



# MEMORANDUM

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**PRIVATE & CONFIDENTIAL**

**To:** Dr Pitre Anderson, Director of Surgery

**From:** Dr John Wakefield  
Acting Director of Medical Services

**Contact No:** (07) 4150 2210

**Subject:** Private Practice outside of Employment Contract

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Dear Pitre

In the light of several complaints from hospital staff regarding your availability during rostered hours due to private practice commitments off site and outside of the Option A contract, I seek to clarify the terms of your contract.

In discussing this issue I draw your attention to your Option A contract signed and dated by you on 29 April 1999, and the Industrial Relations Policy Manual IRM 2.7-12 which details the rights of private practice of full time medical specialist staff.

These documents clearly state the conditions for private practice arrangements for full-time staff specialists' appointments and also indicate that both the Medical Superintendent and the District Manager are accountable for the appropriate administration of the private practice scheme.

The contract clearly states that the specialist is not to engage in any form of private practice in any location during normal working hours of 0800 to 1800, Monday to Friday, and any rostered overtime/on call. Clearly if this does occur this is in breach of the employment contract, and also potentially has an adverse effect on the appropriate treatment of public patients. In addition to this it disrupts normal theatre utilisation and contributes to increased after hours theatre use.

In the light of this information, I request that you cease any private practice during rostered hours outside of Option A.

I trust you will understand my position and would like to discuss the matter with you in person at the earliest opportunity.

Yours sincerely

John Wakefield

1.9.99