to consult with the Minister. I think it will probably close which is a big shame as it has just had it's 30 Th. birthday.

How is it going with you? Do you ever come to  as it's not far from where I am. I sometimes go there to buy some lunch.

Bye for now

Carol

>>> Gwen Baker 7/3/2013 4:29 pm >>>

Hey Carol - just wondering how the job is going. its been a few weeks now. Hope all going well.

cheers
Gwen

Gwen Baker
Senior Social Worker
Case Manager
Transition Care Programme
Ipswich



"CH-5"

From: Leanne Geppert
Sent: 7 Aug 2013 10:53:07 +1000
To: Ashleigh Trinder; Carol Hughes; Danielle Corbett; Kate Partridge; Kim Hoang
Cc: Michelle Giles; Bronwyn Mitchell; Lorraine Dowell
Subject: Barrett Adolescent Centre - Individual Followup Meetings as Required

Dear All

As noted in the BAC meeting held yesterday, I am acting for Michelle Giles while she is on leave. Michelle returns next week.

I trust by now you all have a copy of the written information regarding BAC.

Also, I would like to followup on a commitment made yesterday to touch base with you again this week or next, depending on your individual wishes for additional support and/or information.

If any of you would like to meet individually, please feel welcome to contact Bronwyn Mitchell via email or on [REDACTED] to make an appointment. My recommendation is that we also include a HR representative at the meeting, but this is up to you - Please let Bronwyn know if you would like this to occur.

Regards
Leanne

Dr Leanne Geppert
A/Director of Strategy
Mental Health & Specialised Services

West Moreton Hospital and Health Service



The Park - Centre for Mental Health
Administration Building, Cnr Ellerton Drive and Wolston Park Rd, Wacol, QLD 4076
Locked Bag 500, Sumner Park BC, QLD 4074

www.health.qld.gov.au

"CH-6"

From: Danielle Corbett
Sent: 28 Aug 2013 09:48:18 +1000
To: Clarke, Angela; Ashleigh Trinder; Hughes, Carol; Hoang, Kim; [REDACTED]
Subject: Fwd: FW: Next Children's Health DCF - September 4th
Attachments: IMAGE.jpeg

Hi Everyone,

As you are aware, the proposal is for BAC to come under the Queensland Childrens Hospital. We can have our concerns and questions put on their radar to optimise our outcomes. It seems to me like there are no answers as yet, but if we don't ask then we will be lumped with whatever decisions are made in our absence.

Example questions:

What will happen to the BAC AH staff when BAC moves under the childrens hospital?

Will we be transferred at level?

Will we have to reapply for jobs?

Will we be offered separation packages?

Forward your questions ASAP and I will forward them to the forum.

Danielle

Danielle Corbett

Clinical Psychologist
Barrett Adolescent Centre
The Park, Centre for Mental Health

Phone: [REDACTED]

E-Mail: [REDACTED]

Do what you feel in your heart to be right - for you'll be criticized anyway. You'll be damned if you do, and damned if you don't. Eleanor Roosavelt

>>> Nicole Lindsay [REDACTED] 8/13/2013 10:26 am >>>
Dear Danielle,

Here are the details for the next Children Health Qld Forum. Are there any issues/ questions that you and members from BAC would like raised?

IU, Nicky

From: James C. Douglas
Sent: Tuesday, 13 August 2013 10:24 AM
To: Nicole Lindsay
Subject: Next Children's Health DCF - September 4th

Hi Nicky,

As discussed re the Barrett Centre, the next Children's Health DCF is to be held on **September 4th** (always held monthly on the first Wednesday of the month).

Please let me know if there are issues or questions to be raised at this DCF. It would be good to get the agenda items submitted the week prior if at all possible.
In Union,

James Douglas
Organiser
Together



Together Queensland, Industrial Union of Employees is an amalgamation of the Queensland Public Sector Union, and the Australian Services Union (Clerical) Central and Southern Queensland Branch. Together represents over 38 000 members working across Queensland. For more information about Together call 1800 177 244.

"CH-7"

From: Anne Brennan
Sent: 1 Oct 2013 10:55:34 +1000
To: Hughes, Carol
Subject: Re: clinical care transition panel

great to have you on board
Anne

>>> Carol Hughes 10/1/2013 9:06 am >>>
Hi Anne, thank you for the invitation which I am very pleased to accept

Carol Hughes
Social Worker

>>> Anne Brennan 9/30/2013 5:40 pm >>>
Dear Colleague,
We are forming a clinical care transition panel for each current patient at BAC to plan and facilitate their care as they transition from BAC. For some this will be to other adolescent services, and for others it will be to adult services.
Their complex needs will require a range of supports and services that may involve education, health, housing, disability services, adult guardian and others. These may be public, private or a combination. We will have high level AO support from Laura Johnson
We will commence weekly meetings on Wednesdays on 16 October.
I would like to invite you to be a member of this panel. I am available to discuss any aspect of this plan with you in person, by phone or email.
Thank you for considering this invitation. I look forward to your reply.
Anne

"CH-8"

From: Vanessa Clayworth
Sent: 2 Oct 2013 14:13:49 +1000
To: Laura Johnson
Cc: [REDACTED] Elisabeth Hoehn; Anne Brennan; Carol Hughes; Megan Hayes; Susan Daniel
Subject: Clinical consumer transition panel - BAC
Attachments: Transition Team.xls, Current BAU Consumer Lists - 02.10.2013.doc

Hi Laura,

Please find attached: Transition Team form that Sue with thanks had started
Current Inpatients, Day, Out, Wait list and Assessment list

Please find below proposed scheduling: Tuesdays: 0930-1130 hours
Wednesday: 1300-1500 hours
Thursday: 0930-1130 hours

October

Week 1: Tuesday 15th: [REDACTED]
[REDACTED]
[REDACTED]

Wednesday 16th: [REDACTED]
[REDACTED]

Week 2: Wednesday 23rd: [REDACTED]
[REDACTED]
[REDACTED]

Week 3: Tuesday 29th: [REDACTED]
[REDACTED]
[REDACTED]

Wednesday 30th: [REDACTED]
[REDACTED]
[REDACTED]

November:

Week 4: Wednesday 6th: Consultant on leave

Week 5: Tuesday 12th: [REDACTED]
[REDACTED]
[REDACTED]

Waitlist:

Wednesday 13th: [REDACTED]
[REDACTED]

Thursday 14th: [REDACTED]
[REDACTED]

Week 6: Wednesday 20th: [REDACTED]
[REDACTED]

Week 7: Tuesday 26th: [REDACTED]

Wednesday 27th: Follow up as required

Considerations: Care Planning documents; I think that once an announcement has been made re the future the Case Coordinators should meet with the adolescents to support them in identifying their needs by completing the following documents:

- Recovery Plan
- Developmental Tasks Questionnaire
- SDQ
- Relapse Prevention Plan
- Crisis Intervention Plan

Normally staff would complete the below documents at time of Care Review:

- Involuntary Patient Summary
- Risk Assessments
- Outcomes
- Crisis Intervention Plan
- Interservice Communication Plan

I think that the following documents on CIMHA will be of assistance: Continuous Clinical Summary.

End of Episode/Discharge Planning: Registrar to complete (drafts documents have been started)

With Care Reviews no longer being scheduled and being replaced with Clinical Consumer Transition Panel I think that considerations needs to be made so we can still meet requirements; example 90 day outcomes.

Thank you for your time,

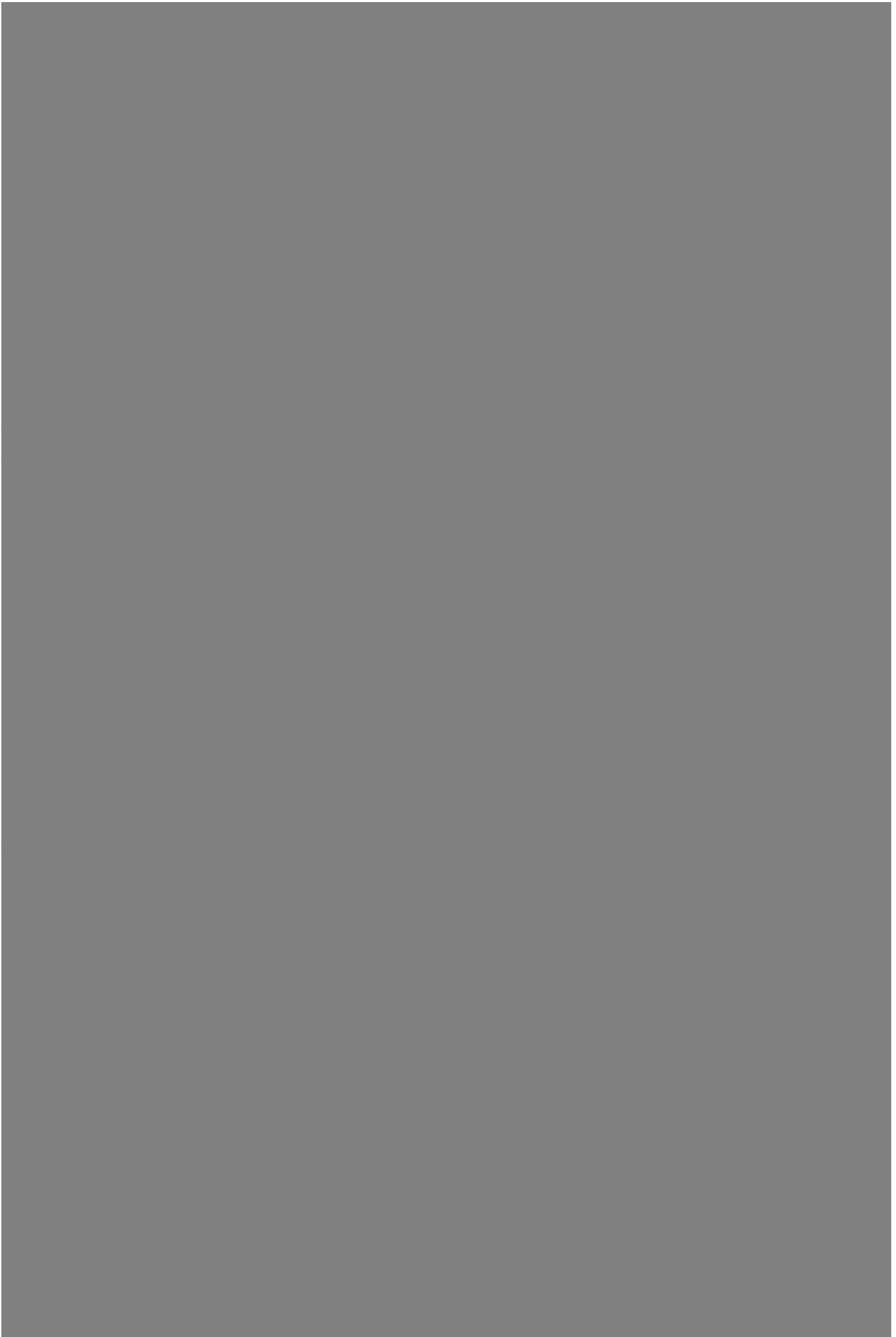
Vanessa.

EXHIBIT 65

WMS:0018 0001,01566



Current Inpatients, Current Day/Out Patients 02.10.13



**Current Adolescents on Admission Waiting List
and Referral Assessment List 02.10.13**

