

Newsletter December 2022



Vietnam War 1962-75 || litijos//anzagportal-dva. gov.an/resources/anthur-law-anstralian-armypariners-allies

HTTPS://WWW.FACEBOOK.COM/REDCLIFFEANDDISTRICTMEDICALASSOCIATION/

See Where We Work & Live P19. Vietnam War 1962 - 1975

RDMA's President Report Dr Kimberley Bondeson

Christmas is nearly upon us. The local RDMA End of Year Networking Function was very enjoyable, it was a smaller group than previous years, which was extremely pleasant. It gave everyone the opportunity to talk to each other. Then the owners of The Golden Ox, Nick and Virginia, came and thanked The Redcliffe & District Local Medical Association for its 40 years of support, and in particular, Dr Peter Marendy, who was present at the meeting. Nick and Virginia came out from Greece 40 years ago, and were sponsored by one of RDMA's founding members, Dr Peter Marendy at that time. Nick and Virginia are now retiring, and the Golden Ox is been passed onto new owners. This was a piece of history of the Redcliffe Local Medical Association and The Golden Ox which I was unaware of, but feel very proud to have been part of. We wish Nick and Virginia well in their retirement, and plan on continuing the relationship between The Golden Ox and its new owners, with the Redcliffe & District Local Medical Association.

It is a hot day outside, around 32 degrees Celsius. Two lovely policemen just found a homeless man sitting in the middle of the road, and bought him inside to my practice, where I gave him some water. He was unable to speak, I suspect from some sort of chronic medical condition, and appeared dehydrated. The police were fantastic, and after I had given him some water to drink, they organised an ambulance to take him to the hospital for a checkup. My suspicions were that he had sun stroke. How lucky we are to have such lovely front-line workers, our police. And what a tragedy we have seen unfold in Queensland recently, where two of our young police officers and a neighbour from an adjoining property, were gunned down in what appears to be a premediated execution. Our thoughts are with the families of the officers lost, and the neighbour, along with the small township where the tragedy occurred.

Back in the medico-political arena, we are still



NORTH LAKES LABORATORY

Partnering with Redcliffe District Medical Association for over 30 years. seeing what I can only describe as constant, relentless "doctor bashing". Now we have the new saga of informed financial consent for telehealth consultations, which have been bulk billed, to be documented in writing by the patient that they

accept the bulk billing. The bureaucrats' who come up with these impractical and silly ideas simply do not have any concept of actually how a practice works. Many of my elderly patients do not have an iPhone, nor a computer. And as for the homeless, or the rural and remote patients? How are they able to sign on a piece of paper, before a telehealth/telephone consultation, that they would accept bulk billing? And send it to the doctors practice, so it can be on the file before the consultation?

And what is happening in NSW – there is an advertisement on the TV, which suddenly changes to a doctor in a white coat stuffing wades of money into his pocket, followed by a flash of a Mercedes Benz car, with the number plate DOCTOR 1. I am uncertain what the context of the advertisement was. Sounds like subliminal propaganda to me.

So we look to the future to see what it holds – and trust that everyone has a safe and enjoyable holiday break with their loved ones!!. Seasons greeting to everyone, and trust you all have a safe New Year!!. Kimberley Bondeson

Note: Free RDMA Membership For Doctors in Training

RDMA Meeting Dates Page 2.

The Redcliffe & District Local Medical Association sincerely thanks QML Pathology for the distribution of the monthly newsletter.

RDMA 2023 MEETING DATES:

For all queries contact Angela our Meeting

Convener: Phone: (07) 3049 4444

CPD Points Attendance Certificate Available

Venue: Golden Ox Restaurant, Redcliffe

Time: 7.00 pm for 7.30 pm

Next

Tuesday	February	21st
Wednesday	March	29th
Tuesday	April	26th
Wednesday	May	30th
Tuesday	June	28th
Wednesday	July	25th
ANNUAL GENERAL MEETING AGM		
ANNUAL GE	NERAL MEE	TING AGM
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Tuesday		30th
Tuesday	August	30th
Tuesday Wednesday	August September October	30th 26th 25th

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M: 0408 714 984

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- No charge to current RDMA members.
- ▶ Non-members \$55.00

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RDMA Executive Contacts:

President:

Dr Kimberley Bondeson

Ph: 3284 9777

Vice President:

Dr Wayne Herdy Ph: 5491 5666

Secretary:

Dr Alka Kothari Ph: 3883 7777

Treasurer:

Dr Peter Stephenson Ph: 3886 6889

Email: rdma.treasurer@gmail.com

Committee Member:

Dr Geoff Hawson Ph: 0418870140 Email: geoffrey@hawson.org

Meeting Conveners Ph:3049 4444 Email: qml rdma@qml.com.au

> Anna Woznaik M: 0466480315













RDMA's Membership's Christmas Year End Event Hosted at the Golden Ox on Friday 25/11/22.



















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NEXT RDMA MEETING DUE 21ST FEBRUARY 2023

Australian Medical Association LimitedABN 37 008 426 793

Level 1, 39 Brisbane Avenue, Barton ACT 2600. PO Box 6090, Kingston ACT 2604 Telephone: (02) 6270 5400 Facsimile (02) 6270 5499

Website: http://www.ama.com.au/

Saturday, 17 December 2022



Keep emergency departments just for emergencies over Christmas break

The AMA is urging people to stay safe over the Christmas New Year period, the peak pressure time for Australia's public hospitals, which are already in logjam.

AMA President Professor Steve Robson said public hospitals are still in logjam, with overcrowded EDs, full beds, and staffing shortages made worse because doctors and healthcare workers are now isolating with COVID-19.

"We're heading into a perfect storm over Christmas where COVID-19 cases from the peak of the 4th wave will enter hospitals, coupled with the usual holiday accidents, alcohol-related incidents and toy-related injuries, and our EDs will be in for a very rough time," Professor Robson said.

"Spare a thought for our dedicated, but burnt-out healthcare workers who will be looking after your family members rather than spending Christmas with theirs, we don't want to make their job any harder than it has to be.

"Of course, you should come to the ED for medical emergencies, but to help relieve pressure on our EDs over summer, the AMA is recommending people stay safe and keep a mask handy to use on public transport, in aged care settings and around vulnerable people.

"We're seeing most people in the community not bothering with good hand hygiene, social distancing or mask-wearing. COVID-19 is still very serious for many vulnerable, elderly and immuno-compromised people and these people deserve our consideration, so for example if you are going into a nursing home to visit your grandmother, you should be wearing a mask.

"What we need to try to do is avoid getting sick enough that people need to go to hospital, so we avoid that extra pressure right at the peak period. So do the right thing if you are in enclosed spaces and have your Christmas gatherings outdoors if possible. Also, stay home if you feel sick or unwell and self-isolate if you contract COVID-19 until you're no longer symptomatic."

Professor Robson said the best way people could protect themselves and their loved ones was to make sure they were up to date with vaccines, including boosters which lower the chance of getting COVID-19 and reduce the severity of illness if people do contract COVID-19.

"People should also check their general practice's opening hours over the Christmas break and remember that most practices have arrangements in place with medical deputising services so that people can access urgent GP care outside of normal business hours, helping keep hospital EDs just for emergencies," Professor Robson said.

CONTACT: AMA Media: +61 427 209 753 media@ama.com.au

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MEDIA RELEASE

After-hours GP service available on Bribie Island

Bribie Island residents have better access to healthcare with an after-hours GP service which opened on the 10 October through the Bribie Doctors Banksia Beach.

With forty per cent of the population on Bribie Island over the age of 65, the need for a dedicated after-hours GP service has been consistently flagged by Federal Member for Longman Mr Terry Young MP and the health sector.

Dr Raahul Vaid of Bribie Doctors Group was selected to run the pilot Bribie Island after-hours GP service following an investment from the Australian Government and a tender process run through Brisbane North PHN.

The service will initially operate from Monday to Wednesday, 6.00 pm –10.00 pm, with bulk-billing available for children under 16 years of age, and pension, healthcare and DVA gold card holders. The need for the service will be regularly reviewed with the aim of extending opening hours to include other weekdays, weekends and public holidays as needed.

"I am so pleased this service has finally come to fruition," Mr Young said. "I secured the funding from the then Health Minister Greg Hunt back in 2020 and after an extensive process involving codesign with the PHN and several GP practices, I am delighted this much needed service will now be operating on Bribie Island.

"My thanks go to the PHN and Dr Vaid who I have worked closely with over the past two years to ensure residents have healthcare beyond normal business hours. I will continue to work hard and ensure Bribie residents receive the Federal Government services they need."

People who have acute illnesses, minor accidents or medical concerns requiring urgent afterhours primary care, can access the service by booking an appointment or presenting to the clinic and will be triaged to ensure they receive the appropriate level of care.

Brisbane North PHN CEO Libby Dunstan said prior to selecting a provider, the PHN consulted with key local stakeholders, consumers and general practices to co-design a solution for after-hours care.

"The PHN is committed to partnering with the community, government and health sectors to ensure people in the North Brisbane and Moreton Bay region can stay well and access excellent primary healthcare close to home when they need to," said Brisbane North PHN CEO Libby Dunstan.

"The PHN team have worked closely with Dr Vaid to guarantee a high level of primary care will be available after-hours to residents of Bribie Island."

"Bribie Doctors Group is committed to the care of residents of Bribie Island and visitors," said Dr Vaid. "There has been a long-term need for after-hours primary care at Bribie. We feel privileged to participate in this pilot project."

Pilot after-hours service information

Location:

Bribie Doctors Banksia Beach 37 Sunderland Drive Banksia Beach Qld 4507

Hours of operation: Monday – Wednesday, 6.00 pm – 10.00 pm

Call 3450 0741 to make an appointment.

Bulk-billing is available for children under 16 years of age, and pension, healthcare and DVA gold card holders.

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For further information contact:

Terry Young's electorate office, call Glenn McKewen on 0419 217 468

Brisbane North PHN, call Grania Kelly on 0429 805 084



L-R: Federal
Member for
Longman Mr Terry
Young MP, Dr
Raahul Vaid of Bribie
Doctors Group and
Brisbane North PHN
CEO Ms Libby
Dunstan outside the
Banksia Beach
clinic.



L-R: Dr Innocent Okoli of Bribie Doctors Group, Federal Member for Longman Mr Terry Young MP, Dr Raahul Vaid of Bribie Doctors Group, Dr Margarette Gador of Bribie Doctors Group and Brisbane North PHN CEO Ms Libby Dunstan.

AMAQ's Wine Event.

Attended by Alka Kothari, Geoffrey Hawson, Kimberley Bondeson and Friends.

Photos submitted by Kimberley Bondeson.











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PRESIDENT AND CEO REPORT



Dr Maria Boulton and Dr Brett Dale

This has been another bruising year for the community, for patients, for doctors and for all healthcare workers. We've battled shortages of staff and PPE, vaccine anxiety, vaccine scepticism and, eventually, vaccine complacency. Until this year, Queensland had lost just seven souls to COVID. As we head into 2023, our COVID death toll is more than 2,300. This pandemic is not over, but the public and political mood has changed. Federal COVID funding for our public hospitals will end this year. Lockdowns and mask mandates are a thing of the past. We will move into 2023 treating COVID like

influenza and other respiratory illnesses - relying on people to take personal responsibility.

Rest assured that AMA and AMA Queensland will continue to advocate on behalf of the entire profession and our patients as we enter post-pandemic 2023.

COVID-19 – YEAR IN REVIEW

Throughout 2022, we advocated at the state and federal level for doctors and patients for the best decisions and protections from COVID. We secured dedicated pathways for GPs to access PPE supplies, and certainty around protocols for treating COVID patients in the community.

We arranged priority COVID PCR testing for private practice doctors, their staff and families when Queensland Health refused our request to do the same. We are grateful to the



private pathology companies who facilitated this state-wide, particularly earlier in the year when the lines for PCR testing were massive and wait times for results were long. We advocated for the provision of fit testing for private practice and their staff, resulting in some PHNs and Metro North providing this service.

We also sorted out the private flu vaccine rebates when the free flu vaccine announcement was made via the media. Unlike other states, GP clinics were able to claim the rebate from Queensland Health at the start of the campaign. We supplied constant, near real-time updates to members on Queensland Health public health notifications, and provided guidance to practices on how to fulfil ethical and professional duties while managing unvaccinated patients. We successfully advocated for Medicare rebates for COVID telehealth services to be extended, and for a new Medicare item for antiviral management.

We prevented legislative changes that would have allowed pharmacists to prescribe COVID antivirals.

We convinced the federal government to reinstate pandemic leave from mid-July for casual workers who might otherwise have gone to work, further spreading the virus and, with ASMOFQ, persuaded Queensland Health to allow employees to access pandemic leave immediately.

We thanked members across the state for their tireless efforts during the pandemic by delivering COVID Care Packages to 1,000 doctors in public hospitals and 19 private practices.

Into 2023, we will continue to advocate for the strongest protections possible for doctors, healthcare workers and the community as we move into a new phase of the pandemic.





AMA QUEENSLAND COMMUNIQUÉ

The AMA Queensland Council met on 11 November 2022 for the last meeting of 2022. We thank all Councillors for volunteering their time to represent the membership and support the advocacy work of AMA Queensland. It is a pleasure to work with such a passionate and engaged group.

At the meeting, Council:

- Approved the Terms of Reference for the new Opioid Stewardship Roundtable
- Heard an update on the Metro North Virtual Emergency Department
- Agreed to write to AMA Federal seeking support and federal advocacy for stepdown registration for senior active doctors
- Supported a review of membership for new international medical graduates and review of informal mentorship opportunities
- Directed AMA Queensland to communicate with the state government about standardised credentialing and contractual restrictions to ease the strain on obstetric and gynaecology care in regional Queensland, and
- Received the inaugural report of the Committee of Consultant Specialists.

Read the Communiqué in full at ama.com.au/qld/news/ama-queensland-communique-november-2022.

VOLUNTARY ASSISTED DYING

Queensland's Voluntary Assisted Dying (VAD) laws commence on 1 January 2023. Doctors still have many questions about how the VAD scheme will operate, eligibility criteria and practitioner applications.

AMA Queensland has been working with the state government on the implementation of this scheme.

Even if doctors choose to not be a VAD practitioner, they still have legal obligations that involve knowing how to:

- initiate a discussion about voluntary assisted dying
- respond if someone makes a first request
- respond if asked to undertake a consulting assessment
- complete a cause of death certificate for someone who has accessed voluntary assisted dying.

AMA Queensland has a VAD information page that is regularly updated. Go to ama.com.au/qld/campaigns/voluntary-assisted-dying









NEW STAFF WELLBEING LAWS

We are happy to report an important step in AMA Queensland's long-running battle to better protect our doctors. The Queensland Government will amend the Hospital and Health Boards Act 2011 to make Hospital and Health Services (HHS) and their boards responsible for staff wellbeing and for promoting a culture that supports health, safety and wellbeing.

We have advocated strongly for these changes, which are similar to laws introduced in South Australia.

Health Minister Yvette D'Ath flagged her intention to introduce these amendments at the November Health Workforce Mental Health and Wellbeing Summit, which was held as a result of AMA Queensland advocacy.

Making HHS boards directly accountable for their staff's health and wellbeing is an important step toward creating healthy and supportive work environments so our doctors, nurses and allied health practitioners can continue to deliver high-quality healthcare.

You can read more about our advocacy at ama.com.au/qld/news/WellbeingLaws

PAYROLL TAX



We continue to hear cases of members and non-members who have been audited by the Queensland Revenue Office (QRO) and face large retrospective payroll tax bills. We have spoken with lawyers and accountants who work with medical practices and they too have noticed an increase in audit activity.

AMA Queensland and RACGP continue meeting with the QRO on how the law is being interpreted. The QRO have told us they will make a public ruling before the end of 2022 to provide medical practices with greater clarity.

Many of the medical practices we have spoken with cannot afford the large retrospective bills they face and will be forced to close. This will leave thousands of patients in the community and residential aged care facilities without a doctor.

We will continue to advocate for medical practices and the community against this patient tax. Queenslanders can't afford to have more medical practices close. Get involved at ama.com.au/gld/campaigns/payroll-tax-campaign

MEDICARE

This year we have seen a steady stream of attacks on GPs as Medicare fails to keep pace with the rising cost of delivering healthcare and doctors can no longer afford to bulk bill. The ABC and major newspapers accused doctors of completely unsubstantiated claims of rorting \$8 billion a year from Medicare, and state ministers blamed emergency department wait times on GPs.

At the same time Queensland and other jurisdictions are rolling out pharmacy prescribing pilots that will risk patient safety and undermine the doctor-patient relationship.

With our federal colleagues, we are campaigning to Modernise Medicare to make it fit for purpose. This call has been echoed in a Grattan Institute report this month which calls for a complete overhaul of Medicare.

Federal Health Minister Mark Butler has admitted that general practice is in the worst shape it's been in during the 40 years of Medicare, with bulk billing rates dropping from 88.4 per cent late last year to 83.4 per cent in September 2022.

Minister Butler has asked his department for more information about the state of bulk billing. We will be lobbying to ensure this further information leads to real reform. Read more at ama.com.au/qld/news/MBS.



PUBLIC HOSPITALS



Dr Maria Boulton on 9NEWS on Redland Hospital

We have called for urgent action to address concerns about real risks to patients at Redland Hospital, the only metropolitan Queensland Health hospital without an intensive care unit (ICU)/critical care unit, 24/7 general surgical services, and inpatient orthopaedic services.

Members have contacted us with their concerns about ambulance ramping, hospital bed block and delays in transferring patients to other hospitals.

Many of these issues flow from the government's failure to deliver the hospital's staged expansion. Under Stage 1, Redland was due to get an ICU and 32 more beds by late 2022. This has been delayed until late 2024 and Stage 2, including a new

emergency department, has been postponed indefinitely.

The state budget this year promised 2,500 new hospital beds, but some will not be delivered for years. While we were pleased the Queensland government acted on our Ramping Roundtable recommendations, we needed these beds yesterday.

We will continue to advocate for action for our public hospitals, including for the federal government to reinstate 50-50 hospital funding with the states and territories.

Read more at ama.com.au/qld/news/Redland.

MEMBER MILESTONES

We were very pleased to celebrate our members who have reached significant milestones earlier this month at a special morning tea.

While not all could attend, it was very special to see a room with so many years of medical experience and meet the people whose unwavering support has helped us to advocate for the best interests of the medical profession and health system - and ultimately the wider community here in Queensland. It is our great honour to work on your behalf.

You can see the photos at facebook.com/amaqueensland



Photo: Marking 25 years of membership – Dr Kimberley Bondeson with AMA Queensland Board member A/Prof Geoff Hawson



Meditation – The Right Way and The Wrong Way By Dr Mal Mohanlal

It is fascinating to observe how the world is going and how people think, but it is also sad because there is so much self-created human misery. As my understanding of how the ego operates in our mind becomes more apparent, my perception of reality becomes sharper. When comparing ancient civilizations with our present ones, I see no progress in understanding our minds. They created an escapist world then, and we are doing the same thing by following them now with a bigger and better one with our advanced technology. Thus, as we become more out of touch with reality, one does not have to be a prophet to predict mental illness increasing in societies worldwide.

With all the knowledge gained over thousands of years using our brains, today, we have progressed so far that we can land a man on the moon. We have done this using the thinking power of our brains. Yet no one is willing to use their brains to look at or understand the hypnotic nature of our world. Everyone is in the same boat. In most people's minds, the ego, the thinker, has no insight into how it appears in our conscious mind. The so-called scientific method is used to boost the ego, not to understand the ego, and is taken for granted and integrated into our educational system.

The ego in our mind is so consumed with the thinking habit that most people feel that they cannot stop thinking. Consequently, disorders of perception such as insomnia, anxiety, depression etc., with incidents of crime, violence and suicides are increasing in society. Yet, the world remains clueless and unwilling to look at our perceptions and how it affects our ego. No one wants to look at the ego.

Most people do not realize that the ego in their mind is a product of self-hypnosis. It means that ego cannot appear in our conscious mind without using words. Since we use words in our thinking process and cannot think without words, thinking is the means the ego uses to control the mind. Words have a powerful hypnotic effect on our subconscious mind. They help us dream, travel in time, and build our imagination. Words hypnotize us. All the philosophies and belief systems we have today are dependent on words created by fragile egos like ours seeking immortality. Today, we live in a world of words and are drowning in a sea of words. Twenty-four hours a day, the radio, TV, cinema, newspapers, books, etc., are spouting words at us that have a profound conscious or subconscious influence on us. Our beliefs, philosophies, and histories would have no substance without words. People argue, fight, and kill each other over words and stories created by clever egos like ours, thousands of years ago, seeking immortality. It is a fantasy world and a dream world we have made using the hypnotic power of words, and like in Tennyson's Lotos Eaters, no one wants to wake up.

Do you know that the world beyond words actually exists right before us in the here and now? This realm is known as reality. Unfortunately, many people fail to acknowledge that we are all connected to this timeless dimension, and only our perception keeps us from experiencing it.

Since words and beliefs create tension, conflict, and misery in mind, the ego has devised various systems of meditation to calm the mind. Meditation is the right way to get back in touch with reality because reality is timeless and eternal. However, did you know there is a right and wrong way to meditate? We can only create a world of delusions when we meditate in the thinker and the thought (the thinker thinking) mode. It is because the thinker, the ego in mind, is a product of self-hypnosis. In this mode, it can only create a world of self-hypnosis. The only way to meditate correctly is in the observer and the observed (the observer observing) mode. Here one can become aware of one's inner and outer worlds and understand how thinking and emotions affect us. In this mode alone, we can acquire self-knowledge, understanding, and wisdom. So please remember that awareness dehypnotizes you, and thinking hypnotizes you.

Continued Page 15

Since thinking hypnotizes us and takes us away from reality, we should learn meditation. Meditation aims to establish our connection to reality, harmonize our inner and outer worlds, and understand how words affect our thinking, emotions, and feelings. We become a part of the universe, and the timeless dimension becomes a reality when we experience the phenomenon of the observer in mind and what is being observed becomes one.

Here is a simple way to understand your mind, eliminate those fears, and eventually acquire the peace and tranquillity you desire. You can meditate in this manner anywhere and at any time. You may be sitting at a desk or walking in a garden; it does not matter.

Take in three deep breaths and relax. Look at the picture in front of you wherever you are. Become aware of the present moment and look at everything without saying any words to describe what you see. You can understand everything without saying a single word. Broaden your field of vision to see everything except the back of you.

Now you can see the whole picture with its contents. Do not say a single word. Try to understand the vision. You will find an observer in your mind, the ego, observing the whole picture. Note that the observer in your mind is still there; you have not disappeared from the mind, have you? You are fully alert and aware of everything in the present. If you keep looking at the picture without saying any words, you will notice and feel an ethereal quality and tranquilly in the world around you.

The habit we have acquired is to verbalize everything and control everything. Become aware of this habit. Please remember that you do not have to describe an object in front of you to understand what it is. If thoughts come to you, accept them. Do not verbalize and see what happens to your thoughts. You will find your thoughts have no substance. If emotions arise again, do not verbalize and see what happens. You will find that words give life to your thoughts and emotions. If you don't express your emotions in words, they go away. The idea is to understand that your thoughts and emotions have no substance unless you use words. With practice, you will become good at looking at a picture and understanding it without saying any words.

The timeless dimension is like a three-dimensional picture. At first sight, the 3D image looks flat. You can see just the length and the breadth. But if you keep looking at it, a third dimension will appear as depth. So when the observer in your mind and what is being observed become one phenomenon, you will experience the timeless dimension. It is just as real as the time dimension of our own. Please do not be afraid. Become aware and experience peace, tranquilly, and solitude in this state of mind. You will realize that you are part of this timeless universe and one with it. This phenomenon has to be a spontaneous occurrence. (You cannot will it or imagine it into being). It is why the observer and observed modes of meditation are the correct way to meditate. Any other way is self-hypnosis.

However, you can immediately step out of this timeless zone once you use words. The only thing that separated you from that timeless dimension was your perception. There's no need to worry about disappearing from the mind if you stop thinking. It is a false perception. (Please read my article on the modus operandi of the ego.) With awareness and practising meditation in this manner, you will soon gain more insight into your mind and appreciate the present instead of escaping from it. As you acquire self-knowledge, your usual thinker and the thought(the thinker thinking) mode, will switch to the observer and the observed (the observer observing) mode without any effort on your part. Practising meditation can help you understand and soothe your mind to such an extent that it becomes like a calm sea, where your thinking process only makes ripples in your mind.

I want people to discover the nature of their ego while alive, not after they die, by finding and experiencing the timeless dimension. We are all part of a Universal Mind, but you will not appreciate and realize it until you understand the timeless world beyond words. You will discover the truth in what I write by trying to disprove what I have written. Please read my articles and book to improve your powers of perception, awareness, and insight. Visit http://theenchantedtimetraveller.com.au/ for more information.

Golf at Vietnam By Cheryl Ryan

Vietnam has developed as an extraordinary scenic golf destination over the last few years.

Here, we will help you discover the culture, heritage and history of Vietnam while playing golf.

There are approximately 14 golf courses in Vietnam and people from all over the world come to Vietnam not only to explore the scenic beauty, its exuberant nightlife but also to play golf on its expansive and finest golf courses.

A must visit place is Halong Bay, which is a UNESCO world heritage site.

The bay has many islets in various shapes and sizes and a cruise of the place would transport you to a paradise on earth itself.

This is truly synonymous with beauty, serenity, and mystery.

What we have planned for you:

- Visit the Cu Chi Tunnels and understand more about the Vietnam war history as you walk through the tunnels around the forest.
- Visit the 18-hole round of golf at BRG Kings Island Resort with naturally beautiful scenic mountains and a lakeside view.
- Head to Vietnamese vegetative plantation and then later in the day golf on Korean designed course at Sky Lake Resort and Golf club with engaging scenes.



- Visit the Ngoc Son temple in Hanoi, the temple of literature and national university, the old quarter. After a few hours of rest take a flight to Danang for an overnight stay at Danang.
- Explore the 18-hole round of golf at Montgomerie Links Vietnam that has an excellent colin Montgomerie design.
- Hit marble mountains and the French bridge
- Visit Saigon and enjoy the beauty of Independence Palace and have an informative tour to War Remnants Museum. Golf at the Long Thanh Golf Club and stay overnight at Saigon.
- Next morning, play golf at Vietnam Golf and country club. Walk to the Saigon River and stop for pho (traditional Vietnamese noodles)

If you are interested in a private golf tour then we have several great itineraries for you.

123Travel - Cheryl Ryan





Surviving the silly season

Public holidays... as employees we have all loved them but as employers they're not so fun. Here we will break down what public holidays mean to your business as the festive season approaches.

Public holidays – what are they?

Public holidays form part of the National Employment Standards (NES). These employment standards provide an entitlement for employees to be absent from work on a day (or part-day) that is a public holiday.

The NES protect an employee's workplace right to reasonably refuse to work on a public holiday, and will guarantee payment to a permanent employee where that employee is absent from work due to a public holiday.

Payments relating to public holidays

If a public holiday means your permanent employees cannot work then in most cases you must pay them their base pay rate for the ordinary hours they usually would have worked on that day (unless an award, registered agreement or employment contract states otherwise). If your employee does not usually work on the day the public holiday falls then ordinarily you do not need to pay them anything (unless an award, registered agreement or employment contract states otherwise). You cannot temporarily alter rosters to try and avoid paying public holiday pay.

But I need my employees to work a public holiday?

If there is a reasonable need you can request your employees to work on a public holiday. The employees can only refuse if the refusal is reasonable or if your request is unreasonable in the given circumstances. There is a list of things to consider if a request is reasonable or not by reviewing the Fair Work Act online.

The modern awards, enterprise or other registered agreements will set out the employee's entitlements when they work a public holiday. If a public holiday falls on a paid leave day (eg annual leave or personal leave) then you must pay the employee for the public holiday which means they do not use their accrued annual leave on the public holiday.

Christmas shutdowns

Most awards and agreements allow you to direct employees to take paid or unpaid leave during a Christmas shutdown period, but normally require you to provide a minimum amount of notice in advance. Please ensure to check the provisions which apply to your business along with employment contracts for any terms relevant to a public holiday.

Dale Trickett, Partner, B.Bus.(Acc), CPA

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Australian Medical Association Limited

42 Macquarie Street, Barton ACT 2600: PO Box 6090, Kingston ACT 2604

ABN 37 008 426 793

T: (02) 6270 5400 F (02) 6270 5499 Website: http://www.ama.com.au/



AMA Urges HCF and Healthscope to Get Back to Negotiating Table

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The Australian Medical Association is urging Healthscope and HCF to return to the negotiating table, for the sake of patients, following the failure of both parties to reach a new agreement for the provision of private hospital services to HCF members.

AMA President Professor Steve Robson said it was disappointing that private hospital group, Healthscope, and insurer HCF, could not reach a contract agreement, saying this ultimately spells higher out-of-pocket costs for patients. "We urge both parties to get back to the negotiating table to work out a fair deal, one that delivers a reasonable return for all parties and recognises the rising costs of providing quality care."

Professor Robson said the failure to reach agreement meant that although HCF members could still be admitted to a Healthscope hospital, as a general rule those booking from 1st February 2023 will face extra out-of-pocket hospital and medical costs.

"Not only will HCF members face higher out of pocket hospital costs at a Healthscope Facility, HCF's decision also means that its members will not be able to access HCF's Medicover Scheme offering no or known gap arrangements with participating doctors.

"Both parties in a negotiation have the right to get the best deal they can, however public disputes like this damage the whole sector. Patients must be the priority in these negotiations."

While COVID-19 delivered significant windfall gains for private health insurers, private hospital operators faced the opposite with revenues being hit while costs have increased. Private hospitals

continue to face increased costs, including strong increases in wages and other input costs

"This dispute is another reminder of the importance of of second-tier default benefits as an essential safety net for patients who access services from a hospital that does not have a contract with their private health insurer. These arrangements place an obligation on insurers to at least cover a mandated amount of hospital expenses, yet is currently under threat due to a review being conducted by the Department of Health and Aged.

Care."Unfortunately, increasing out-ofpocket costs undermines the value of private health insurance policies and broader public confidence in our private health system.

"The hard-ball negotiation tactics we have seen in recent months between hospital providers and insurers is another strong demonstration of why we need an independent Private Health System Authority, which could oversee or intervene in such processes.

"It could also ensure a level playing field to keep our private health system working sustainably and retain patient choice and access high quality and affordable care," Professor Robson said.

Contact:

AMA Media: +61 427 209 753 media@ama.com. auAustralian Medical Association

T: 61 2 6270 5478 E: media@ama.com.au W: www.ama.com.au

A: Level 1, 39 Brisbane Ave Barton ACT 2600

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Where We Work and Live

Vietnam War 1962–75 | https://anzacportal.dva.gov.au/resources/ arthur-law-australian-army-partners-allies

Graham Edwards (Australian Army), Land Mines - Part 2

Graham Edwards served with the Australian Army in Vietnam.

He was warned that the biggest danger would be landlines.

In May 1970, Graham's life was forever changed when he stepped on a 'jumping jack' mine while out on patrol.

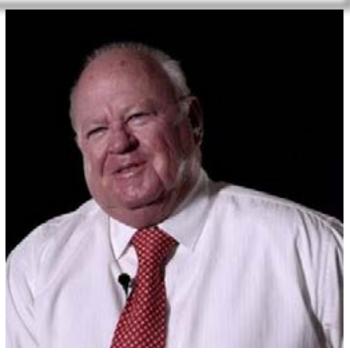
Three weeks after the amputation of his legs, Graham was flown home to Australia. "It was an emotional time, a really confronting time, but it was a very warm time too, to finally come into the embrace of a loved one and my family and to be reunited but never ever the way I ever wanted to be reunited, and I still feel a sense of emotion, when I see homecomings of other troops today and I see them walking off the ship or walking off an aeroplane, and walking into the arms of a loved one and I would have given anything, even today, for that sort of a homecoming."

The rehabilitation offered to Graham was inadequate, incompetent and humiliating.

"As opposed to the waves of Second World War blokes who came home where there was a range of programs, and educational areas they could put someone into, the blokes coming home from Vietnam came home in dribs and drabs and we were just slotted in where we could.

And I think in retrospect too, we were seen as a problem, not as a person. So where do you hide this problem, what do you do with this person to get them out of the way, and to get them off our books so we can eventually discharge them from the army and push them onto someone else's responsibility, that's what it appeared to me.

The last thing I ever wanted was my children ever to grow up thinking that their father was a cripple. So I did throw myself into community activities and they were the sorts of



Graham Edwards (Australian Army), Land Mines

things I think that kept me sane.

Although in retrospect, I had times when I got incredibly angry, times when I just had to go off by myself, wishing that things were totally different but just getting on with what I had to do."

Graham Edwards met every challenge head on. He educated himself, and, driven by veterans' welfare, moved into public affairs and politics, serving with distinction in the Federal Parliament of Australia.

"We all carry passions with us, and of course, the passion of being a Vietnam veteran, who was prepared to carry the fight up to bureaucrats and to governments was something that I always felt that I was doing, not on my own behalf, but on behalf of a whole generation of Vietnam veterans, so, when the issues were there and when the opportunities arose, I went in there to kick heads, because there were heads that needed kicking.

Stories continued next month

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