



Queensland
Government
Queensland Health

CONFIDENTIAL

FILE NOTE

Officer: Mrs L Mulligan, DDON

Contact No:

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Subject: Issues raised by Theatre Staff

Date: 7 December 2004

Ref: 01070105

Three staff from Theatre, Katrina Zolak RN, Janelle Law EN, and Damien Gaddes RN made an appointment to see me today with respect to issues with Dr J Pattel in Theatre. The issues surrounded the areas of clinical practice, and professional behaviour as follows:

- Questioning of clinical expertise with certain surgeries, and two recent examples provided where they believed Dr Pattel practiced beyond his capabilities
- Questioning surgical skills/training of Dr Pattel and belief that patients are having poor outcomes, including unnecessary deaths as a result.
- Alleging clients not being transferred to Brisbane when they should have been. They believe Brisbane hospitals able to cope better with the level of surgery that has been occurring by Dr Pattel
- Alleging falsifying of documents by Dr Pattel, and threatening/intimidation of other medical staff to keep quiet about certain patient outcomes
- Alleging unprofessional behaviour-yelling at staff, intimidating staff by threatening their jobs, making derogatory comments about staff in front of others, bullying of staff to not take action by suggesting that he has close relationship with DM/executive and using exclusion as a tactic with staff if they raise any concern against him

Staff were encouraged to document their concerns immediately, and were re-assured they would be dealt with as they expressed fear of retribution, or no action occurring. Clarification was sought from the staff re QNU as staff had sought their advice. Explanation was given that they were entitled to access that advice if they so chose. EAS information was provided as all three staff displayed distress-two were teary/ crying and one stated it was affecting their ability to sleep at night. Re-assurance was given that action would occur and explanation provided on the process surrounding complaint management. Staff were confidentially told that a particular surgery they raised would no longer be occurring at Bundaberg Health Service, so as to be re-assured that their concerns would be taken seriously.

Mrs L Mulligan
District Director of Nursing
Bundaberg Health Service