



Network Healthcare Holdings Limited (Netcare)

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31 October 2005

Citizenship and Immigration Services
United States of America

Re: Dr Jack Shevel

Dear Immigration Examiner,

As Director of Nursing Services for Netcare, South Africa's largest private healthcare organisation, I lead some 8500 nurses in 64 hospitals and 53 primary healthcare centres. I also serve as a nurses' representative and office bearer on the South African Nursing Council, a statutory national organisation representing 172 000 nurses that is entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa.

In my view, no single individual has done as much to advance the welfare and long-term interests of the nursing profession than Dr Jack Shevel. The nurses under his care and in his employ were the first nurses in South Africa to be offered:

- Equity in the business, first in 1997 on an individual basis (which had partial take-up only), and then more recently through the establishment of a nurses trust in which nurse equity is vested in such a way that every individual, irrespective of their level of employment, has been awarded equity in Netcare.
- A unique morale-building, staff appreciation programme, known as GoldCare, that has fundamentally altered the way nurses are recognised and rewarded, simultaneously giving them the opportunity to enjoy a happier working environment. This was a world first!
- An onus shifting to show not one-way, but two-way professional respect between nurses and doctors so that instead of being blamed automatically for supposed lapses in clinical or human judgement, nurses are afforded full rights in terms of their professional status to present their views to management in a safe forum. In addition doctors have committed themselves to sharing their knowledge in a formal continuing professional development programme for our nurses
- Access to an emergency fund that was established for individual nurses falling on hard times and funded by Dr Shevel in his private capacity.
- Membership for every employee, including the full nursing staff, to ICAS – a professional staff wellness service that provides 24/7 access to counselling and personal problem-solving support.

Executive Directors:

R H Friedland BVSc (Pret), MBBCh (Wits), Dip Fin Man, MBA, MRCS (CEO); P G Nelson CA(SA) (Chief Financial Officer);
I M Davis Dip Pharm (MPS); V L J Lillhakanyane MBChB, M Med (Radiotherapy), MBA; N Wellman CA(SA)

Non-Executive Directors:

M I Sacks CA(SA), AICPA(ISR) (Chairman); A P H Jammie BSc (Hons), BA (Hons (Wits)), MSC London (LSE), PhD London (LBS);
J M Kahn BA (Law), MBA Dcom (hc), SOE; M B Kistnasamy MBChB (Natal), M Med (Community Health) (Natal);
H R Levin BCom, LLB, LLM, H Dip Tax, H Dip Co Law (Wits); J Shevel MBBCh (Wits); J A Van Rooyen MBBCh (Pretoria), M Med (Clin Path) (Stellenbosch)

Company Secretary: J Wolpert CA(SA) FGMA FCIS

Reg. No. 1996/008242/06

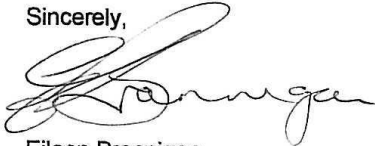
Added to this has been Dr Shevel's persistent determination to build a sense of self-worth and commitment while encouraging continual personal growth among our nurses. His efforts have had a fundamental effect on the global challenges facing healthcare, especially with regard to nursing. He has helped to re-image the profession, attracting both new and experienced nursing talent that had been lost to the industry by providing improved working conditions, enhanced quality of care and demonstrating real career paths to aspirant nurses – and in the process has helped alleviate the nursing shortage

I have been fortunate to visit modern healthcare facilities in the USA and across the world. My travels have confirmed that the innovation and dedication to the nursing profession shown by Dr Shevel is unique and unparalleled.

Indeed, the love and respect he has engendered has been played out graphically and emotionally in the many events that nurses around the country have organised so as to say a personal "Goodbye" before his departure.

His move is a loss to South African nursing but will, no doubt, be an enormous gain for the USA as he introduces the unique "Netcare brand of care" that has been his hallmark in this country. I fully endorse Dr Shevel's visa application, knowing that his extraordinary talent and compassion will elevate the nursing profession in the USA.

Sincerely,



Eileen Brannigan
Group Nursing Director

