



Grampians Pyrenees  
Primary Care  
Partnership is  
located at 60 High St  
Ararat, Vic. 3377

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# Grampians Pyrenees PCP Newsletter

Issue 20, November 4th 2011



## **EXECUTIVE OFFICER (Maternity leave position)**

**12 month tenure beginning February 2012**

Executive level remuneration with generous salary packaging and full private use of a car.

This is a key leadership position based in Ararat managing both the Grampians Pyrenees Primary Care Partnership team and the implementation of the Strategic Plan for Grampians Pyrenees Primary Care Partnership.

The Primary Care Partnership is an alliance of over 30 agencies in the Grampians Pyrenees catchment working together to improve coordination of services, the integration of health promotion and chronic disease management strategies through partnerships in service planning and delivery.

Ideally someone with tertiary qualifications and significant demonstrated experience in the health, welfare, community development or public health areas, you will have an understanding of reforms taking place in the Primary Care system in Victoria and the needs of rural health services and local communities.

You will demonstrate a commitment to collaborative partnerships across the three levels of government, between agencies and government and between community service organizations.

The position requires travel throughout the catchment area.

A position description can be obtained by phoning 0407 548 553 or emailing as below. All applications should address the Key Selection Criteria, cite three current referees, and be received by 5.00pm on Friday 11<sup>th</sup> November 2011.

[chantal.t@grampianscommunityhealth.org.au](mailto:chantal.t@grampianscommunityhealth.org.au)

or

Chantal Thomas, Executive Officer  
Grampians Pyrenees Primary Care Partnership,  
60 High Street, Ararat 3377

## Upcoming Dates

### Calendar of Events in this issue!

#### November

|  |           |        |
|--|-----------|--------|
| The Sat'day Arvo Club "A day at the races"   |           |        |
| November 5                                   | Ballarat  | page 9 |
| Preventing Adolescent Alcohol Use            |           | page 6 |
| November 11                                  | Melbourne |        |
| Musical Memories                             | Ballarat  | page 9 |
| November 15                                  |           |        |
| Changing Eating Behaviours                   |           | page 4 |
| November 16                                  | Parkville |        |
| Managing Falls in Residential Care Training  |           | page 6 |
| November 16—17                               | Parkville |        |
| Planning for Emergencies                     |           | page 4 |
| November 17                                  | Bendigo   |        |
| Veterans Best Practice Seminar               |           | page 7 |
| November 17                                  | Melbourne |        |
| Sat'day Arvo Club                            | Ballarat  | page 9 |
| Ballarat                                     |           |        |
| Intervention Mapping                         |           | page 8 |
| November 21—23                               | Melbourne |        |
| Community Care Case Managers Conference      |           | page 4 |
| November 24—25                               | Ballarat  |        |
| Aboriginal Health "Everyones Responsibility" |           | page 5 |
| November 24—25                               | Melbourne |        |

#### December

|                                       |          |        |
|---------------------------------------|----------|--------|
| Mental Health First Aid               |          | page 2 |
| December 6—7                          | Beaufort |        |
| Kelly Auty Dinner                     |          | page 7 |
| December 9                            | Ararat   |        |
| Musical Melodies (Christmas Melodies) |          | page 9 |
| December 20                           | Ararat   |        |

#### February

|                                 |          |        |
|---------------------------------|----------|--------|
| Health Coaching Training Part 2 |          | page 3 |
| February 8th                    | Stawell  |        |
| AHPA National Conference        |          | page 7 |
| April 1-3                       | Canberra |        |

### GPPCP Executive Committee Meeting

Thursday November 17th 2011  
10.30 am—12.30 pm EGHS Ararat  
Video Conferencing Available  
RSVP — Chantal Thomas

### Integrated Health Promotion Working Group Meeting

Tuesday 13th December 2011  
Ararat, 10.30am—12.30 pm  
RSVP Meagan Ward

### Better Access to Services Meeting This meeting has been CANCELLED

Wednesday 16th November 2011  
10am – 12noon

RSVP: Chantal Thomas

This meeting has been CANCELLED



**WANT TO HELP**  
the mental health of your  
community?

The 2nd edition Mental Health First Aid Course  
IS NOW AVAILABLE

**When:** Tuesday 6th & Wednesday 7th Dec 2011

**Where:** Beaufort Community Bank Complex  
Park Road, Beaufort. (at football oval)

**Time:** 9am – 4pm

**Cost:** Free to organisations operating in the  
Grampians Pyrenees catchment

#### Instructors:

**Anne Watson** – Workforce Development Coordinator for the  
Child and Youth Mental Health Service Redesign and  
Demonstration Project.

**Marian Corbett & Kerry Brumby** – Psychiatric Services  
Officers currently working at Balgarnie in the Psychiatric Disability  
Support and Rehabilitation sector.

This program is ideal for those who work with teenagers  
& young adults. This 12 hour Mental Health First Aid  
course teaches first aid skills for helping people experienc-  
ing a mental health crisis, mental health problems or the  
early stages of a mental illness. There will be particular  
emphasis on depression, anxiety, psychosis, substance mis-  
use, suicidal thoughts and behaviours, non-suicidal self-  
injury, panic attacks & aggression.

#### Register Your Place Now:

Kelly Morgan at Grampians Pyrenees Primary Care  
Partnership Phone: 53526226

Email: [kelly.m@grampianscommunityhealth.org.au](mailto:kelly.m@grampianscommunityhealth.org.au)

**RSVP by Friday 2<sup>nd</sup> December 2011**

**Get your registration in early  
as places are limited**

This training course is provided by Grampians Pyrenees Primary Care Part-  
nership as part of their mental health work.

## Grampian Region Medicare Local Directors

Subject to Commonwealth funding, a Grampians Medicare Local will be established as a Company Limited by Guarantee and commence operations in 2012.

Medicare Locals are being established as part of the national reform agenda, to improve and support integrated primary health care in local communities, address service gaps and make it easier for the community to navigate and access local health care services.

A Board appointments committee is inviting applications for the inaugural Grampians Medicare Local Board. The role of the Board is to provide effective governance and strategic guidance for the Grampians Medicare Local.

Applicants will be required to demonstrate experience and knowledge in three or more areas of corporate governance, business, executive leadership, financial oversight, risk management, community engagement and / or primary health care.

Directors will be required to attend monthly evening Board meetings held in the region, additional meetings and representations will also be expected. Remuneration for attendance at meetings and reimbursement for travel will be provided.

A position description and further information is available from: [www.westvicdiv.asn.au](http://www.westvicdiv.asn.au) or contact West Vic Division of General Practice on 5352 4804.

Applications close 10 November 2011

## New Website for People Bereaved by Suicide

Support After Suicide are pleased to announce the launch of a new online service for people who are bereaved by suicide.

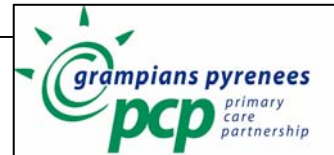
People living in Australia who are bereaved by suicide can meet, interact and support one another in a safe and confidential online environment.

On the site there are:

- forums for discussion on relevant and helpful topics
- an area to set up a member profile, and tell your story
- a calendar to list dates such as the anniversary, birthday or other significant times
- and a News and Events section.

The site is private and is moderated by the caring and professional team at Support After Suicide and also bereaved volunteers.

[www.supportaftersuicide.org.au](http://www.supportaftersuicide.org.au)



Invites you to:

## Applying the HCA Model in Practice One-day Workshop for Health Practitioners (Core Training Part 2)

Presented by:



**Wednesday 8<sup>th</sup> February, 2012**

Registration: 8.00am

Workshop: 8.30am -5.00pm

**Diamond Room, Stawell Health & Community Centre (SH&CC)  
8 -22 Patrick Street, Stawell**

### Pre-requisites to attend this workshop

**are:** You **must** have previously attended the Health Coaching for Health Professionals: The HCA Model workshop (Core Training Part 1) You have the option to complete review questions from your Core Training Part 1 workshop, which you will receive in an email from your workshop organiser. Please note this is **not** for assessment purposes but to assist your learning and for reference during the workshop.

RSVP to Kelly by Friday 9th of December on [Kelly.m@grampianscommunityhealth.org.au](mailto:Kelly.m@grampianscommunityhealth.org.au)

# Community Care Case Managers 2011 CONFERENCE

Thursday 24th & Friday 25th November

**BALLARAT MECHANICS' INSTITUTE**  
117 Sturt Street Ballarat

**BALLARAT LEARNING EXCHANGE**  
36 Camp Street Ballarat

"Beyond the Crisis:  
**BUILDING  
RESILIENCE**  
for the Client  
& Community  
Care Case Manager"

An annual initiative of the Victorian Linkages Programs Network

Further Information: Conference Secretariat  
2011 Community Care Case Managers Conference  
PO Box 102, Mitcham Vic. 3132  
Phone: (03) 9884 8355, Email: [ccmconference@netspace.net.au](mailto:ccmconference@netspace.net.au)

## Planning For Emergencies - Working with Vulnerable People

The Black Saturday bushfires and the 2011 floods tested Victorian communities and emergency services beyond all reasonable limits of imagination and endurance. Lessons that can be learned only by experiencing extreme events must inform future

planning to ensure that responses are realistic and workable. This is particularly the case when considering the needs of vulnerable people in emergencies.

Vulnerability may involve compromises to health, age, ability, language, culture and/or experience.

This seminar aims to explore the context of working with vulnerable people to assist in the community's preparation and planning for emergencies and approach to possible solutions.

Thursday 17th November, Bendigo Exhibition Centre, Prince of Wales Showground, Holmes Road, Bendigo.

RSVP to Barbara Minuzzo by COB 14th November 2011  
[vscn.vscn@rch.org.au](mailto:vscn.vscn@rch.org.au)



## Manager Training Development and Coordination Part time

### 12 month contract with possible extension

Pinarc Disability Support provides a broad range of services across the lifespan to individuals and families within the Grampians Region. We strive to make a positive difference in people's lives by providing them with opportunities to maximise their potential.

Based in Ballarat, this exciting and new role will lead the growth of Pinarc as a learning organisation and provider of specialist training.

The Manager will be responsible for:

- delivery and assessment of Certificate IV Disability in partnership with University of Ballarat
- development and implementation of training opportunities internally and externally
- establish and manage an organisational wide approach for volunteers

The hours are 0.8 with some flexibility in hours for the right person. Attractive remuneration package available that includes ability to salary package.

Applications close Friday 11th November 2011

Visit [www.pinarc.org.au](http://www.pinarc.org.au) for the position description or call Narelle on 03 5329 1354

\*\*previous applicants need not apply

## "Changing Eating Behaviours: Useful Tips for Clinicians and Clients"

Engaging clients to change their eating behaviours and related thought processes can be a tricky process. This workshop provides a 10 step framework that psychologists, dietitians, nurses and other health practitioners can use to improve the effectiveness and efficiency of applying their current knowledge and skill sets when dealing with these issues.

Workshop presented by Janette Gale (psychologist) and Rebecca McPhee (dietitian).

**Date & Time:** Wed, 16 Nov (8.30am - 5pm)

**Venue:** Treacy Centre, 126 The Avenue, Parkville VIC

**Registration:** <http://www.psychology.org.au/Events/EventView.aspx?EventID=8742>

Expressions of interest to present at the upcoming Victorian conference  
*Aboriginal health: everyone's responsibility* have now opened.

The conference will be held on 24-25 May 2012 at the Melbourne Cricket Ground.

The conference will showcase work that is helping to close the health gap  
between Aboriginal and non-Aboriginal Victorians.

There are two ways you can participate. You can either give an **oral presentation** or prepare a **poster**.

Your presentation or poster can be about:

- research
- a successful program or service system change
- a story of an individual who or a community that has benefited from your work.

Information about how to submit an expression of interest is in the attached document. It is **very important** you read this information before you submit your Expression of interest on-line.

Online submission of your Expression of interest is encouraged. However you can also submit your Expression of interest by filling out the attached form.

**The deadline is Monday 12 December 2011.**

To help make it simple Expression of interest submissions must be no more than **500** words.

We encourage you to submit an Expression of interest even if you have not presented at a conference.

Please note there are limited presentation and poster spots available. This means we will have to choose work that fits with our conference aims and objectives.

The Expression of interest form is available at: <http://www.health.vic.gov.au/aboriginalhealth/conference/conference-eoi.htm>

For more information please contact:  
Robyn Smith 03 9096 7938 or [robyn.smith@health.vic.gov.au](mailto:robyn.smith@health.vic.gov.au).

### Indigenous Employment Opportunities

10 Indigenous Employment Opportunities are available now with JBS Australia  
Meat Based Processing and Distribution Business.

Currently JBS are recruiting 10 Indigenous positions – to commence ASAP.

These 10 positions offer the opportunity for people to be trained and  
skilled up as Labourers, Knife Hands, Boners, Slicers and Slaughter Persons.

The location is Brooklyn (western suburbs), located 25 minutes from the Melbourne CBD.

We Offer:

- Comprehensive training.
- Job stability.
- Shift flexibility (day and afternoon shift).
- Permanent secure roster & Overtime opportunities.
- Ongoing training with nationally recognised qualifications & Career advancement.

Aboriginal and Torres Strait Islander people need only apply.

How to Apply - Please contact Aaron Clark at Ingenuity Australia  
on 0419 889 513 OR submit your Resume directly to Aaron via email: [koorieconnections@gmail.com](mailto:koorieconnections@gmail.com) Applications close Thursday the 10<sup>th</sup> of November 2011.

## Managing Falls in Residential Care Training

The National Ageing Research Institute invites residential aged care staff to the NARI Education & Professional Development Workshop on Managing Falls in Residential Care.

The program includes:

- Current understandings in managing falls
- Evidence for risk factors and preventive interventions
- Person centered care
- Medical perspectives
- Implementation of a balance screening and home exercise program through existing community health services
- Balance & gait testing
- Management of falls risk factors

Wednesday 16<sup>th</sup> & Thursday 17<sup>th</sup> November, 8.30am registration for 9.00am start at the National Ageing Research Institute, Building 9. Entry via Gate 4, Royal Park campus of The Royal

Melbourne Hospital, 34-54 Poplar Road, Parkville.

Cost: \$550.00 for 2 days

RSVP by Friday 11<sup>th</sup> November to 8387 2305.

## Communities That Care Partnership to Prevent Adolescent Alcohol Use

The focus of this seminar is to bring together communities to share experiences and knowledge in working towards improving the health and well-being of young people in their communities.

Attendees will receive information on the Communities That Care process and how to mobilise their communities to tackle adolescent alcohol use.

They will receive training in social marketing concepts and be assisted to use data from their own community profiles to develop a social marketing plan to effectively target favourable attitudes to alcohol use by adolescents and their parents.

Friday 11<sup>th</sup> November, 10.30am – 3.30pm, Ella Latham Meeting Room, 1st Floor Royal Children's Hospital.

For more information please contact Ms Jessica Hall, acting Community Relations Officer on 5227 8717 or

email! [Jessica.hall@deakin.edu.au](mailto:Jessica.hall@deakin.edu.au)

**All GCH Members, Honoured Colleagues, Friends and interested community members are invited to the 2011 Annual General Meeting - Tuesday 28th November at 5.30pm Nexus 14-16 Pynsent Street Horsham**

Guest Speaker: Sam Biondo Executive Officer of Victorian Drug and Alcohol Association (VAADA) "Victorian Drug and Alcohol Services in transition - implications for the Grampians."



**How might this look for us in rural Victoria?**

**What are the potential implications for clients of our services?**

**The Victorian government is talking reform of drug and alcohol, as well as other health and community sectors. Sam Biondo will share his knowledge of the issues to assist our engagement in this process of change.**

Phone reception on 5358 7400

Or email [gch@grampianscommunityhealth.org.au](mailto:gch@grampianscommunityhealth.org.au)

For further information please contact Jules Walker

## Planning a Christmas Break-up or just looking for a great night out?

Why not have a fantastic night of food  
and entertainment at Chalambar Golf Club?

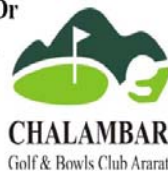
**Friday 9th December, 2011**

\$45.00 per guest

Which includes a delicious 2 course meal  
Entertainment by singer & entertainer Kelly Auty.



For all bookings & enquiries please contact the  
Chalambar Golf Club on 5352 4297 Or  
Brad Kerr's Catering on 5352 1871



## Veteran Best Practice Seminar Mental Health and Older Veterans

This free seminar is an opportunity for health providers to explore mental illness, mental health and resilience issues as they relate to the older veteran community. You will hear from

clinical specialists, researchers and DVA representatives, and will be better informed about the diversity of mental health programs and services available for older veterans and their families.

Speakers will be drawn from services including the Veterans and Veterans Families Counselling Service, the Older Veterans Psychiatry Program, Post Trauma Victoria, National Ageing Research Institute, and the Department of Veterans' Affairs.

The program will include presentations, commentary on clinical scenarios, and ample opportunity for questions and discussion.

This seminar is suitable for community & residential aged care service providers, mental health professionals, community nurses, practice & health managers & social workers. Thursday 17th November, 1.30pm – 4.30pm, 300 Latrobe St, Melbourne.

Bookings are essential no later than one week prior to the seminar. You cannot register on the day. For further information and free registration go to [www.dva.gov.au](http://www.dva.gov.au) click on Service Providers then Aged Care Issues. Or click on or enter the following link

<https://reg.eventarc.com/event/view/3272/mental-health-and-older-veterans>



## NATIONAL CONFERENCE 1-3 April 2012 Canberra Invitation to Attend

Allied Health Professions Australia invites you to attend the 9th National Allied Health Conference in Canberra from 1-3 April 2012. Attendees will explore the theme *Allied Health: Strengthening Health Outcomes* through an exciting program developed by the Scientific Program Committee. Several prominent speakers have been invited to share their expertise and enthusiasm, covering a wide array of topics. An exciting social program will accompany the scientific program, allowing delegates to make new acquaintances and reunite with colleagues and friends!

We look forward to welcoming you to Canberra in April 2012.

**Call for Abstracts Now Open!**      **Registration Now Open**  
**Abstract Submission Deadline** Monday 7 November 2011  
**Author Notification** Mid December 2011  
**Early Bird Registration Deadline** Thursday 9 February 2012  
**Conference Opens** Sunday 1 April 2012

**Address for Communications** AHPA 2012 Conference Managers **arinex** pty limited  
Phone: +61 2 9265 0700 Fax: +61 2 9267 5443 Email: [alliedhealth@arinex.com.au](mailto:alliedhealth@arinex.com.au)



## The rights of older people

### Invitation

The Victorian Equal Opportunity and Human Rights Commission wants to learn more about the human rights issues affecting older Victorians.

We want to hear about the big issues affecting you, and what the Commission can do to help.

Please have your say – we're listening.

### Community consultation

You talk, we listen! You'll have lots of time to share your experiences in small discussion groups. This is a free event, with morning and afternoon tea and a light lunch provided.

Date and time : 9am–4pm, Friday 28 October.

Registration from 9am, forum starts at 9.30am.

Venue: Crest and Medallion rooms, Etihad Stadium, 740 Bourke St, Docklands

The venue is fully accessible. Please advise us when registering if you have any dietary or accessibility requirements, or need any other support to participate.

RSVP by Friday 21 October. Phone 9032 3430 or email [rsvp@veohrc.vic.gov.au](mailto:rsvp@veohrc.vic.gov.au).

### Survey

Make sure your voice is heard. The survey will be available from 1 October on our website at

[humanrightscommission.vic.gov.au](http://humanrightscommission.vic.gov.au). If you'd like a paper version, please call us on 1300 891 848

or email [enquiries@veohrc.vic.gov.au](mailto:enquiries@veohrc.vic.gov.au).

### Intervention Mapping: How to design and implement sustainable interventions to improve health and well-being

The Parenting Research Centre and Monash University's International Public Health Unit (IPHU) are pleased to be co-hosting Professor Guy Parcel from the School of Public Health, University of Texas, who will be presenting his Intervention Mapping Short Course.

This practical, theory-driven approach to interventions is relevant for the promotion of health and wellbeing across a variety of sectors and settings, including communities, health care and schools. The principles and methods are applicable to anyone wanting to design and implement robust and sustainable interventions.

Monday 21<sup>st</sup> – Wed 23<sup>rd</sup> November, Alfred Centre, 99 Commercial Rd, Melbourne (Alfred Hospital Site). Cost \$795.

For registration and enquiries:

Email: [iphuad-min.depm@monash.edu](mailto:iphuad-min.depm@monash.edu)

## APHIRST Oral health Seminar Series 2011

Please join APHIRST-OH for these free upcoming events. All the details of the events will be announced closer to the dates.

**What:** Evaluating Oral Health Promotion

**When:** Tues 15th Nov. 2011, 2-4 pm

**What:** Existing Policy Infrastructure Options for Oral Health Promotion

**When:** Thursday 29th March 2012, 2–4 pm

**Where:** VicHealth, Conference Room, 15–35 Pelham St, Carlton

**RSVP:** To reserve your place email [Lauren.prosser@dhs.vic.gov.au](mailto:Lauren.prosser@dhs.vic.gov.au)

**"The Sat'day Arvo Club"**

**A Day At The Races**



**WHERE:** McCALLUM FUNCTION ROOMS,  
McCALLUM COMMUNITY CENTRE  
Cnr. Learmonth & Leopold Streets  
BALLARAT VIC 3350

**WHEN:** Saturday 5<sup>th</sup> November 2011  
1.30pm to 3.15pm



**Cost: \$6.00 per person, NO CHARGE FOR CARERS / STAFF**



It's the last day of the Spring Racing Carnival and we're celebrating ... While we can't have the actual horses present, (they'll be on the Big Screen behind the band if we can get the system to run), we WILL be having "Fashions on the Floor" (due to a lack of a nearby "Field") and prizes for the best lady's and gentleman's outfits and/or hats.



**"The Rascals"**

... will be there to provide the music as usual



**SATURDAY ARVO, 5<sup>th</sup> November ..... BE THERE!!!**

**CHRISTMAS MELODIES**



**NOEL & TRACY**

**Final show for 2010**

**Aussie Day show ... 25th January 2011**

*All your favourite Chrissie Songs*  
**Song Books Provided**

**ARARAT RSL CLUB**

**Tuesday 20th December, 2011**

☺ 10.30 am ☺ \$2.50 / members free ☺

**"The Sat'day Arvo Club"**

**YeeHaaaa!!!**

**Cowboys and Indians Day**



**WHERE:** McCALLUM FUNCTION ROOMS,  
McCALLUM COMMUNITY CENTRE  
Cnr. Learmonth & Leopold Streets  
BALLARAT VIC 3350



**WHEN:** Saturday 19<sup>th</sup> November,

**1.30pm to 3.15pm**



**Cost: \$6.00 per person, NO CHARGE FOR CARERS / STAFF**

**"THE RASCALS"** (Noel, Tracy and guests) **WILL PERFORM LIVE, ALL THE COUNTRY CLASSICS. ENCOURAGE YOUR CLIENTS TO WEAR COUNTRY GEAR AND BRING THEIR HORSES, GUITARS AND HIGH-STEPPIN' BOOTS .....**



**SAT'DAY ARVO, 19<sup>th</sup> November, 1.30pm ..... BE THERE OR BE SQUARE!!!**

**Haggis and Hand Grenades**



**TRACY AND NOEL CRAVEN**

**FOR REMEMBRANCE DAY**

**A Salute to the great songs of Scotland and Remembering the Diggers**



**BALLARAT LEAGUES CLUB**

Cnr Mair and Humffray Streets

**Tuesday 15th November 2011 ...at 10.30am**

**\$7.00 includes morning tea**

Grampians Pyrenees  
Primary Care  
Partnership is located  
at 60 High St  
Ararat, Vic. 3377

We're on the WEB,  
[www.grampianspyreneespcp.org.au](http://www.grampianspyreneespcp.org.au)

## Chunky Italian Tomato Dip



### Ingredients

- 4 medium [fresh tomatoes](#), coarsely chopped into 1/2 inch pieces
- 1/2 medium [onion](#), chopped fine (I prefer red onions)
- 1 [garlic clove](#), if roasted, chop fine, if raw, just crush
- 2 tablespoons good quality balsamic vinegar
- 1/4 cup good quality [olive oil](#)
- 1 tablespoon italian seasoning

### Method

Mix all of the ingredients together. Cover and let them meld in the refrigerator overnight. Shake the container occasionally to mix a little.

This can be eaten right away if you wish, but it does taste better if it marinates for a while before you eat it. Enjoy!

Source: [www.food.com](http://www.food.com)

## Health Benefits of Tomato :

- A large consumption of tomato can help improve skin texture and color.
- Tomato is a good blood purifier.
- Tomato helps in cases of congestion of the liver (protects the liver from cirrhosis) as well as for dissolving gallstones.
- Tomato is a natural antiseptic therefore it can help protect against infection. Nicotinic acid in tomatoes can help to reduce blood cholesterol, thus helps prevent heart diseases.
- Vitamin K in tomatoes helps to prevent hemorrhages.
- Tomato contain lycopene (the red pigment in tomato), this pigment is a powerful antioxidant that can also fight cancer cells.