

IN THIS ISSUE

- » **Program Updates**
- » **Audiology Services In Residential Aged Care Facilities**
- » **Continuation of the Access to Allied Psychological Services (ATAPS) Program**
- » **CPD Events 2011**
.....
PAGE 2
- » **Stephen Fry: My Battle with Mental Illness**
- » **Quality Use of Medicines**
.....
PAGE 3
- » **GP OSC (SA) CPD Calendar July – December 2010**
.....
PAGE 4
- » **The National Workplace Relations System & Your General Practice**
.....
PAGE 6
- » **Upcoming events**
.....
PAGE 8



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MESSAGE FROM THE CEO

Welcome to the July 2010 issue of **GP Matters** the monthly publication published by GP partners Adelaide to provide members with up to date information regarding your Division's activities, health news, business enhancement opportunities and health information relevant to General Practice.

*GP DataSAFE Online
back up Latest version
now available*



With the commencement of the new financial year it is an excellent time to check that your back up system is functioning. If you are concerned please contact GP partners Adelaide.

GP partners Adelaide has the solution with our latest competitively priced version of a GP On Line data backup service purposefully designed to guarantee the safety, security and rapid retrieval of General Practice information.

- » Automatic - Happens without user intervention and immediately transfers off-site
- » Secure - All data is encrypted before being sent
- » Flexible - Backup schedule to suit your requirements from once per day to every few minutes
- » Convenient - Access and restore your data 24 x 7

For a demonstration please contact GP partners Adelaide on 8112 1100

*General Practice Infrastructure
Grants – applications close on
20th August 2010*

The Commonwealth Government has announced the availability of Primary Care Infrastructure Grants to enable existing general practices to expand or upgrade space for GPs, nurses or allied health professionals to improve care for patients in the community and to support training the next generation of health workers.

Three levels of funding ranging from under \$150,000 to up to \$500,000 are available for capital works projects that support:

- » Expanding or upgrading a practice to increase the number of doctors, nurses or allied health staff;
- » Expanding services to the communities, including after hours services; and
- » Training of new doctors and other health professionals together in a GP Super Clinic-style facility.

Funding will be made available through an annual competitive application round for each grant stream in each of 2010 and 2011 years.

The first round of tenders close on 20th August 2010. Applications must be in the required form and satisfy the mandatory requirements.

*2010 Annual General Meeting –
Reserve the date*

The 2010 Annual General Meeting has been scheduled for the evening of 14th October 2010 and will be held at Ayers House North Terrace Adelaide. A formal notice and agenda for the meeting will be mailed to all members prior to the meeting. Please note the date and time in your diary.

*GP partners Adelaide
2010 Practice Manager of the
Year Award
Watch this space*



More details next issue



PROGRAM UPDATES

AUDIOLOGY SERVICES IN RESIDENTIAL AGED CARE FACILITIES

Over half the population aged between 60 and 70 have a hearing loss. This increases to more than 70% of those over the age of 70 and 80% of those over the age of 80. Men have a higher incidence of hearing loss than women particularly older men, mainly due to noise exposure in the workplace and during war service.

Hearing loss is one of the most prevalent disorders suffered in Australia today, and can be most damaging to a persons quality of life.

Research has shown it can result in:

- » Depression - confusion leads to frustration and isolation
- » Reduced physicality - lack of confidence triggers inactivity and withdrawal
- » Functional decline - difficulty hearing makes it impossible to operate at 100 percent

Hearing loss related to presbycusis usually affects high-pitched sounds first. Speech sounds like s, f and t become harder to hear than others, and as a consequence words that are quite different - tea, pea and key, for instance - register as the same.

People with presbycusis often say, 'I can hear but I can't understand,' and this is why.

What remains is that 90 to 95 percent of hearing loss can be treated with hearing assistance.

In March 2010, a Pilot Program addressing Audiology Services commenced in four Residential Aged Care Facilities within the GP partners Adelaide locale. An Audiology Provider was engaged to provide the service. The residents' GP was asked to assess the residents' ears prior to the service commencing to ensure that wax build-up would not impact on the assessment. The first 24 residents who had a hearing assessment were all confirmed to have hearing loss.

In the coming financial year, the program will be extended to a further 10 Residential Aged Care Facilities and it is anticipated that approximately 250 residents will have their hearing assessed.

For further information, please contact Megan Tait on 8112 1100 or email mtait@gppadelaide.org.au

CPD EVENTS 2011

The RACGP Triennium is fast coming to an end and we are commencing planning for the 2011 calendar year for CPD events.

Dr Meredith Frearson is the GP Advisor to the CPD Program at GP partners Adelaide and has assisted us to put together an excellent and very well attended program this year.

We have run a number of 40 point Active Learning Modules, organised Small Group Learning Activities as well as the usual Category 2 activities.

We would like your assistance in planning next year's events!

Topics suggested by GP's to date include:

- » Chronic pain management
- » Drug and alcohol management
- » Eye disease
- » Paediatrics
- » Aged Care

Do you agree? Can you be more specific?

Please email your suggestions for topics and preferred activities to kgallary@gppadelaide.org.au or phone Kay on 8112 1108 to discuss.

CONTINUATION OF THE ACCESS TO ALLIED PSYCHOLOGICAL SERVICES (ATAPS) PROGRAM

Due to the successful outcomes identified in the evaluation as reported in the June edition of GP Matters, the ATAPS Program will continue. This program is funded by the Commonwealth Department of Health and Ageing and operationalised through Divisions across Australia.

The ATAPS Program enables General Practitioners to refer clients with high prevalence disorders (e.g., depression and anxiety) for six sessions of evidence-based mental health care, with an option of a further six sessions following a mental health review by the referring GP. The Program is directed towards clients who are financially disadvantaged (eg: unemployed, health care card holders, pensioners, single parents, perinatal mental health and chronically ill), youth and Aboriginal and Torres Strait Islander people.

GP partners Adelaide supports psychology services through the program at Brian Burdekin Clinic for the homeless and at Nunkuwarrin Yunti.



Additionally, a Preferred Provider Panel of mainly Clinical Psychologists are contracted by GP partners Adelaide to see your clients who fit the criteria.

Referral is via the Mental Health Treatment Plan which is faxed to GP partners on 8227 2220. We make all the arrangements from this point onwards.

For further information, please contact
Kay Gallary on 8112 1100.

STEPHEN FRY: MY BATTLE WITH MENTAL ILLNESS

'I always heard voices in my head saying what a useless bastard I am, but the voice is my own' says Stephen Fry.

In an article published in The Independent, Stephen Fry describes his struggle with mental illness. One of Britain's best loved actors and comedians, he spent years of his life drinking vodka and taking cocaine to numb the internal anguish of his depression.

In a television program shown on the ABC he bared his soul. First referred as an adolescent to a psychiatrist, he says he was 'in a constant state of edginess and impossible to handle'. There were suicidal thoughts. 'That's because I am a wanker - you kind of almost have a Tourettes view of yourself.'

In a moment of despair, he tried to kill himself. He has wrested his demons ever since. Now he lays his illness open to public scrutiny 'I want to speak out, to fight the public stigma and to give clear picture of a mental illness most people know little about'.

- » In Australia approximately 238,957 people have bipolar disorder
- » Only 1 person in 4 receives an accurate diagnosis in less than 3 years
- » People with the disorder suffer through as long as 10 years of coping with symptoms before getting diagnosed accurately.
- » Many studies indicate a 15% rate of suicide amongst individuals with bipolar disorder. This rate is about 30 times higher than that of the general population.

The Mental Health Shared Care Program run by GP partners Adelaide provides clinical support for your patients with complex mental health issues such as Bipolar disorder, Severe Depression, Severe Anxiety, Schizophrenia and Personality Disorders.

Referral is via the Mental Health Treatment Plan (2710) faxed to our Mental Health Clinicians on 8227 2220. For further information, please telephone Paul Westermann or Verity Clarkson on 8112 1100.

QUALITY USE OF MEDICINES



National Prescribing Service Limited

The latest edition of Australian Prescriber is out now and looks at topical issues including

Variability in response to clopidogrel

Andrew McLachlan, Professor of Pharmacy (Aged Care) at the University of Sydney, and Terence Campbell, Head of the University Department of Medicine at St Vincent's Hospital, Sydney, look at possible factors contributing to variability in patients' responses to clopidogrel. The authors give suggestions for overcoming so-called 'clopidogrel resistance'.

Multiresistant infections

Infections caused by multiresistant bacteria are being seen with increasing frequency in the community. Professor John Turnidge, Clinical Director of SA Pathology in Adelaide, discusses how treatment options for these infections are limited, but in most cases a suitable drug can be found.

Managing cardiovascular disease in Aboriginal and Torres Strait Islander people

Cardiovascular diseases are responsible for much of the reduced life expectancy of Aboriginal and Torres Strait Islander people. Professor Jenny Reath of the University of Western Sydney's School of Medicine and Associate Professor Ngiare Brown of the Poche Centre for Indigenous Health at the University of Sydney look at how calculators may underestimate the absolute risk of a cardiovascular event. Risk factors need to be modified, and the authors argue that screening and drug therapy may need to be started sooner than in other people. Comorbidities are common, and psychosocial and other factors need to be considered.

The safety of plasma-derived products in Australia

Dr Andrew Guirguis and Dr Erica Wood of the Australian Red Cross Blood Service and the Alfred Hospital in Melbourne discuss the preparation and use of plasma-derived products in Australia, and the importance of correct storage and handling.

TGA's Medication Safety Update

- » AUST R and AUST L numbers – why are they important?
- » Sibutramine
- » Drug-induced pancreatitis and exenatide (Byetta)

The following medicines are reviewed in the latest online update of NPS RADAR

Methoxyflurane (Penthrox): doctor's bag listing

Methoxyflurane (Penthrox) provides rapid-onset short-term analgesia for the initial management of acute trauma pain (while the patient is conscious) and brief painful procedures



such as wound dressing. It is a disposable, single-use inhaler device, enabling self-administration under supervision. This product is currently used by ambulance crews and is now available on the PBS for the doctor's bag only. Prescribers should note the likelihood of renal toxicity if used above recommended doses or on consecutive days.

Melatonin prolonged-release tablets (Circadin) for primary insomnia in older people

Melatonin has been approved by the TGA for sale in Australia however it is not PBS-listed. This product may be perceived as safe because it is naturally-occurring and few safety issues have been identified with short-term use. However its long-term adverse effect profile is currently unknown. Research shows only 1 in 3 people who use it will experience a clinically meaningful improvement in their quality of sleep and morning alertness.

Prescribers treating patients with insomnia are encouraged to refer to the NPS hypnotics program from February 2010, which recommends investigating potential causes and prescribing non-drug therapies as the initial treatment. For further information go to www.nps.org.au/nps_news

Colchicine for acute gout: updated information about dosing and drug interactions

Prescribers are advised that lower doses of colchicines are now recommended for acute gout. Recent trial evidence demonstrates that low-dose colchicine for acute gout is as effective as a higher dose, but with a reduced risk of adverse effects. Toxicity may also result through drug interactions with commonly prescribed medicines, including some antibiotics and statins.

http://www.nps.org.au/health_professionals/publications/nps_radar

**GP OSC (SA) CPD CALENDAR
JULY – DECEMBER 2010**

The GP OSC (SA) Program is pleased to announce the current CPD calendar for OSC events July – December 2010. Our aim is to assist all currently accredited GPs to maintain their ongoing accreditation as well as facilitate the accreditation of new GPs for OSC.

The calendar comprises a range of events to meet a variety of needs. Currently all events are held in Adelaide but this will be reassessed in future to assist the needs of rural GPs who are unable to attend Adelaide events.

The Program is keen to collaborate with Divisions and other organizations hosting OSC related events to allocate OSC points where possible. We recognize that any event with relevant topics for OSC could enable GPs to gain points towards maintaining OSC accreditation. If you are hosting an event which you think may be relevant, please contact Christine Hansen on 8112 1100.

Online learning is also available through gplearning. Two modules (Childbirth related mental illness and Aspects of pregnancy care) have been assessed as relevant to OSC GPs and will each attract 4 points.

Please refer to the website or contact Christine Hansen for further information.

<http://www.gppadelaide.org.au/tabid/350/Default.aspx>

FULL DAY EVENTS:

Date	Topic	Aim of the event	Venue
Saturday September 11th	Accreditation seminar	For GPs seeking OSC Accreditation	Mawson Lakes Function Centre
Saturday October 16th	'OSC Update Day'	NEW! For currently accredited GPs to achieve triennium CPD requirements in one day	Flinders Medical Centre
Saturday November 20th	Accreditation seminar	For GPs seeking OSC Accreditation	Adelaide Pavilion

EVENING 2 HOUR EVENTS:

Date	Topic	Speaker	Venue
Wednesday August 4th 6.30-9pm	Gestational Diabetes and the management of diabetes in pregnancy	Dr Elaine Pretorius, Endocrinologist and Medical Head of Diabetes Services, Division of Medicine at the Lyell McEwin Hospital	GPpA office
Wednesday August 25th 6.30-9pm	'The unsettled neonate'	Dr Anthony Chitti, Neonatologist	GPpA office
TBA	Perinatal Mental Health	TBA	GPpA office



NEWS OF INTEREST

THE NATIONAL WORKPLACE RELATIONS SYSTEM & YOUR GENERAL PRACTICE

Following on from a recent successful CPD event looking at the Fair Work Act, there have been a number of queries from General Practices about specific issues.

This is the first of two articles on the requested issue of terminating employment under the new National Workplace Relations System. Part two will cover unlawful termination and the new redundancy rules.

Part 1 – Unfair Dismissal

With the shift back towards greater protection for employees, how do the new provisions under the Fair Work Act affect a General Practice when it comes to terminating an employee's employment?

There are two ways an employee's contract of employment can come to an end at the behest of the employer. These are: Redundancy; and Dismissal (incorporating both unfair dismissal and unlawful termination).

The Fair Work Act sets out specific rules regulating the termination of an employment relationship. This article will deal with the topic of unfair dismissal with a discussion of unlawful termination and the redundancy provisions to follow.

Small Business Employer

Importantly, the definition of a small business has changed under the Fair Work Act. This has consequences for General Practices with respect to unfair dismissal rules, because organisations that employ 100 employees or less are no longer immune from unfair dismissal claims. Instead, there is a new definition of a "small business employer" based on whether an employer has less than 15 employees.

There are currently transitional provisions in place which mean that until 31 December 2010 a "small business employer" means organisations having fewer than 15 employees on a full time equivalent basis. After 1 January 2011, a small business employer will be organisations that employ less than 15 employees based on a head count, regardless of full or part time status. Casual employees are not included in the calculation unless they are employed on a "regular and systematic" basis.

Notice of Termination

Notice of termination rules form part of the new National Employment Standards (NES) and therefore apply to all

national system employees and operate regardless of any industrial instrument or employment contract.

Notice of termination must be given to the employee in writing. The minimum period of notice that an employer must provide is based on an employee's length of service.

The table below illustrates the requisite notice period under the Fair Work Act.

Length of Employment: Employee's period of continuous service with the employer at the end of the day the notice is given	Notice Period Required
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

Note: Increase the notice period by 1 week if the employee is over 45 years of age and has completed at least 2 years of continuous service at the end of the day the notice is given

An employer must not terminate an employee unless they have given the requisite notice period. Alternatively, an employer has the option to pay the employee in lieu of notice at the full rate of pay for the hours the employee would have worked had the employment continued until the end of the maximum notice period.

It is important to be aware that the above is only the minimum requirement. An award or agreement may contain different terms specifying the period of notice to be given to an employee on termination.

The Fair Work Act contains exceptions to the rules for requiring notice of termination. These include (but are not limited to):

- » A casual employee;
- » An employee whose employment is terminated for "serious misconduct" (typically theft, fraud or assault); and
- » An employee who is employed for a specific period of time or to complete a specified task.

Unfair Dismissal

With the new Fair Work Act, there is no longer a bar on an employee pursuing an unfair dismissal remedy based on the number of the organisation's employees. Therefore, General Practices that employ 2 to 14 employees can be the subject of an unfair dismissal claim if they do not follow the new Small Business Fair Dismissal Code (discussed below).

Only employees covered by an industrial award or agreement, or those earning less than a specific threshold amount (currently \$108,300 indexed every year) can pursue an unfair dismissal claim.

There are also qualifying periods that apply before an employee is able to pursue an unfair dismissal claim.



These qualifying periods are:

Size of business	Length of service to qualify
Organisations with 15 or more employees	6 months of continuous service
Organisations with fewer than 15 employees (a "small business employer")	1 year of continuous service

For the purposes of the Act, an employee has been unfairly dismissed if Fair Work Australia (FWA) finds the following conditions are satisfied:

- » The person has been dismissed;
- » The dismissal was harsh, unjust or unreasonable;
- » If the business is a small business employer, the dismissal was not consistent with the Small Business Fair Dismissal Code; and
- » The dismissal was not a case of genuine redundancy.

In considering whether a dismissal was harsh, unjust or unreasonable, FWA must consider factors including (but not limited to):

- » Whether there was a valid reason for the dismissal, related to the person's capacity or conduct at work;
- » Whether the person was notified of the reason for termination and given an opportunity to respond; and
- » If the dismissal was related to unsatisfactory performance, whether the person was warned about their unsatisfactory performance before dismissal.

A General Practice that fits the definition of "small business employer", and that dismisses an employee who has been employed for more than one year, must be able to demonstrate that it followed the processes set out in the Small Business Fair Dismissal Code to successfully defend an unfair dismissal claim. A copy of this Code can be found at: <http://www.fairwork.gov.au/Info/small-business-fair-dismissal-code>.

An employee who is dismissed, and considers that he or she has been unfairly dismissed, must apply to FWA within **14 days** from the date of dismissal to bring an unfair dismissal claim.

In summary

It is important for General Practices to maintain proper records when it comes to terminating an employee's employment. If a General Practice is also a "small business employer", ensure the Small Business Fair Dismissal Code is followed and the checklist attached to the Code is completed and kept on file. Be aware of any additional requirements in the relevant award or agreement and follow these scrupulously. And keep notes to show that these were followed!

Employees cannot be dismissed in circumstances that are "harsh, unjust and unreasonable". This will depend on the circumstances of each case, but it is important to remember to be fair with employees when it comes to the termination

of their employment. It is imperative that an employee is given an opportunity to respond to any reason for dismissal or any allegation of unsatisfactory performance.

All employee entitlements must be paid at the end of the employment relationship such as annual leave, long service leave, and any notice pay they may be entitled to.

For specific advice on any industrial matter, leading Australian law firm, Hunt & Hunt, is able to assist.

Please contact Chris Sharp or Emily Slaytor on 8414 3333 between 8:30am and 5:30pm Monday to Friday.

Hunt & Hunt is located at Level 12,
26 Flinders Street, Adelaide.



ADVERTISEMENTS

The products and services presented below are not necessarily endorsed by GP partners Adelaide. They are presented in good faith only as an information service for members

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*BREASTSCREEN SA GP Seminar 25 August 2010,
1 Goodwood Rd, Wayville*

7.00pm to 9.30pm (Light meal provided at 6.30pm)

This activity has been approved by the RACGP QA&CPD Program.

TOTAL POINTS: 5 (Category 2) Activity No: 745135

To register (with QA Number) contact BreastScreen SA

Phone: 8274 7151 or Fax: 8357 8146 RSVP 11/8/2010

*Commonwealth Respite and Carelink Centres
saving your time and helping your
patients to access services*

Do you have patients who are elderly and frail; have a disability, a terminal illness, a chronic mental or physical condition? Or may be patients who are family carers having difficulty coping with the demands of the caring role?

Call or ask your patient to contact 1800 052 222 (a free call from most fixed phones) to speak to your local Commonwealth Respite and Carelink Centre about services and support for your patients.

These Centres are funded by the Australian Government to provide:

- » free information about aged and community care, home support, health services and disability services available in their area and
- » support for family carers with planning, coordination and access to respite services

FREECALL 1800 052 222

www.carelinksa.asn.au www.commcarelink.health.gov.au

*Doctors for Doctors' Workshop Series presented
by SA Doctors' Health Working Group in
association with SAPMEA - Saturday 4th
September 2010*

Primarily targeting GPs. Topics will include:

- » Assessment and management of the aging doctor
- » Self-care for doctors
- » Approaching the check-up including risk assessment
- » Development a treating doctor's group

MIGA: Attendance for MIGA members will attract 4 IRM points

RACGP: This activity has been approved by the RACGP QA&CPD Program

Total Points 40 (Category 1) Activity No 74868

ACRRM This activity has been approved with ACRRM for 8 PDP core points

For online registration and further information
<http://www.sapmea.asn.au/d4d/2010/index.html>



Government
of South Australia

SA Health



The Drug and Alcohol Services SA is offering a free "Opioid Pharmacotherapies Prescriber Training Course". The course includes an afternoon Workshop on **Saturday August 7th, 2010, 1.30 – 6.30 pm** at Norwood and two ½ day Clinical Attachments.

This Activity has been approved by the RACGP QA&CPD program

Clinical Attachment component TOTAL POINTS: 40 (Category 1),

Workshop component TOTAL POINTS 9 (Category 2)

Please contact Jane Scarborough: jane.scarborough@health.sa.gov.au or telephone 8130 7500 to register for this course or to express interest in a future course.



RADIOLOGY UPDATE

Dr Jones & Partners supports GP's in the responsible use of CT scans where clinically indicated. Radiologists are available for clinical discussion regarding which scan is most appropriate for diagnosis. Please contact Julie Murphy, Medical Liaison for Dr Jones & Partners on 0439 874 817, if you require a Quick Reference Guide for CT referrals.

GP's can now refer for MRI for limited regions. Dr Jones & Partners has a non-rebated MRI scanner at our new location at The Tennyson Centre, Kurralt Park, ph. 1300 43 55 66. Referral is available for MRI Knee, MRI Cervical, Thoracic, and Lumbar Spine, and MRI Brain for specific clinical indications. The cost for this service is \$250 per region.

**For further information, please contact
Julie on 8309 2227 or email:
Julie.Murphy@i-med.com.au**

UPCOMING EVENT SUMMARY

JULY TO AUGUST 2010

Men's Health Update

Date/Time Wednesday, 21 Jul 2010 6:30 pm - 9:00 pm
 Target Audience General Practitioners
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Kim Pese, Rob Hall, Psychologist

Surgical Management of Skin Cancer Workshop

Date/Time Friday, 23 Jul 2010 6:30 pm - 9:00 pm
 Saturday, 24 Jul 2010 9:00 am - 1:15 pm
 Target Audience General Practitioners
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Peter Sylaidis, Plastic Surgeon

Familial Cancer Workshop

Date/Time Monday, 26 Jul 2010 6:30 pm - 9:00 pm
 Target Audience General Practitioners and Practice Staff
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Graeme Suthers, Geneticist

Maldigestion and Malabsorption – Seeking the Signs of Pancreatic Insufficiency

Date/Time Wednesday, 28 Jul 2010 6:30 pm - 9:00 pm
 Target Audience General Practitioners & Practice Staff
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Nam Nguyen, Nick Wray

Management of Dystonias and Post Stroke Spasticity

Date/Time Tuesday, 03 Aug 2010 6:30 pm - 9:00 pm
 Target Audience General Practitioners and Practice staff
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Joseph Frasca, Neurologist, James McLoughlin, Physiotherapist

Gestational Diabetes and the Management of Diabetes in Pregnancy

Date/Time Wednesday, 04 Aug 2010 6:30 pm - 9:00 pm
 Target Audience General Practitioners
 Venue GP partners Adelaide
 120 Hutt St, Adelaide
 Presenter Dr Elaine Pretorius, Endocrinologist

For more information go to the events page on the GPPA website or contact us on 8112 1100