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Bundaberg Hospital Commission of Inquiry

STATEMENT OF Terrence Allen FLEMING

I Terrence Allen FLEMING of Bundaberg Base Hospital in the State of Queensland SWORN:

- 1. I am a married man, aged 40 years, and I am the Finance Manager at the Bundaberg Base Hospital (the hospital) employed by Queensland Health. I have been a Queensland Health employee for about nineteen (19) years and I have been employed in my present position for a period of about ten (10) years.
- 2. My role as the Finance Manager at the hospital is mostly preparing budget build-ups, preparation of monthly budget forecasts, managing of hospital assets, Fringe Benefit Tax returns and the preparation of Annual Financial Statements and generally attending to any ad hoc finance queries from Cost Centre Managers and Executives at the hospital. I am also responsible for the supervision of accounts payable and the Finance Section of the hospital.
- 3. There are certain members on staff at the hospital who have Expenditure Delegations. I am one such person who holds such a delegation and I have the authority to approve up to \$10,000.00 being spent on purchases for hospital related use. Another person who holds a similar Delegation is the hospital manager Mr. Peter LECK, who holds a delegation authorising him to spend up to \$1,000,000.00.
- 4. On occasions the Manager, Mr. Leck who is an Authorised Expenditure Approval Officer authorises the payment of accounts that I am called upon to countersign as an Authorised Accounting Officer. When both of us have signed the Staff Expenses Claim or a Staff Expense Claim the document is then delivered to the Accounts Payable Section of the hospital and it is then processed in the Accounts Payable System (which is called FAMMIS which means Financial and Materials Management Information System).
- 5. Once it is entered into FAMMIS a payment run is generated overnight and the funds for the total sum of the Staff Expenses Claim Form are deposited

Page 1

Terrence Allen FLEMING

Signed:

Deponent

Taken by:

Solicitor/Barrister / Justice of the Peace/ Commissioner for Declarations

- electronically from Head Office in Brisbane into the vendor's/claimant's bank account to settle the Staff Expenses Claim Form.
- 6. I recall the 01 April 2004. Dr. Jayant PATEL, who was then the Director of Surgery at the hospital, came to my office and he produced to me a Claim for Payment (Staff Expenses) form and he told me that it was the end of his term of employment at the hospital and that he was heading back home to Portland in the USA. The was the first time that I was aware that Dr. Patel was returning to his home country and completing his employment with us. He just turned up at my office with the claim form to pay for his return ticket to the USA.
- 7. I checked the form and I saw that it was for expenses relating to an air fare from Bundaberg to Portland USA with an accommodation portion of the trip also being paid for by the hospital. There was an attached Tax Invoice from Jetset Sunstate Bundaberg which showed the full details of the bookings that the Doctor was utilising to return to Portland and it included overnight accommodation in Brisbane. I saw that it was for the total amount of \$3,547.00.
- 8. I saw that it had been signed by Doctor Patel and the expenditure had been approved by the District Manager, Mr. Leck, whose signature I was familiar with, had been appended to the authorising section of the document as the Authorised Expenditure Approval Officer. At the time Dr. Patel told me that he had been looking for the Medical Superintendent, Dr. Darren KEATING, to have him sign the claim form as the Authorised Expenditure Approval Officer but that he had had been unable to find him and had Mr. Leck sign it. As was my role in this instance I then coded the document with the appropriate account code, tax code and cost centre code and then countersigned it as the Authorised Accounting Officer.
- 9. The codes inserted in my handwriting on the document were the account code which is 521035 (which is the code for overseas air travel), the tax code PO (this just means a claim for GST), the cost centre code 630325 (which is a code identifying the cost against the Division of Surgery).
- 10. This document was later sent to Accounts Payable via the Internal Mail system at the hospital and then the procedure that I have outlined previously in this statement took place by the Accounts Payable Department to ensure that the vendor/claimant was paid the amount in the Claim Form. In this instance the amount claimed for was paid direct to an account held by Dr. Patel electronically by FAMMIS. This

- means that the amount was paid electronically from Queensland Health in Brisbane.
- 11. I believe that the amount in the claim by Dr. Patel had been paid by him to the merchant selling him the travel ticket to Portland USA and that the claim form I had endorsed was now authorising the payment by Queensland Health back to him as a reimbursement. I am able to say that the money was paid direct to Dr. Patel as the claim form is made out in his name and would have been paid into an account that he had previously nominated as being the account into which his fortnightly pay would have been deposited electronically.
- 12. I had dealt with claim forms of this nature on other occasions when medical staff from the hospital had attended overseas conferences and I had dealt with them in a similar manner where the doctors travelling overseas had made their own travel and accommodation arrangements and had paid for them out of their own pocket and sought reimbursement from Queensland Health in a similar manner to how this claim was settled. Doctors who travel overseas for study travel nearly always make their own travel arrangements as it is convenient for them to do this rather then have our Travel Clerk attend to making the arrangements for them.
- 13. In my view I did not believe that there was any process taking place out of the norm on this occasion that normally took place when such overseas travel is paid for by an overseas travelling doctor.
- 14. We have had other overseas trained doctors employed at the hospital who have returned home when their contracts have been completed with us but I do not remember any similar arrangement with regard to their home travel being dealt with in a manner the same as this. I cannot recall how those travel arrangements might have been made but I will make inquiries to determine how these return air fares might have been paid for. It may be that return flights to their home country might not have been part of their employment contract but I will make inquiries to determine what took place on those occasions.
- 15. The presentation of the claim form by Dr. Patel to me and the payment of it in the manner in which I have outlined did not give me any cause to consider it anything other than a normal claim for expenses that had been authorised by the Manager which was then co-authorised by me and subsequently satisfied in the normal course of business by Queensland Health.

	Page 3	
	_	W.A. Kig
Terrence Allen FLEMING		W.A. 1449 Wayne John KING
Signed:		Taken by:
Deponent		Solicitor/Barrister/Justice of the Peace/
		Commissioner for Declarations

16. We have a travel section at the hospital where arrangements are made for travel and accommodation for employees at the hospital when it may be necessary for them to travel away from the hospital. This may also include overseas study travel. What my role in this process is that when an employee is travelling away from the hospital, especially on overseas travel, I will be asked to determine if they have accrued the appropriate time off to allow them to do this. When I have made the calculation I send this information to Dr. Keating, the Director of Medical Services, and then the person travelling will either make their arrangements via the travel section or make their own arrangements. They then come to me to claim reimbursement that they have made in relation to their travel in the manner that I have outlined in this statement. The only other involvement that I may have in their claim is to acquit it after they have returned back to the hospital.

Affidavit SWORN on 14 June 2005

at

Bundaberg

in the presence of:

Terrence Allen FLEMING

Deponent

N.9.1 4.9

Wayne John KING

Solicitor/Barrister /Justice of the Peace/

Commissioner for Declarations

Page 4

Deponent

Solicitor/Barrister/Justice of the Peace/ Commissioner for Declarations



CLAIM FOR PAYMENT (STAFF EXPENSES)

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ease attach: 1) Origin	al receipts, 2) the app	roved travel authorisat	ion, 3) FBT form (if a	pplicable)		



For people who are going places.

Jetset Sunstate Bundaberg

1678 Bourbong Street

BUNDABERG QLD 4670

Postal Address PO Box 1717

41 522 322 (PH), 41 531 285 (FAX)

email:- sunstatebundy@optusnet.com.au

ABN:- 14 374 141 156

Tax Invoice

1.4.2005.

Dr Jayant Patel, Bundaberg.

Airfare from Bundaberg to Brisbane one way	\$134.00
Airfare from Brisbane to Los Angeles one way including taxes, fees and charges.	\$3004.00
Airfare from Los Angeles to Portland one way	\$300.00
Accommodation in Brisbane for one night due to no connection.	\$109.00
TOTAL	\$3547.00

Departure on 02 April 2005.

Paid in full.

This 'Tax Invoice' is for GST records only. Please do not pay on this invoice.

Jetset Sunstate Bundaberg
PO Box 1717 BUNDABERG QLD 4670. 41 522 322 (Ph), 41 531 285 (Fax). ABN: 14 374 141 156

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Lefatoure accounts ayable officer

Signature

Date | Dr D Keating . Director of Medical Services Position (Print)

Please attach: 1) Original receipts, 2) the approved travel authorisation, 3) FBT form (if applicable)



RECEIPT

Received with thanks an amount of \$1265 from Dr Iftikhar Younis towards the payment of one way airfare to Islamabad with Emirates Airlines. Transit hotel will be provided by the airlines for a stay of more than 8 hours in Dubai.

Javed Rahman Manager

Shop 5A, Calamvale Market Place, 2605 Beaudesert Road, Calamvale QLD 4116 Phone: 3711 6040 Fax: 3711 6141 Email: javed.rahman@bestdeaitravel.com.au

LIGHT C

DISCOUNT FLIGHT SPECIALIST A.C.N. 003 377 188 / A.B.N. 25 003 377 188 Licence No. 9TA00589 DISCOUNT FEIGHT 3FECIALIST A.C.N. 00337/188 / A.B.N. 25 003 377 188 Licence No. 9TA00589 6P 341A SUGARLAND SHOPPINGTOWN BUNDABERG 4670. Phone 0741 534422. Fax 0741 534622.

TAX INVOICE

INV NO.:

RF45J6

NAME

Dr Iftikhar Younis

PHONE

c/o Bundaberg Base Hospital

DATE

13 August 2004

DETAILS OF COSTINGS:

AMOUNT

Return Economy class airfares For Dr I Younis Flying with Qantas on the 01 October

Price Per Person

\$ 127.00

TOTAL GST AMOUNT TOTAL INVOICE AMOUNT \$ 113.03 13.97

\$ 127.00





CLAIM FOR PAYMENT (STAFF EXPENSES)

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Dr Darren Keating Director of Medical Services Base Hospital Bundaberg

RE: Reimbursment of travel expenses

I am hereby kindly asking for reimbursement of my expenses for my last year flight from Europe to Australia as it has been offered in my contract (copy attached)

I enclosed a confirmation of payment from my bank. The price for the one way flight was 953.5. Euro (= approx 1500 AUD).

For any further information please do not hesitate to contact me

Thank you

Sincerely yours

Dominik O'Neill

Bundaberg 17.11.04

Attachments:

- confirmation of payment
- flight ticket
- copy of contract





Amthausplatz 4, 4502 Solothurn Telefon 0848 800 806 Telefax 032 623 36 92 Internet www.baloise.ch

12.05.2004/BSL/E.Sartori/rm 032 626 03 75 serviceline-bank@baloise.ch

Confirmation of payment

Dear Mr. O'Neill

We confirm your payment from 12 november 2003.

Details of payment:

- Total
- Beneficiary customer
- Bank
- Account no.

EUR(723.60

TRAVISTA GmbH

Kiebitzweg 2,

DE - 22869 Schenefeld

Sparkasse Aschaffenburg-Alzenau

45 559

Yours faithfully

Baloise Bank SoBa

Martin Schaffner

Eveline Sartori

Department of Medical Services **Bundaberg Health Service District** Bundaberg Base Hospital PO Box 34 **BUNDABERG 4670**

Telephone No: 4150 2210

Fax No:

4150 2029



Queensland Health

11 April 2003

Dr Dominik O'Neill Lerchenweg 6 CH-4553 Subingen SWITZERLAND (CH) EUROPE

Dear Dr O'Neill

I have pleasure in confirming the offer of the Temporary Full Time position of Senior House Officer with the Bundaberg Health Service District. It is agreed you will commence duties from 19 January 2004 for a 12 month period.

You will be employed under the provisions of the Senior Medical Officers' and Resident Medical Officers' Award State. A brief summary of the major conditions of this award and additional information that will be of interest to you are as follows:

Hours of Work:

* 80 hours per fortnight (base).

* on-call as rostered.

Recreation Leave:

25 days per annum.

Sick Leave:

10 days per annum. Sick leave is cumulative.

Long Service Leave:

An employee who completes 10 years continuous and meritorious service shall be entitled to long service leave at the rate of 1.3 weeks on full salary for each year of continuous service and a proportionate amount for an incomplete year of service.

Employment Declaration:

The Australian Taxation Department requires the completion of an Employment Declaration form. Please complete the enclosed form and return it on or by the first day of employment to the Division of Medical Services.

Recognition of Previous Service: It is your responsibility to provide full documentation of previous service for salary and leave purposes. Please complete the enclosed Staff Appointment form and return to the Division of Medical Services.

Method of Payment:

Facilities are available for the direct deposit of salary to the major banks and most building societies. It is a requirement that all staff have their salary deposited direct to a financial institution. It will therefore be necessary for you to complete the attached Banking Details form and return it no later than your first day of employment to the Division of Medical

1

Services.

Position Description:

Prior to commencing duties all employees are required to sign a current Position Description for their position. It will therefore be necessary for you to complete the attached *Position Description form* and return it to the Division of Medical Services.

Acceptance of Job Offer:

If you are in agreement with employment under the conditions found in this Job Offer, please sign the enclosed *Job Acceptance form* and return it to the Division of Medical Services.

Equal Employment Opportunity:

As an Equal Employment Opportunity (EEO) employer, the Health Service seeks relevant information from new employees relating to EEO. It would be appreciated if you could complete the attached *EEO form* and return it to the Division of Medical Services. All information will be dealt with in the strictest of confidence. A separate envelope is provided in which to place this form.

Superannuation:

Permanent and temporary employees have an Accumulation account opened for them. Employee contributions are commenced at the standard level of 5% and you automatically receive the higher level of 12.75% employer contribution. This is arranged through the State Government employee superannuation fund, QSuper who are notified on the commencement of your employment.

Should you not wish to contribute at this rate, you can elect to reduce your contribution down and receive the corresponding lower level of employer subsidy. Income protection cover is automatically provided, with the premium charged as a percentage of salary based on age. You also automatically receive four units of death and total and permanent disability cover, which costs \$1 per unit/week.

You will be sent a welcome package from QSuper outlining the conditions of your account. The package will also discuss other options available to yourself.

Identification Cards:

Identification cards with photos are provided to all Bundaberg Health Service District staff. New employees should make arrangements through their supervisor for the production of their card.

Orientation:

All new employees should discuss their orientation program with their Supervisor. The job offer has been developed to provide general information.

Confidentiality/
Code of Conduct:

In the course of their work, Health Service staff come in contact with information that must be kept confidential at all times. All employees are reminded that irresponsible discussion of any matters regarding the Health Service facilities, staff and most importantly the patients is regarded as an offence.

Please find enclosed a copy of the Queensland Health Code of Conduct and Bundaberg Health Service District Confidentiality Policy for your information, and the Bundaberg Health Service District Confidentiality Agreement.

Please sign the *Confidentiality Agreement* and return same to Division of Medical Services within 5 working days.

Transfer/Relocation Expenses:

You will be reimbursed, on the completion of 52 weeks of service, for a single economy air fare (or 50% of a return economy air fare).

The actual receipt must be provided. The amount printed on the air ticket is NOT a receipt.

On commencement at the hospital you will be reimbursed for costs associated with temporary residence visa application, i.e. chest x-ray/medical, police clearance certificate, visa application fee, Certificate of Good Standing (but not the cost of Medical Board registration in Queensland). Travel from Brisbane to Bundaberg will be reimbursed on your arrival, including one night's stop-over in Brisbane. Receipts must be provided.

Termination:

You may terminate your employment by giving three (3) months notice or by the forfeiture of 90 days salary as the case may be.

Location:

Your employment is subject to your willingness to work at any of the facilities of the Bundaberg Health Service District.

Private Property Loss or Damage:

No liability will be accepted by the Bundaberg District Health Service for damages sustained to private motor vehicles while being driven or parked on Health Service property; or loss or damage, including loss or damage by fire or theft, to private property or personal effects which are being used or stored in premises or accommodations owned or used by the Bundaberg Health Service District

I would like to offer my congratulations on your appointment and hope that your work with the Bundaberg Health Service District will be both beneficial and rewarding.

Yours sincerely

Dr Kees Nydam

A/Director of Medical Services

Bundaberg Health Service District

Enc:

Commencement Details Form *
Tax File Number Declaration Form *

EEO Details Form *

Position Description
Position Description Form *

Application Form for Provider Number *

Vaccination Form *

Osuper Superannuation Form *

Bundaberg Health Service District Confidentiality Policy

Confidentiality Agreement

Queensland Health Code of Conduct

y & ...

P.S. Please return all above completed forms (marked *) to Lyn, Secretary to Director of Medical Services, within one week of commencing work

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20-MAY-2005 FRI 15:58 B'BERG HUMAN RES MANAGEM

FAX NO. 0741502039

P. 58/59

Queensland Government Guisanstand Hasilin

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CLAIM FOR PAYMENT (STAFF EXPENSES)

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Estach: 1) Original re	ceipts, 2) the approved travel aut	thorisation, 3) FBT form (if anni)	icable)		_