



# Harrow Bush Nursing Centre

Annual Report  
**2015-2016**



# Harrow Bush Nursing Centre

## Our Vision

To provide accountable and accessible health services to the Harrow and district community.

## Our Values

### Openness

We interact with people in a transparent, honest and respectful way

### Social justice

We believe in every person being actively involved in decisions which affect them and their lives.

### Innovation

We are committed to improvement and proactively responding to community needs.

### Collaboration

We engage in collaborative partnerships and relationships that strengthen the community.

### Wellbeing of Staff

We will be responsible for a professional and supportive environment in which staff can achieve their full potential.

### Accountability

We will be accountable for all aspects of the organisation.

# Contents

Committee of Management	2
President's Report	4
Strategic Direction	6
Centre Manager's Report	8
Finance & Funding	10
Quality & Safety	12
Staff	14
Service Profile	16
History	18
Location & Catchment Area	19
Primary Health Care	20
Visiting Health Professionals	22
Community Services	24
Community Health, Education & Wellbeing	26
Volunteers	28
Bay Rider's Community Centre	30
Men's Shed	31
Pathways to Harrow	32
Black Tie Ball	33
Story of Service	34
Partnering Organisations	36
Sponsors & Donations	38



# Committee of Management



**Ron Penrose**  
President

Elected: 1997  
Meetings Attended: 12  
Professional Artist



**Peter Johnson**  
Vice President

Re-elected 2015  
Meetings Attended: 9



**Hugh Jarvis**  
Treasurer

Elected: 2012  
Meetings Attended: 11  
Primary Producer  
Bachelor Agricultural Science (Hons) Adelaide Uni.  
Grad. Dip. Agribusiness, Monash University



**Lisa Selway**  
Public Officer

Elected: 2013  
Meetings Attended: 7  
Victoria Police - Leading Senior Constable



**Murray McInnes**  
Board Member

Elected: 1997  
Meetings Attended: 9  
Retired Victoria Police  
Bachelor Information Systems/Computer Science



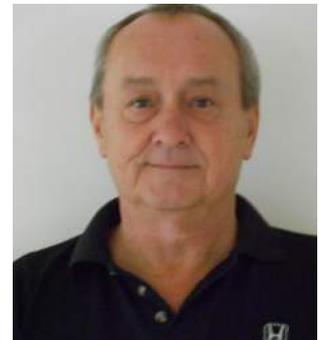
**Avtar Sondhu**  
Board Member

Elected: 2005  
Meetings Attended: 7  
Primary Producer  
Bachelor Agricultural Science/ Agricultural Economics, Melbourne Uni.



**Jenn Ellis**  
Board Member

Elected: 2007  
Meetings Attended: 8  
Primary Producer  
Diploma of Liberal Arts



**Alan Offord**  
Board Member

Elected: 2012  
Meetings Attended: 7  
Certificate of Finance



# Committee of Management



**Hardy Hauke**  
Board Member

Elected: 2016  
Meetings Attended: 1  
Primary Producer

**Bronwyn Hobbs**  
Board Member

Elected: 2016  
Meetings Attended: 2  
Psychological First Aid  
No Lift Instructor  
OH&S Health and Safety  
Rep.

**Richard Edgar**  
Board Member

Elected: 2016  
Meetings Attended: 2

**Eleanor Edgar**  
Board Member

Elected: 2016  
Meetings Attended: 2



**Pauline Kelly**  
Outgoing President

Elected: 1976  
Meetings Attended: 6  
Retired: 2016  
Retired Div. 1 Nurse  
Life Member of the HBNC

**Ken Jones**  
Outgoing Board Member

Elected: 2008  
Meetings Attended: 3  
Retired: 2016  
Primary Producer



# President's Report



Ron Penrose  
President—Committee of Management  
Harrow Bush Nursing Centre

It is with pleasure that I present the 2016 Presidents report

The past 12 months have brought many changes to the Harrow Bush Nursing Centre but it is great to acknowledge that the quality of service provision and community programs has continued to ensure we provide accessible services to all the community. As President I have witnessed how vital the centre is to the Harrow and district community not only in providing clinical and preventative health programs but also a range of educational and socially engaging programs that really bring the community together.

These programs and services are only possible through the dedication and commitment of the staff and the many volunteers that support the centre. They are the 'life' of the Centre and give their time generously to ensure that the centre continues to provide outstanding care. We acknowledge the significant contribution and vision that Bernie Close brought to the centre as Centre Manager. Bernie retired in December last year but has left a lasting legacy of programs and resources that the community benefits from. Our new Centre Manager; Ann Vaughan has continued this community focus and strives to work towards achieving the strategic goals of the centre. On behalf of the Committee of Management I thank all the staff and volunteers for their continued commitment towards the centre in making it what it provides today.

This year we have moved away from being funded under the Commonwealth HACC program towards the Victorian Department of Health and Human Services Rural and Regional Health program. This has brought with it a time of significant change in regards to our Quality Framework and we are working towards this in the coming year. It is pleasing to note that in a time of uncertainty we continue to have sound financial performance which can be attributed to the various financial support and generous philanthropic donations we have received in the past year. We are so fortunate to have strong supporters of the centre and through the generous donations we continue to be able to provide the services and programs.

The centre has had many successes this year in relation to community programs and fundraising activities. The communities support and participation in these events have ensured the success of these events and I acknowledge that significant contribution that the community has made to our fundraising. I thank you and encourage you to continue to support the Bay Rider's Community Centre and Harrow Bush Nursing Centre



# President's Report

The Committee of Management continues to work toward providing Governance for the organisation. Ensuring the financial viability, Strategic Management and Clinical Governance of the centre have been our key focus areas this year.

Our Committee have seen a number of changes this year with the resignation of two of our long standing members Ken Jones and Pauline Kelly. Ken had been a member of the Committee for 8 years and had been integral in providing a strong support for the centre. Pauline had been a member of the Committee for 30 years and brought to the centre much experience and volunteered her time for the exercise program and many other events. We thank them both for their significant contribution they have provided to the centre and the community. We welcome to the Committee new members; Bronwyn Hobbs, Hardy Hauke, Richard and Eleanor Edgar. I thank the Committee of Management for their ongoing support and vision for the centre.

**Ron Penrose**  
President - Committee of Management  
Harrow Bush Nursing Centre

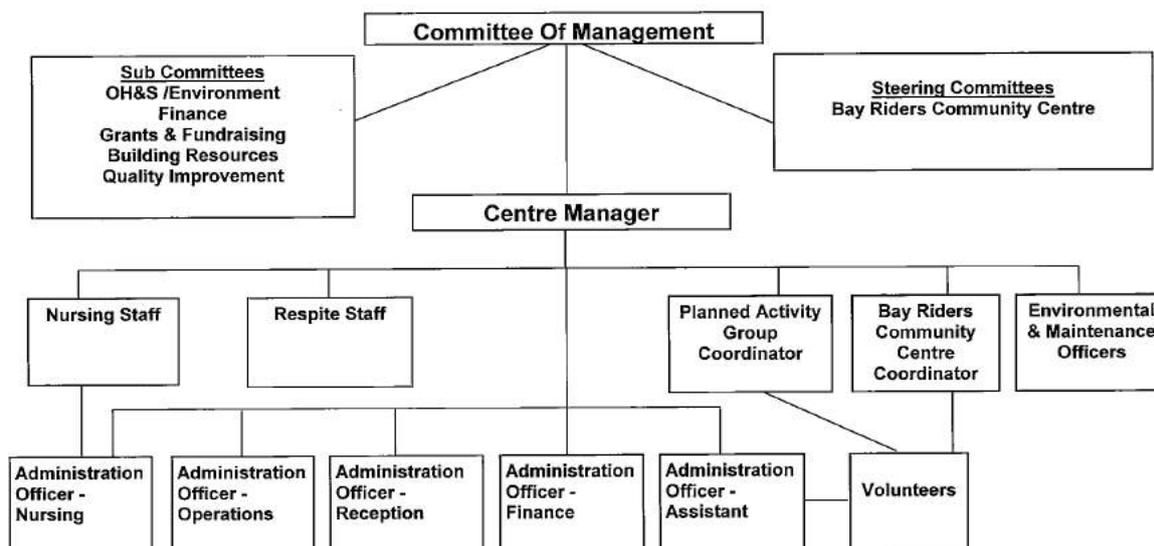


Harrow Bush Nursing Centre and our Community



# Strategic Direction

## Harrow Bush Nursing Centre Inc. Organisational Chart



Organisational Chart Approved on 15/9/2014 by

(President) (Vice President)

S:\Committee of Management\CoMSubCommittees\Organisational Chart

In 2013, Harrow Bush Nursing Centre undertook and developed a 5 year Strategic Plan with Intelog Health. This plan provides a clear road map for the future of the organisation and is matched to community needs and a sustainable business model.

Underpinning the plan, were the current needs of the Harrow community, likely future health requirements, population variations, regional health priorities and federal and state government priorities and policy directions.

Our Strategic Directions are:

- Continue to deliver high quality primary care to Harrow and district community.
- Develop a team promotion plan.
- Address increasing health and accommodation needs of an ageing population.
- Have sufficient funding to deliver planned and comprehensive health promotion and prevention programs.
- Develop a proactive sponsorship and philanthropic program.
- Remove the technology barriers of living in a remote area.
- Improve access to rural and remote area funding.

These strategic directions will ensure that Harrow Bush Nursing Centre continues to deliver an effective, high quality, community based, primary health service into the future.



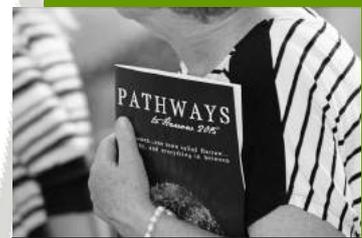
# Strategic Direction

## Key Achievements

- Ongoing partnerships with Western Victoria Primary Health Network and West Wimmera Health Service to continue our valued allied health programs
- Overwhelming support and recognition of the Pathways to Harrow program with over 200 people attending the 4<sup>th</sup> year of the project.
- Four of our Nursing staff successfully completed Remote Area Nursing Education with Ambulance Victoria.
- Community Services Staff member successfully completed Diploma of Community Services.
- Improvements to clinical and kitchen equipment and replacement of chairs to ensure ongoing service provision.
- Development of the Men's Shed Coordinator role providing stability and innovation of this valuable program.
- Ongoing philanthropic support, sponsorship program and successful fundraising events including the Black Tie Ball that ensures ongoing programs and improvements to the Centre.
- Ongoing support of our community health programs for Men's health Golf Day and Women's health programs.

## What's Ahead

- Continue to develop and review services and programs offered at the Centre.
- Introduction of tablets for electronic records for clinical staff to improve outcomes for client care.
- Completion of five year project of Pathways to Harrow.
- Improvements to community education programs in relation to health, technology and lifestyle.
- Review of storage and consulting room capacity to meet current demands.



Pathways to Harrow 2015



Men's Health Day



New chairs for the centre



Women's Health Evening



# Centre Manager's Report



Ann Vaughan  
Centre Manager  
Harrow Bush Nursing Centre

It is with pleasure that I present the Centre Managers Report for 2016 for the Harrow Bush Nursing Centre. In a year of transition within our Centre it is pleasing to note that the quality and depth of our services and programs have continued to ensure that the centre continues to meet the community's needs.

The centre continues to be in a relatively strong financial position but is challenged by increasing compliance and award costs that are not being met by any further increases to recurrent funding. It is with this in mind that we are thankful for the continued support and generosity of our community who support us in membership and sponsorship. We were extremely pleased to receive philanthropic support from the Collie Foundation towards the replacement of our centre vehicles and preliminary architectural planning works for the centre. The Collie Foundation have been generous supporters of the Harrow Bush Nursing Centre over many years and we thank them most sincerely for their contribution to ensure that our services continue. The Black Tie Ball this year was a very rewarding and successful evening and we are extremely grateful to all those who supported and sponsored that evening. We would not be in the position we are in today without this extraordinary support and the donations that have been received through many community organisations.

The Harrow Bush Nursing Centre is extremely fortunate to have many partnering organisations including Wimmera Primary Care Partnership, Western Victoria Primary Health Network, Wimmera Uniting Care and Balmoral Bush Nursing Centre that assist in the provision of quality services. Ambulance Victoria provides ongoing support of our emergency service provision through coordination of the training of our Remote Area Nurses. Western District Health Service, Edenhope Hospital and West Wimmera Health Service assists with provision of allied health services. We recognise the significant contribution these organisations make to our service to assist with community health and wellbeing.

The year has brought many achievements to the centre with the ongoing successful Neighbourhood House programs such as Defensive Driving program, cooking and art classes and the Vintage Workshop weekend. We held Community Health events for both men and women with the empowering Chrissy Keepence evening and the most popular Men's golf day. The fourth year of Pathways to Harrow brought more than 200 people to this event to share with the 5 women their varied and amazing journeys that brought them to Harrow. This most successful event



# Centre Manager's Report

not only raises the profile of women but provides an opportunity for the wider community to gather and share experiences. As we move towards the fifth and final year of this program we look forward with anticipation to this event.

In my short time here I have been overwhelmed by the volunteers that support the centre in so many ways. Without their ongoing commitment to the programs we would not be what we are today. To the many volunteer hours that assist with our PAG lunches and outings, the many involved with Pathways to Harrow and the Black Tie Ball and the volunteers that are involved in the Neighbour House programs, we thank you most sincerely and I personally acknowledge all the work that you do.

We have welcomed new staff members this year to the Centre, with Jo McCure, Registered Midwife and Lana Burgess Environmental/Respite services joining our team. It is also with great pleasure that we have the return of Heidi-Rose Newley to our nursing staff. We are grateful for their experience and enthusiasm that they will bring to our team.

Thank you to the staff for their commitment, innovation and energy that they continually provide to ensure that we continue to provide accessible and accountable services to the community. Thank you to Bernie Close for her legacy to the centre and her contribution to the development of the services and programs. Finally thank you to the Committee of Management who have supported me in transitioning into this role and their ongoing dedication to the centre is to be commended.

**Ann Vaughan**  
Centre Manager  
Harrow Bush Nursing Centre



Finance Committee Meeting



Murray McInnes (Committee of Management)  
departing Centre Manager Bernie Close



Discussing Pathways to Harrow with Local Member Dan Tehan MP



# Finance & Funding

Harrow Bush Nursing Centre is pleased to report a net result after depreciation of \$10,841 for the financial year ending 30 June 2016. Total revenue from operating and non-operating activities in 2015-16 was \$98,574 up on the previous financial year and annual performance was ahead of budget expectations.

Highlights included:-

- Increased operating grants from government enabling HBNC to provide primary, community and aged care services
- Continuation as a Medicare Local organisation partnering with Western Victoria PHN to financially support and enhance the provision of primary health care to the community through federal funding for allied health services
- A full year of increased funding for the Bay Rider's Community Centre enabling it to continue with its growth and positive output to the community
- Membership and community contributions remained strong,
- Income from fundraising activities was a strong contributor to the financial result
- A major donation from the Collie Foundation assisted with changing over two vehicles
- Installation of EFTPOS facilities at the Centre enabling the community greater access to payment avenues
- Expending significant grants received in the last financial year to purchase chairs for the multipurpose room; upgrade and replace assets; run successful community health events for men and women; continue with successful and well attended school holiday programs and international cooking classes through the Bay Rider's Community Centre and provide defensive driving classes for the elderly.

Total expenditure attributable to operating activities was \$ 89,538 higher than the previous year.

- ⇒ The majority of this increase is in the areas of employee and administration expenses.
- ⇒ Administration expenses included recruitment costs for a Centre Manager and nursing staff along with a steady increase in the cost of our basic supplies and services.
- ⇒ Employee expenses included planned employee award & EBA driven salary increases during the year
- ⇒ The main areas of cost variations during the year in administration expenses were computer expenses; consultancy fees and subscriptions and licences with most other expenditure held within budget expectations.
- ⇒ Utility costs were maintained within budget levels and hopefully should decrease in the following year due to planned improvements to facilities and access to savings plans.
- ⇒ Main savings were in the areas of electricity; repairs and maintenance and motor vehicle expenses

The Harrow Bush Nursing Centre (HBNC) continues to auspice the Bay Rider's Community Centre (BRCC) and acknowledges their re-curent quarterly funding support from the Victorian Government's *Neighbourhood House Coordination Program (NHCP)* through the Department of Health and Human Services (DHHS). The BRCC have their own annual report including financial overview.

Please note that the financial summary above and below is provided for the purpose of the Annual Report of the HBNC. The full set of audited statements for the year ended 30<sup>th</sup> June 2016 will be presented and available at the AGM.

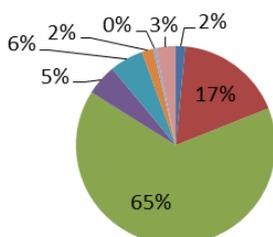


# Finance & Funding

	2016	2015	2014	2013	2012
	\$	\$	\$	\$	\$
Total Revenue	685,421	586,847	584,299	554,386	519,367
Total Expenditure	674,580	585,042	574,723	524,344	486,214
Operating Surplus (Deficit)	10,841	1,805	9,576	30,042	33,153
Gain on Revaluations		38,324			
Total Income attributable to members	10,841	40,129	9,576	30,042	33,153
Total Assets	984,462	999,529	938,264	932,801	890,963
Total Liabilities	210,523	238,628	217,853	222,326	210,432
Net Assets	773,939	760,901	720,411	710,475	380,531
Total Equity	773,939	760,901	720,411	710,475	680,531
Depreciation	44,821	34,225	47,421	46,027	44,780
Employee Expenses	439,511	390,342	350,813	359,069	319,172
Administration Expenses	103,843	81,468	113,241	61,854	69,665
Motor Vehicle Expenses	9,102	13,457	13,242	13,551	11,114
Other Expenses	63,733	52,716	38,821	34,289	29,183
Loss on disposal of assets		182		338	3,235
GRHANet JV overall surplus/(deficit)	8,360	(60)	467	(136)	(300)

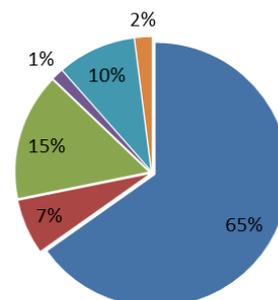
## Combined Revenue 2015-16

- Memberships 1.5%
- Government Funding 65%
- Other Funding & income 5.5%
- Interest 0.5%
- Community Contributions 17.4%
- Client Service Funding 5%
- Profit on sale of assets 1.9%
- GRHANet JV 3.2%



## Combined Expenditure 2015-16

- Employee 65%
- Depreciation 7%
- Admin & Other 15%
- Motor Vehicle 1%
- Services & Programs 9%
- GRHA JV 2%



# Quality & Safety

Harrow Bush Nursing Centre aims to provide best practice through continuous quality improvement. Our strategic direction of providing high quality primary care to our community means that we are constantly reviewing what we are doing and how we can improve on these actions. This year we have reached the midyear cycle of our accreditation process through the Australian Health and Community Service Standards and have continued to follow on the recommendations of this process. We currently await further advice from the Department of Health and Human Services in relation to the future of Bush Nursing Centre's Quality Improvement processes. The challenge for the coming year is the working towards the implementation of the National Safety and Quality Health Service Standards in Community Health and establishing these into our current practices.

## Quality Projects

- Revision of Sub Committee structure to ensure that Quality and Safety, Strategic Planning and Financial Management practices are governed and monitored by our committees.
- Staff completing mandatory education through ReHSeN online training.
- Improvements to clinical equipment and clinical nursing practices to ensure we are meeting best practice including replacement of vaccine fridge and purchase of collapsible trolley for storage and access to emergency equipment.
- Significant improvements to kitchen equipment including a new stove and BBQ to aid in provision of meals at the centre.
- Revision of food safety handling guidelines in line with legislation was completed.
- Purchase of new chairs for the multipurpose room which met with safety requirements.
- Revision of a hazard and incident reporting mechanisms
- Uniforms introduced to Nursing and Community Services staff
- Development of the Men's Shed Coordinator's role to provide improved support and development of this valuable program
- Generator installation completed and staff education provided in response to power failure.
- Safety Ramp developed to Men's shed to improve accessibility and safety
- Purchased two new centre vehicles for emergency, client transport and liaison district nursing requirements.



Sloba with the new oven



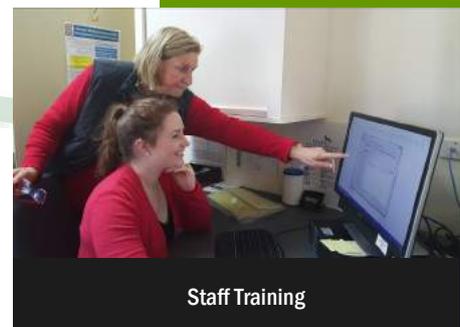
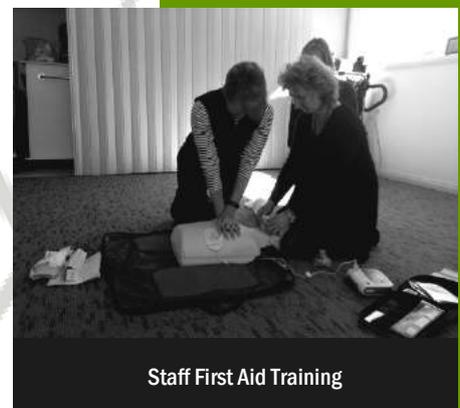
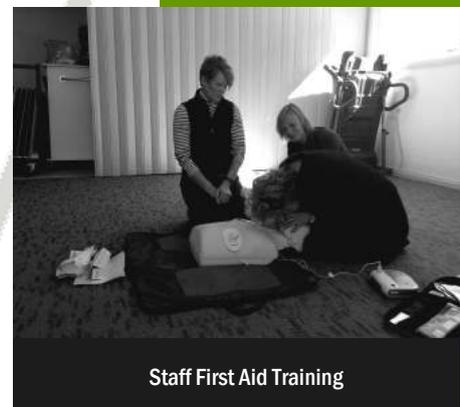
Tim and Craig with the new path to the Men's Shed



# Quality & Safety

## What's Ahead

- Master Planning to upgrade and develop the facilities to cater for the growth of our services, improved storage and increased workspaces.
- Further work towards the implementation of the National Safety and Quality Health Service Standards in Community Health.
- Introduction of remote access of UNITI Client record system for our Nursing and Community Services staff
- Implementation of UNITI lone worker system for staff security.
- Introduction and education to a staff to Victorian Hospital Incident Management System RISKMAN
- Improvements with community engagement to continue to ensure we are meeting the community needs.
- Continue to revise actions to provide best practice in relation to Quality and Safety
- Revision of performance data review for improved ways of reporting in relation to performance indicators.



# Staff



Harrow Bush Nursing Centre Staff



Bay Rider's Community Centre Staff  
Lynne, Marnie and Tim



Community Services Staff  
Lucy, Marg and Lana



Environmental Services Staff  
Wilma, Tim and Lana



Administration Staff  
Marnie, Lucy, Anita and Emma



<p><b>Ann Vaughan</b> Centre Manager</p> <p><i>RN Div 1 RAN BA Nursing Adv. Dip. Mgmt. Nurse Immuniser Cert 4 Workplace Train. &amp; Assessment</i></p>	<p><b>Lisa McClure</b> Nursing Staff</p> <p><i>RN Div 1 RAN BA Nursing Grad Dip. Crit. Care</i></p>	<p><b>Carolyn Middleton</b> Nursing Staff</p> <p><i>RN Div 1 RAN Cert 4 Workplace Train. &amp; Assessment</i></p>	<p><b>Tina Rogers</b> Nursing Staff</p> <p><i>RN Div 1 RAN BA Nursing Grad. Cert. Nephrology</i></p>
<p><b>Jo McCure</b> Nursing Staff</p> <p><i>RN Div 1 Registered Midwife</i></p>	<p><b>Heidi Rose Newley</b> Nursing Staff</p> <p><i>RN Div 1 BA Nursing</i></p>	<p><b>Marg Elliott</b> Community Services Coordinator &amp; Respite</p> <p><i>Cert. 4 HACC &amp; working with People with Disabilities Dip. Community Services Work Level 2 First Aid</i></p>	<p><b>Lucy Teusner</b> Admin. Officer &amp; Respite</p> <p><i>Cert. 3 Aged Care Cert. 3 HACC Cert. Office Skills Level 2 First Aid</i></p>
<p><b>Anita McGuigan</b> Operations Admin. Officer</p> <p><i>Assoc. Dip. Rural Bus. Administration Adv. Dip. Mgmt. Adv. Dip. Mgmt. HR Completing Bachelor Applied Mgmt.</i></p>	<p><b>Lynne Beaton</b> Coordinator Bay Rider's Community Centre</p> <p><i>Apply First Aid Primary Producer</i></p>	<p><b>Marnie Baker</b> Bay Rider's Community Centre Admin. Officer</p> <p><i>Adv. Dip. Horticulture</i></p>	<p><b>Emma Cush</b> Finance &amp; Payroll Officer</p> <p><i>B.(bus) Accounting Cert 4. HR Cert 4. Rural Bus. Mgmt.</i></p>
<p><b>Wilma McFarlane</b> Environmental Officer</p> <p><i>OH&amp;S—WorkSafe Certified.</i></p>	<p><b>Tim Baines</b> Coordinator Men's Shed &amp; Maintenance Officer</p>	<p><b>Lana Burgess</b> Respite &amp; Relief Environmental Officer</p> <p><i>Level 2 First Aid</i></p> <p><i>Completing Bachelor Education (Early Child- hood)</i></p>	



# Service Profile

## Primary Health Care

- District Nursing
- Emergency/trauma stabilisation & referral
- Primary health assessment
- Wound Management
- Medication and dressing supplies
- Pathology collection and dispatch
- Domiciliary Midwifery
- Post Acute Care/Hospital to Home
- Palliative Care
- Community Nursing-
- Department of Veterans Affairs
- Immunisation Clinic

## Community Service

- Monitoring of chronic illness/complex care
- Advanced Care Planning
- Palliative Care Nursing
- Respite Care
- Department of Veterans Affairs clients
- Case Management
- Community Transport
- Personal Care
- Shopping trips to Horsham and Hamilton
- Singing Groups for adults
- Monthly meals at the Centre
- Theatre shows
- Planned Outings
- Volunteers



# Service Profile

## Visiting Health Professionals

- Diabetic Educator
- Dietician
- Podiatrist
- Optometrist
- Audiologist
- Women's Health Nurse
- General Practitioners
- Maternal and Child Health Nurse
- Physiotherapist
- Social Worker
- Psychologist
- Occupational Therapist
- Remedial Massage Therapist
- Continence Nurse
- Men's Health Nurse Practitioner

## Community Health, Education & Wellbeing

- Health promotion and education
- Breast Screen Transport
- Bus trips for Osteoporosis Screening
- Mole/Spot clinics
- Community Bus and Car for hire
- Broadband for Seniors
- Fitness and health classes, including:
  - ~ Aerobics
  - ~ Yoga
  - ~ Pilates
  - ~ Pump and Puff Exercise
- Playgroup
- Ongoing community health sessions, provided in Centre or off site
- Bay Rider's Community Centre Neighborhood House
- Men's Shed
- First Aid Provider at Community Events
- Community Education Programs



# History

## Life Members

- Mr. J.D. McGennis-ken awarded in 2004
- Mrs. P. Kelly awarded in 2011

## Trustees

### 1953 – 1970

- Mr. H.M. Ross
- Mr. J.M.F. Chomley
- Mr. E. P. Kirby

### 1970-1986 when Incorporated

- Mr. J.F. Kirby
- Mr. J. M.F. Chomley
- Mr. K.D.A. Neaves

## Honorary Members

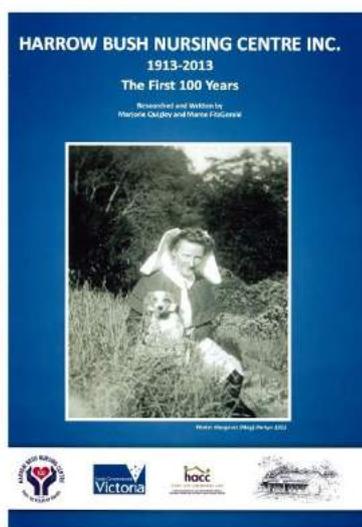
- Mr Geoff Handbury AO in 2014

The Victorian Bush Nursing Association (VBNA) was established in 1910. Over 150 Bush Nursing Centre's and hospitals across Victoria have provided much needed Nursing care in country areas that were without regular medical support and services. Over time they have evolved reflecting the changing needs of their communities. The remaining 15 bush nursing Centre's continue to provide a vital service to remote and rural Victoria and operate as community-based non-profit organisation's, governed by Committees or Boards of Management.

The Harrow Bush Nursing Centre itself was established in Harrow towards the end of 1913. Following a closure in 1924, it has operated in its current capacity since it reopened in 1953. In 1994 after years of planning and fundraising, a capital redevelopment saw the Centre relocate to its current location in Blair Street. Further major capital works during 2007 resulted in a large and modern expansion to the current capacity of the Centre with additional office space, consulting capacity and an overall increase to the multipurpose area. When an opportunity arose, the Committee of Management purchased additional land which saw the development of the Harrow & district Men's Shed which opened in 2012. This block also provides an opportunity for further development.

The Centre is something of which the Harrow community is justifiably proud. Offering current health facilities and services, it is not just a place for the ill to be treated, but acts also as a community centre, adding to the quality of life of everyone in Harrow and surrounding district, from newborns to the elderly. It is viewed as a community centre by the local population and not just a provider of health care. The Harrow Bush Nursing Centre also acts as an auspice for the Bay Rider's Community Centre which was established in 2007. In 2015-16, the Bay Rider's Centre has seen a substantial growth in programs offered and community participation.

Historically, Bush Nursing Centre's have held a unique status within the community, with most locals being members of their association. The Harrow Bush Nursing Centre membership base supports the ongoing provision of services to the community, and continues to remain strong.



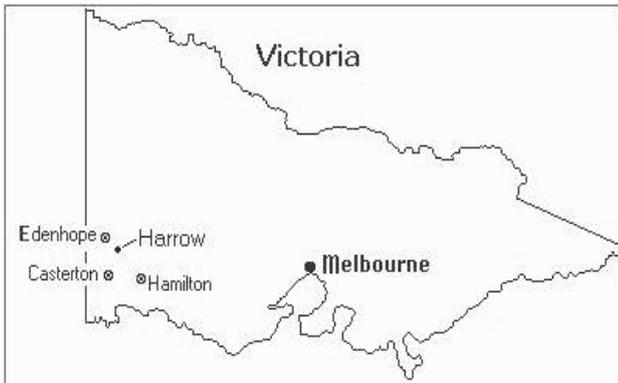
In 2013, we launched "The First 100 Years", a book celebrating the history of a century of bush nursing in Harrow.



# Location & Catchment Area

## Distance from other Centre's:

Melbourne	4 to 4.5 hrs
Adelaide	5 to 5.5 hrs
Ballarat	3 hrs
Casterton	45 mins
Coleraine	45 mins
Hamilton	1 hr
Horsham	1 hr
Mount Gambier	1.5 hrs



Harrow is claimed to be the oldest inland town in Victoria and overlooks the picturesque Glenelg River valley. It is located in the Shire of West Wimmera, 391 kilometers north-west of Melbourne. It is a thriving rural community that has existed without the support of infrastructures such as an acute hospital, ambulance, resident medical support and public transport.

The farming district specialises in wool, beef and cereal crop farming. The Harrow township is a growing community and prides itself on catering for growing tourism interest.



Aerial view of Blair street, looking towards the Centre from the Town Hall

# Primary Health Care



RAN Training



RAN Training



RAN Nursing Vehicle



RAN Equipment

Health care in rural and remote areas face many challenges in both primary and emergency care. Our resources and demographic isolation impose these challenges on a daily basis. Harrow Bush Nursing Centre continues to strive to provide effective quality care and quality health outcomes to Harrow and the surrounding communities. Staff are dedicated to work as advocates for the clients and their families to ensure the delivery of these services. We endeavour to work in partnership with clients, families and other service providers.

We are fortunate to be able to work collaboratively with health services throughout Victoria and work closely with Ambulance Victoria. Our nursing staff are provided with on-going professional development in emergency care through RAN (Remote Area Nursing) training undertaken annually in Melbourne. This training aims to enhance clinical skills, ensures knowledge and competency in a diverse range of situations.

Other key partnerships include WWHS, WDHS, Casterton – Coleraine Medical Clinic, Edenhope Medical clinics, Edenhope and District Hospital and Balmoral Bush Nursing Centre. It is through collaboration with these and other organisations we are able to provide a range of care and services that ensure that we meet the best outcomes for our community.

Primary health care is fundamental in our provision of care and includes health promotion and activities which allows early intervention and management chronic diseases. In 2015- 2016 the Harrow Bush Nursing Centre was able to bring a range of health initiatives to the community with men’s and women’s health programs including the Harrow Men’s Health Golf day, Chrissy Keepence Women’s information session, Cuppa for Cancer and Pathways to Harrow. These programs have provided an avenue for people to learn, share experiences and network with others. We are proud to bring these events to the community.

**Carolyn Middleton**  
Registered Nurse  
Harrow Bush Nursing Centre



Christina Rogers (Nurse) with Don and Les



Jo McCure and Carolyn Middleton  
Nursing Staff



# Primary Health Care

## Key Achievements

- Increased collaboration with partnering organisations
- Four nursing staff successfully completing of Remote Area Nursing.
- Development of Health Promotion plan and
- Improvements to clinical equipment

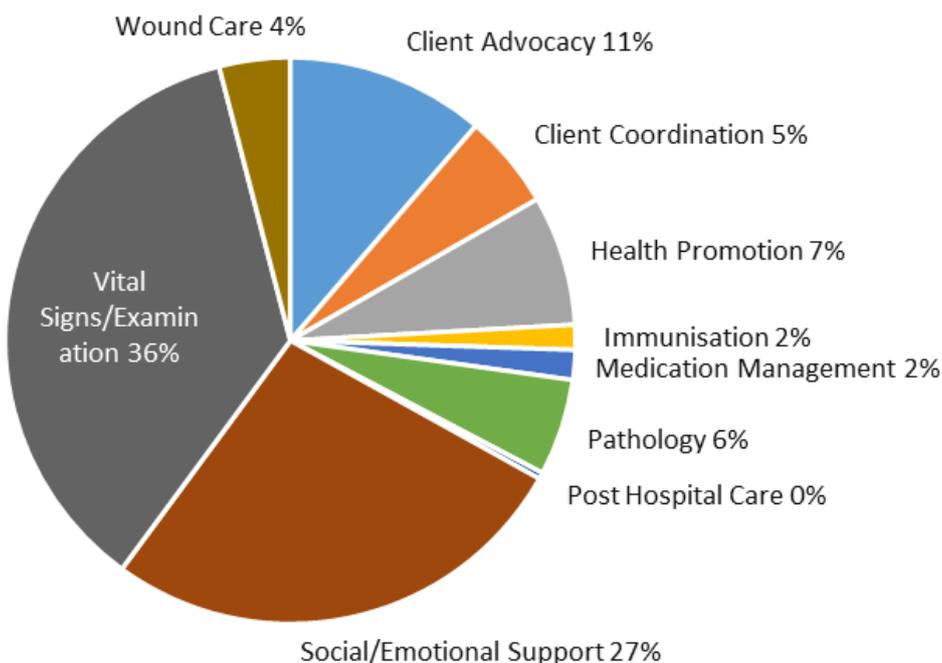
## What's Ahead

- Provision of clinical education through external providers to our staff and partnering organisations.
- Further development of services to ensure we are meeting the communities' needs
- Introduction of the remote access client records and revision of assessment forms.

### Partnering Organisations

- West Wimmera Health Service
- Western Victoria Primary Health Network
- Wimmera Primary Care Partnership
- Wimmera Health Care Group
- Western District Health Service
- Coleraine Casterton Medical Group
- Edenhope Medical Clinics
- Edenhope & District Memorial Hospital

## Primary Health Care Contacts



### Total Primary Health Care Client Contacts 2016

**3032**



# Visiting Health Professionals

## Visiting Health Professionals

Dietician

Podiatrist

Optometrist

Audiologist

Women's Health Nurse

General Practitioners

Maternal and Child Health Nurse

Physiotherapist

Social Worker

Psychologist

Occupational Therapist

Remedial Massage Therapist

Contenance Nurse

Men's Health Nurse Practitioner

Men's Health Nurse Practitioner

Men's Health Nurse Practitioner



Diabetic Educator Meagan McLeish and Psychologist Angela O'Brien



General Practitioner - Dr Greta Prozesky and William



Maternal and Child Health Nurse Monica Feder and Sherryn (with baby)



Lucy with General Practitioner - Dr Lalani



Alan and Physiotherapist Cameron Watson



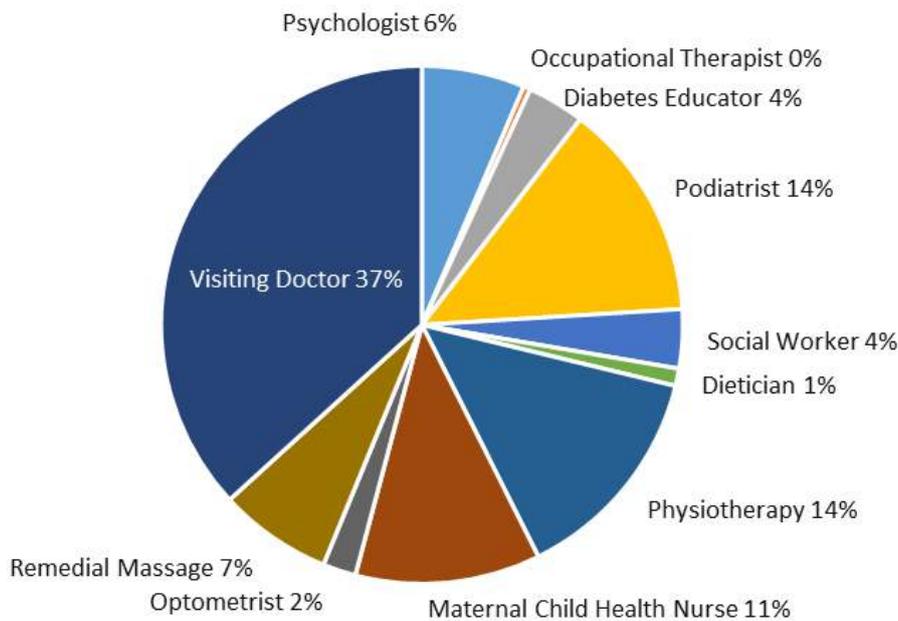
Social Worker - Kathleen Ballinger



# Visiting Health Professionals

Visiting Health Professionals	2015-2016	2014-2015
Dietitian	10	2
Maternal Child Health Nurse	106	114
Mens Health	8	15
Physiotherapist	128	110
Podiatry	126	109
Psychologist	59	63
Remedial Massage	65	46
Social Worker	34	14
Visiting Doctor	340	300

## Visiting Health Professionals



Total Visiting Health Professionals Contacts 2016

1272



# Community Services

## Partnering Organisations

Wimmera  
Community Options

Villa Maria Catholic  
Homes

Department of  
Veterans Affairs

St Laurence Community  
Services

West Wimmera Shire  
Council

West Wimmera Health  
Services

Southern Grampians  
Shire Council

This year the roles of the Planned Activity Coordinator, Respite Coordinator/worker and Nursing Admin Support combined to one role this being the Community Services Coordinator. This has enabled a much improved service provision with one person coordinating these services.

The HBNC uses the Active Service Model (encouraging the client to be part of their care planning and goal setting) when assessing and reviewing potential clients. Programs are designed specifically for individual needs and are flexible to be able to continually adapt to the revised projected goals made by the client.

Respite provides support to carers, provides transport to medical appointments and assists people of any age with a disability to remain living independently in their own home. Respite numbers have increased in the last two years and accessing ongoing funding to enable these services to be provided is a constant demand. Travel to appointments is a priority with demand and distances increasing over the last 12 months. This is a continual challenge for the Harrow Bush Nursing Centre as well sourcing funding as there is no access to public transport for Harrow and the surrounding district.

Despite these challenges the Harrow Bush Nursing Centre endeavours to do the best they can with outsourcing funding and ensure that the clients are given every opportunity to access the care they require. Funding sources include Wimmera Community Options, Villa Maria, Department of Veterans Affairs and St Laurence.



PAG trip to view the Brim Silo artwork

The community continues to be able to attend Planned Activity Group (PAG) lunches supplied by Sloba & Ilja each month who provide magnificent meals. Each month we celebrate who ever has a birthday with Sloba baking a birthday cake. This is a huge effort by Sloba & Ilja and we appreciate what they do for the HBNC. The average numbers of meals produced each month is 18, 3 course meals. This would be unable to happen if it were not for the assistance from dedicated volunteers. A highlight for Sloba was the new stove being installed. Education and wellbeing is a focus of each luncheon with various guest speakers attending.



# Community Services

## PAG Activities

- Visiting the strawberry farm near Portland (Combining with Balmoral).
- Visiting Treloars Roses.
- Visiting the Brim silos.
- Shopping trips to Hamilton & Horsham.
- Attending cinema, plays and musicals.
- Visiting Chetwynd in spring.
- Guest Speakers presented stories of travel including China, America & Canada.
- Educational talks from the Continance Nurse, Cardiac Health, Alzheimer's Association, and the CFA.

## Key Achievements

- Community Services Coordinator Respite role developed.
- Increasing connection with partnering organisations.
- Implementation of Connecting Care and My Aged Care referrals.

## What's Ahead

- Identifying and supporting transport needs for our community.
- Provision of care and services for our complex care clients.
- Securing of funding for our case managed clients.

**Marg Elliott**  
Community Services Coordinator  
Harrow Bush Nursing Centre



# Community Health, Education & Wellbeing

## Community Health

Health promotion and education

Breast Screen Transport

Mole/Spot clinics

Community Bus and Car for hire

Broadband for Seniors

Fitness and health classes, including:

- Aerobics
- Yoga
- Pilates
- Pump'n Puff exercise
- Playgroup

Ongoing community health sessions, provided in centre and off site

Bay Rider's Community Centre Neighborhood House

Men's Shed

First Aid Provider at community events

Community Education Programs

## Men's Health Golf Day

The Harrow Hackers Men's Golf Day was a great success with up to 70 men participating in a social and sometimes competitive game of golf. This was a great opportunity to partner with the Harrow Golf Club and we thank their members for their fantastic support of the day. We were very fortunate to have sponsorship through Wimmera Uniting Care which assisted with bringing retired AFL player Doug Hawkins to Harrow. Doug entertained the men with his golfing skills, humour and many stories of his time playing for The Western Bulldogs. He certainly contributed to making the day a success and a lot of



Mal Coutts (WUC), Doug Hawkins, Jeff Doody, Tina Rogers and Ann Vaughan

fun. The success of the day has meant we have been able to provide regular Men's Health Clinics at the Centre through generous sponsorship from Coleraine and District Bendigo Bank. Men's health Nurse Practitioner Stu Willder has provided regular services to the Centre since April. His clinics have been well attended and have brought a much recognised need to the Harrow community. This was made available through Foundation 49.



Above: Neil Vaughan, Mal Coutts (WUC), Charlie Officer, Jesse Hinch (WUC) Below: Barry Flynn, Tim Baines, Victor Selway and Robert Jones



Exercises to Music with Pauline Kelly



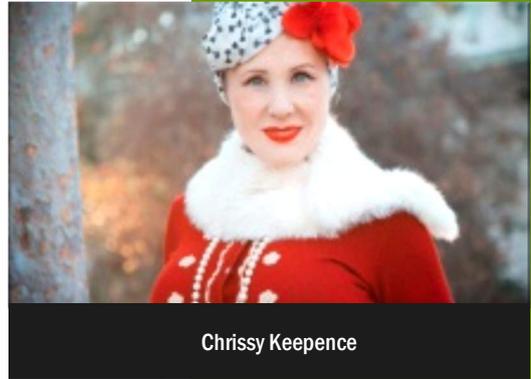
Singing Group: Mema, Dulcie, Marj, Kel, Lucy



# Community Health, Education & Wellbeing

## Women's Health Night

In November we held a very special evening for women with guest speaker Chrissy Keepence who runs 'Lindy's Charm School for Girls' providing an insightful story of her personal journey with cancer. Chrissy shared her family's story of being touched by cancer and her captivating work within the beauty industry restoring women's self-esteem. This special evening provided health education as well as inspiration as Chrissy told us how she used her personal story as an opportunity to highlight women's health, planning ahead and self-esteem, sharing her story of Sixty Minutes, the Today Show and ABC News. The night was well attended and provided an opportunity for women to come together, socialise and share experiences with each other. We were fortunate to receive funding towards this through the Grampians Regional Palliative Care.



Lisa, Chrissy, Jenny and Cheryl



Attendees at the Chrissy Keepence talk.

# Volunteers



National Volunteers Morning Tea



National Volunteers Morning Tea



Volunteers at Pathways to Harrow  
Volunteers at Womens Health Night



# Volunteers

## Events

The Black Tie Ball and Pathways to Harrow are two big events that involve countless hours of volunteer enthusiasm and hard work! From the early planning stages of the organising committee, through to the hall clean up after the event, volunteers are there all the way, undertaking numerous roles. Volunteers assisted with the Defensive Driving Course and the Men's Health Golf Day, both of which drew large crowds and provided safety and health information. Thank you to all involved who helped to "bring it all together" and create these wonderful events .

## Program and Activities

Volunteers continue to be involved in the regular activities for the Planned Activity Group (PAG), Bay Rider's Community Centre (BRCC): driving for outings for adults on PAG trips and children during school holidays, catering and assistance at meals and other activities. Some also work behind the scenes, such as reading for the vision impaired, and as members of the BRCC steering committee. We are grateful for the wide skill-base and generosity of spirit that our volunteers bring to the programs and activities.

## National Volunteer Week

The motto for NVW in 2016 was "give happy, live happy", and this was evident in the happy gathering of volunteers at the Centre for the NVW morning tea in May. The Centre Manager thanked all volunteers for their generous contributions. A representative from Volunteering Western Victoria (VWV) also addressed the gathering, and was thanked for the support given by VWV in the way of a grant for the morning tea.

Sloba and Ilija Petrovic and Lee McDonald were acknowledged for their significant contributions as volunteers for the Planned Activity Group's activities for more than 10 years.

During National Volunteer Week staff attended a training workshop held by Volunteering Western Victoria. In addition to information provided by the presenter, the workshop also reinforced the close cooperative ties that HBNC has with VWV.

**Lucy Teusner**  
Volunteer Coordinator  
Harrow Bush Nursing Centre

Great things are brought about and burdens are lightened through the effort of many hands anxiously engaged in a good cause.

Elder M. Russel Ballard



# Bay Rider's Community Centre

The Bay Rider's Community Centre has again provided wonderful opportunities for the community to come together for many varied activities and programs throughout the past year. We continue to strive to have a place where there is something for everyone and as a consequence there has been an extensive range of exciting things happening at our Neighbourhood house.

The Australian Driving Institute ran the Defensive Driving course for the fourth year in a row which again saw many participants improve their driving skills. The learner drivers were once again very generously supported by the Coleraine and District Community Bendigo Bank and as in previous years the feedback from the young drivers and their parents was excellent. We had many probationary drivers complete the course as well as those that partook in the corporate program. This year the Australian Driving Institute developed a new exclusive program to Harrow for senior drivers. This program was subsidised through funding by Wimmera Primary Care Partnership. The Senior Drivers program provided one on one instructors which enabled the participants to raise questions and focussed on individual strengths and weaknesses. It is so important, particularly in remote areas to offer our senior community members the chance to retain their independence.

We were thrilled to welcome Chrissy Keepence from Lindy Charm School in Brisbane to the centre to run her Vintage style workshops. Chrissy was accompanied by Jenny from the 'Jacks Daughter' clothing label. Over two days many girls enjoyed the vintage styling and then some were treated to a photo shoot with Lindy's professional photographer. A great weekend with lots of laughter was had by all.

Ron Penrose continued to give his time to hold his monthly art classes throughout the year and Katrina Lodge also held a class sharing her unique artistic painting style. To add to our arts program renowned artist, Robert Wade made his way to Harrow and held a wonderful weekend workshop which was also attended by many art enthusiasts.

The monthly international cooking classes were well attended again this year. For a program in its fourth year it certainly has not lost its allure. It has been such a popular program and has provided the opportunity for people to meet and spend time relaxing, cooking for those that wish to and just having a great time in good company.

We again had some wonderful talented cooks that very generously donated their time and talent to the centre. Asian, Italian, Mediterranean and Cambodian were amongst the delicious cuisine that was enjoyed by the enthusiastic participants. The international cooking classes were supported by the CALD grant through the Department of Health and Human Services.

Our health and wellbeing programs had Frank Jesse from Dunkeld hold his Iyengar Yoga classes. Exercises to music classes with Pauline Kelly continued to be held weekly. We also had drumbeat by the river with Kathleen Ballinger which was very therapeutic and enjoyable.

The many school holiday activities that were provided over the twelve month period did not disappoint and included a trip to the Halls Gap Zoo, a surfing trip to Robe with Charlies surf school, basket weaving, kids healthy exercise and cooking with Loren Linto and Alex West, Art and Craft workshops with Katrina Lodge, as well as craft with Bev Mitchell. We are very grateful to have the Commonwealth Bank Community Grant and Gwen and Edna Foundation to support our school holiday programs.

Play group brought many new mums and children together which often coincided with the maternal child and health nurses visit.

Thankyou to all of the volunteers that so generously give up their time and share their many talents with those that enjoy the programs that our Community Centre provides. Without their support many of the programs would not be possible. Thankyou to the Bay Rider's Steering Committee, the staff of the Bay Rider's Community Centre and the management and staff of the Harrow Bush Nursing Centre for their support.

**Lynne Beaton**  
Bay Rider's community Centre Coordinator



Lynne presenting at the Bay Rider's Community Centre AGM 2015



# Harrow Men's Shed

The past twelve months the Harrow and District Men's Shed has enjoyed a very productive and engaging year with attendances at the shed steadily increasing and the demand for projects strong the future is looking very positive.

The successful product from the shed last year was the timber clothes horse and this is still proving to be popular with demand strong for sales. The sales of our products has been aided by the Harrow Calico and Candles shop offering to become a retail outlet for many items we produce. We thank them for their support in providing a place to sell our wares.

During the course of the year the focus hasn't always been on items for sale, as we have been proud to participate in some community projects to benefit the town. We assisted Johnny Mullagh Park by making four picket fence panels. We also dismantled and repaired two park seats overlooking the cricket oval. Adding to this we participated in many various smaller community projects and it shows that we have had a busy year.

But it isn't always about being busy. This year we have placed greater emphasis toward providing a meeting place rather than just an environment to do projects. A footy tipping competition has been introduced for the first time which included members of the Men's shed, bush nursing staff and families. I'm pleased to say that this has been extremely well supported and has become the major topic of conversation most days.

The shed held a number of fundraising events and were fortunate to receive generous donations from the Calico and Candles and Harrow National Billy Cart Association. These funds have aided in purchase of many tools including Carpenters Vice and Sander Polisher as well as a microwave, which are now being used regularly by the men.

On behalf of the all the men I would like to thank the many organisations that have supported the men's shed through donations and assistance. I would also like to thank the staff of the Harrow Bush Nursing Centre for their amazing support and enthusiasm to help make the shed what it is, "A Men's Shed."

**Tim Baines**  
Harrow and District Men's  
Shed Coordinator



Jim, Paul and Tim at the  
Harrow Men's Shed



# Pathways to Harrow

Pathways to Harrow has continued to be an enormously positive community health project for Harrow and district and this year, the project continued with the 2015 ladies who were; Marj Kennedy, Cheryl Bleakley, Dr. Greta Prozesky, Amanda Shrive and Toni Bennington and we thank them very much for their participation. Once again, we were fortunate to receive sponsorship and donations as well as a Public Records Office Local History grant which enabled the booklet to be printed. The project was also well supported by a volunteering team including Melanie Y'lang Donovan with her editorial skills and Jenn Ellis and Sloba Petrovic for their catering expertise as well as many people who helped on the day. The launch day was once again enjoyed by a nearly 200 people and the concept continues to inspire and encourage other communities. To recap, Pathways to Harrow has gathered the following accolades and awards since it began in 2012:

- Overall Winner of the 2013 Bendigo Bank Volunteering Best Project award.
- Winner of the 2013 Inaugural Volunteering Western Victoria Community Health Project.
- Winner of the West Wimmera Shire Event of the Year Award 2013
- Winner of the MP National Volunteer Awards for the Electorate of Mallee 2013
- 2012 Successful recipient of grant from the Royal Historical Society of Victoria
- 2013 – FRRR and Local History Grant from the Public Records Office
- 2014 – Local History Grant from the Public Records Office
- 2015 – Local History Grant from the Public Records Office
- Invited to present at the IAVE Volunteering Conference Gold Coast, 2014.
- Invited to present at the Emergency Services Forum, Melbourne 2015.
- Sloba Petrovic for her role in Pathways to Harrow 2012 making it to the Long List of the prestigious award - The Australian Centre Leadership Women's Diversity Award 2016.

We look forward to the final year of this remarkable project in 2016.



The crowd at Pathways to Harrow 2015



Dr Greta Prozesky, Marj Kennedy, Cheryl Bleakley and Amanda Shrive(Absent: Toni Bennington)



# Black Tie Ball

Our highly anticipated Biennial major fundraiser; Black Tie Ball was held again this year on 11<sup>th</sup> June. This gala fundraising event was first held in 2012 initially marking 100 years of bush nursing in Harrow.

This year's Ball also included a three course dinner by Fiona Wall Fine Foods, live auctions, raffles and door prizes and live music from popular Adelaide band; *The Brian's*. The centre also provided a bus service to nearby towns to assist in making sure people were able to enjoy the night but get home safely.

More than 200 people attended the event with all proceeds going back to the centre to continue vital health care services. The centre gratefully acknowledges the donations and support of local organisations and individuals for making this event possible.



# Story of Service



Marj Kennedy  
Member of the Harrow Bush Nursing Centre

## Marj Kennedy recollects...

In the mid 90's Marj and her husband Jim came to Harrow from Melbourne to commence their life on the farm. Initially Marj concedes believing she didn't need the Harrow Bush Nursing Centre because she was healthy enough and so she didn't bother with any of the activities. However being completely blind, Marj did receive assistance from respite worker, Marlene Hair who came out to help her in the home. One day they were doing a clean-up of the back room and came across an old guitar. Marj confessed that she had always wanted to learn classic guitar and had started lessons in Melbourne before they had come to Harrow. Marlene immediately knew just the right person to connect Marj with – Lee McDonald, a gifted classical guitarist from Wombelano. Although Lee didn't hesitate when asked to teach Marj, she does admit to wondering how she was going to do it but between the two of them, they worked out a way for Marj to be taught. Lee would play the piece of music herself and then describe exactly where to place the fingers– recorded onto tapes for Marj to then practice. Marj has found it to be a completely enjoyable process and her ability to play guitar is to be admired.

When previous Centre Manager; Jean Grant rang Marj one day telling her about a pottery teacher and how they could arrange to take Marj to the teacher in Casterton, this is when Marj first started to really connect with the Centre. After pottery, Marj started to come to the exercise classes – picked up by Centre car and brought into the Centre. Marj said she really needed the exercise classes and continues to enjoy them thoroughly. However, initially they conflicted with her guitar lessons, so the Centre proposed to Lee that she come to the exercise classes so that afterward she could do the guitar lessons with Marj. Lee was very happy with this arrangement and also enjoys the classes. Marj has also really enjoyed being a part of the singing group believing it is a great stress relief and an important outlet.

When asked about her involvement as Chair of the Bay Rider's Steering Committee, Marj explains how it all started with the initial fundraising with the Bay Rider's group. Through the initial fundraising, Marj became more and more involved with the Bay Rider's Community Centre and points out that having a disability often means she feels she is a receiver of many things but she



# Story of Service

felt it was important to contribute and give something back so she has been on the Steering Committee since it started. Marj now holds a leadership position on the Committee (Chair) and she receives the minutes and agendas on special software where she is able to hear the content audibly. In the meetings, Marj wears a headset and again listens as the agenda items are read out to her. She does admit to the role being challenging as it is hard to run a tight meeting when you can't see when there are people who are finished speaking or waiting to speak.

Marj believes the Harrow Bush Nursing Centre has been very important for her personally. She admits that her initial resistance to be involved was because she didn't think she needed a service as she considered herself a healthy person. However she concedes now that the peripheral activities at the Centre are all part of growing an overall healthy community but it also means that she has interacted with allied health and professional medical people during her visits and as a result she has a great sense of connectedness to the Centre.



Ann Vaughan with Marj Kennedy presenting at Pathways to Harrow 2015



Ann Vaughan with Marj Kennedy presenting at Pathways to Harrow 2015



Marj Kennedy with music teacher Lee McDonald



Tactile map of the Harrow Bush Nursing Centre



# Partnering Organisations

<b>Ambulance Victoria (AV)</b>	<b>Leading Aged Services Australia (LASA)</b>
<b>Australian Men's Shed Association</b>	<b>Quality Innovation Performance (QIP)</b>
<b>Australian Neighbourhood House Association</b>	<b>Service Industry Advisory Group (SIAG)</b>
<b>Balmoral Bush Nursing Centre</b>	<b>Southern Grampians Shire Council</b>
<b>Beyond Blue</b>	<b>South West Healthcare</b>
<b>Casterton Coleraine Medical Group</b>	<b>Victorian Men's Shed Association</b>
<b>Central Grampians Post Acute Care</b>	<b>Volunteering Western Victoria</b>
<b>Commonwealth Respite Carer Services</b>	<b>West Wimmera Shire Council</b>
<b>Darcy Penrose Remedial Massage</b>	<b>West Wimmera Health Service</b>
<b>Department Health and Human Services (DHHS)</b>	<b>Western District Health Service (WDHS)</b>
<b>Department of Veteran Affairs (DVA)</b>	<b>Western Victoria Primary Health Care Network</b>
<b>Edenhope &amp; District Memorial Hospital</b>	<b>Wimmera Community Options</b>
<b>Foundation 49</b>	<b>Wimmera Health Care Group (WHCG)</b>
<b>Glenn Howell Optometrist</b>	<b>Wimmera Hearing Society</b>
<b>Grampians Rural Health Alliance Network (GRHANet)</b>	<b>Wimmera Primary Care Partnership (PCP)</b>
<b>Grampians Women's Health</b>	<b>Wimmera Uniting Care</b>
<b>Grampians Regional Palliative Care</b>	<b>Villa Marie Catholic Holmes</b>
<b>Hamilton Medical Group</b>	<b>St Laurence Community Service</b>



# Partnering Organisations



Our success has really been based on partnerships from the very beginning.

*Bill Gates*





# Donations

<b>Australian Bluegum Plantation</b>	<b>Katrina Lodge</b>
<b>Baimbridge Antiques, Hamilton</b>	<b>Landmark, Hamilton</b>
<b>Bay Rider's Community Centre</b>	<b>Lili Vogue</b>
<b>Bonnie &amp; Clydes, Horsham</b>	<b>McClure Earthmoving Harrow</b>
<b>Brendan McAssey</b>	<b>Mitre Ten</b>
<b>Calico &amp; Candles for Men's Shed</b>	<b>Pigeon Ponds Social Club</b>
<b>Calico and Candles</b>	<b>Pirraminna Wines, SA</b>
<b>Coleraine Hotel</b>	<b>Quest Hotel Warrnambool</b>
<b>DiGiorgio's Family Wines</b>	<b>Ron Penrose</b>
<b>Dr Remo Parente</b>	<b>Sandra Brown</b>
<b>Estate of Joyce Berryman</b>	<b>Sandra Gibson</b>
<b>Gai Waterhouse &amp; Neil Grigg</b>	<b>Scullions, Hamilton</b>
<b>Girls Day Out</b>	<b>Sloba &amp; Ilija Petrovic</b>
<b>Glen and Debbie Cameron</b>	<b>The Collie Foundation</b>
<b>Harrow Balmoral Football Netball Club</b>	<b>Tiffany Treloar</b>
<b>Harrow Garage</b>	<b>Tosca Browns, Hamilton</b>
<b>Harrow National Billy Cart Association</b>	<b>Tupperware</b>
<b>Harrow Promotion and Development Group</b>	<b>Tussock Jumpers</b>
<b>Illuka Resources</b>	<b>Vintage Vinduro</b>
<b>James Dean Pharmacy, Hamilton</b>	<b>Warrnambool Golf Club</b>







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