

TMH1

Dr Terrence Michael HANELT

Qualifications M.B., B.S. 1977 - 1982 University of Queensland.
FACRRM

Clinical privileges Clinical privileges within the Fraser Coast Health Service District are for obstetrics and gynaecology for all forms of vaginal and operative deliveries, a range of gynaecological procedures and for closed orthopaedics in addition to General Practitioner privileges.

Education 1965 - 1976 State School Education Qld
▪ Primary and Secondary Education for 12 years

Professional experience 3/1/83 – 7/10/84 Townsville General Hospital Qld
Intern then Junior House Officer
▪ This position involved clinical attachments of either eight or nine weeks in -

- Casualty X 3
- Surgery X 1
- Medicine X 1
- Orthopaedics X 1
- Obstetrics and Gynaecology X 1
- Paediatrics X 1
- Anaesthetics X 2
- Palm Island X 1

18/10/84 – 18/8/86 Injune Hospital Qld
Medical Superintendent with right of Private Practice

▪ This is an isolated rural community. The position was the sole medical practitioner in the town. The closest alternate medical facility was 80 km away at Roma. The hospital provided general inpatient services, outpatient services, emergency services, low risk obstetrics services and dental services. General Anaesthetics were provided for dental procedures. In addition a private practice and a pharmacy service were provided by the MSRPP.

TMH1

1/9/86 – 26/4/87 Kingaroy Hospital Qld

Country Reliever

- This position was designed to provide weekend relief for the surrounding small hospitals. This involved eight days relief in each four weeks. The remainder was spent at Kingaroy Hospital. Kingaroy had an experienced Superintendent, a resident Surgeon and Radiologist and several procedurally competent GP's. Work consisted of a wide range of inpatient duties and GP type duties as well as Casualty work.

10/5/87 – 20/3/88 Roma Hospital Qld

Principal House Officer

- Roma Hospital was the main referral hospital for much of the Southwestern part of Queensland. The PHO and the Medical Superintendent provided a wide range of clinical services including operative surgical and O&G services. The Flying Surgeon and Flying Anaesthetist were based at Roma, providing the opportunity to be involved in the management of complex surgical cases and receiving enhanced surgical and anaesthetic training.

11/4/88 – 5/3/89 Emerald Hospital Qld

Medical Superintendent

- This position was an opportunity to take leadership of a team in an area of significant opportunity. At time of accepting the position, the Flying Surgeon visited once per month. Most other cases requiring surgical intervention were transferred to Rockhampton. In conjunction with 3 procedurally competent GP's, a district service was developed that catered for emergency surgery, some elective surgery and an elective caesarean section service independent of outside practitioners. The increased workload led to the Health Department funding a position of Principal House Officer at the Hospital.

28/3/89 – 20/1/90 Charters Towers Hospital Qld

Medical Superintendent

- This position was supported by two Principal House Officers. The range of services offered was the same as with Emerald, with the addition of responsibility for Eventide and Mossman Hall (a chronic Psychiatric Hospital). Obstetric, Anaesthetic, Emergency, OPD, General inpatient and operative services were the major duties of the position.

TMH2

5/2/90 – 26/8/94 Kingaroy Hospital

Qld

Medical Superintendent

- In conjunction with the resident Surgeon and visiting Gynaecologist the services were developed and enhanced. The Medical Superintendent provided emergency surgery services whilst the surgeon was not available and to reduce his workload on a day to day basis. The Medical Superintendent also assumed responsibility for a range of other procedures such as manipulation of fractures, tendon repairs, carpal tunnel release, flap and graft procedures and cardioversion. Additional O&G services were also introduced and provided personally by the Medical Superintendent. These included laparoscopy, laparoscopic sterilisation, hysteroscopy, twin and breech deliveries and vaginal delivery after previous caesarian section. These initiatives markedly reduced the need to transfer patients to major centres. In addition specialist Paediatric Services were introduced.
- Junior Medical Staff education was a priority and all junior staff were trained to their potential in anaesthetics, obstetrics and procedural medicine.
- Staffing was increased by one Principal House Officer.
- Co-ordination of medical relief for four surrounding small hospitals was part of the role.
- I also served as Regional Adviser for Medical Services for the Wide Bay Region for Queensland Health.
- Accreditation was obtained from the RACGP for basic training terms at Kingaroy. I was appointed as a trainer/supervisor for these positions.

4/1/93 – 4/7/93 Royal Women's Hospital

Qld

Registrar in Obstetrics and Gynaecology

- Six months were spent at the Royal Women's Hospital to enhance skills in this discipline. I was already performing a wide range of operative obstetrics and gynaecology, some with limited training. This experience increased my competence and confidence in this area of clinical practice.

TMH1

29/8/94 – Present Hervey Bay and Maryborough Hospitals Qld

Director of Medical Services

- This position involved multiple challenges with inadequate staffing and a new hospital being constructed. The position has a mixture of clinical and administrative duties. It has allowed continuation of my special interest in O&G and at times has required taking full clinical responsibility for a Unit, which normally has a Specialist Director and confines approximately 900 pregnancies annually. Other areas of significant clinical involvement have consisted of Emergency Department, General OPD and Nursing Home care.
- The role also co-ordinates provision of, and I often personally provide relief to several surrounding smaller hospitals including coverage of the associated private GP practice. In addition staff under direction of the DMS have provided Specialist Surgical sessions to Kingaroy Hospital, Specialist O&G services to Gympie Hospital, Specialist Paediatric sessions to the North Burnett and specialist services to St Stephen's Private Hospital in Maryborough.
- Significant changes in the service delivery model within the District have occurred with the increase in services at Hervey Bay Hospital. The medical and allied health staffing needs and practical arrangements for this service have been the responsibility of the DMS.
- Staff reporting to the DMS are –
 - Medical specialists 22
 - Senior Medical Officers 10
 - Principal House Officers 21
 - Resident Medical Officers 16
 - Interns 2
 - Allied Health Staff
 - Administrative staff
- I served on the steering committee for Queensland Health for the overseas recruitment campaign for Medical staff for "Area of need" positions. I provide remote medical clinical advice to a resort on Fraser Island, which has a Registered Nurse and a limited range of pharmaceutical supplies that are stocked under my approval. I also provide advice to the District Manager of the North Burnett Health Service District and the Gympie HSD as required.

TMH 2.

From: "pgiblin@bigpond.net.au" <pgiblin@bigpond.net.au>
To: <ceo@aoa.org.au>
Date: 5/27/04 5:15pm
Subject: Re: Inspection at Hervey Bay

Helen, I have spoken to John North re Hervey Bay, and it would be o.k. for us if the visit was Friday 2 July 04. Hopefully this will also suit the hospital. Concerning the terms of reference, it would be important to have this information to hand two weeks prior. Peter Giblin.

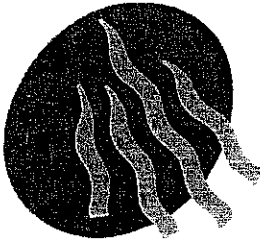
----- Original Message -----

From: Dr Helen Beh <ceo@aoa.org.au>
Date: Wednesday, May 26, 2004 10:30 am
Subject: Inspection at Hervey Bay

> Dear Dr Hanelt
>
> I refer to your email of 19th May 2004 concerning the review of
> orthopaedic services at Hervey Bay-Fraser Coast health Service
> District.
> This is to advise that Drs John North and Peter Giblin are still
> available to undertake the review.
>
> Yours sincerely
>
> Helen Beh
>
> =====
> Dr Helen C Beh
> Chief Executive Officer
> Australian Orthopaedic Association
> Ground Floor, William Bland Centre
> 229 Macquarie Street
> SYDNEY NSW 2000
>
> Tel 02 9233 3018
> Fax 02 9221 8301
>
>

CC: <Terry_Hanelt@health.qld.gov.au>, <kalev@ozemail.com.au>, <johnbnorth@bigpond.com>

TMH3



Queensland Government

Queensland Health

Fraser Coast Health Service District.

Enquiries to: Dr Terry Hanelt
Executive Medical Administration
Telephone: (07) 41206859
Facsimile: (07) 41206799
Email: Terry_Hanelt@health.qld.gov.au
File Number:
Our Ref.:
Your Ref.:

28/05/2004.

Dr John North
Australian Orthopaedic Association
Ground Floor
229 Macquarie Street
SYDNEY NSW 2000

Dear Dr North,

The Director-General of Queensland Health, Dr Stephen Buckland, has appointed you as a representative of the Australian Orthopaedic Association, pursuant to Division 1, Part 6 of the *Health Services Act 1991*, as an investigator to investigate matters relating to the management, administration or delivery of public sector health services as set out in the Terms of Reference contained in Schedule 1, and to provide a written report to Dr Buckland by 30 June 2004 or such date as agreed by him.

Copies of the Instrument of Appointment and the Terms of Reference are attached. You will note that the Instrument of Appointment grants you indemnity against any claims made against you arising out of the performance of your functions under this Instrument.

As I have now been informed that you will not be available to visit the Fraser Coast Health Service District until 2 July 2004, the Health Service will advise the Director-General of this fact and seek his agreement to extending the reporting deadline until 30 September 2004 to allow you sufficient time to prepare the report.

Please contact me on 4120 6859 should you have any questions or require further assistance.

Yours sincerely,

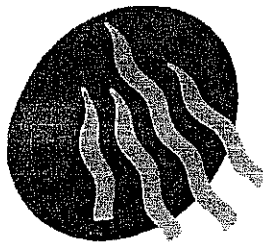
Dr Terry HANELT
Director of Medical Services
Fraser Coast Health Service District.

Hervey Bay Office
Hervey Bay Hospital
Cnr Nissen St and Urraween Rd
HERVEY BAY Q 4655
Phone 07 41206666 Fax 07 41206799
E-mail: Terry_Hanelt@health.qld.gov.au

Hervey Bay Postal
Hervey Bay Hospital
PO Box 592
HERVEY BAY Q 4655

Maryborough Office
Maryborough Hospital
185 Walker Street.
MARYBOROUGH Q 4650.
Phone 07 41238355. Fax 07 41231606.
E-mail: Terry_Hanelt@health.qld.gov.au

TMH 3A.



Queensland Government

Queensland Health

Fraser Coast Health Service District.

Enquiries to: Dr Terry Hanelt
Executive Medical Administration
Telephone: (07) 41206859
Facsimile: (07) 41206799
Email: Terry_Hanelt@health.qld.gov.au
File Number:
Our Ref.:
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Dr Peter Giblin
Australian Orthopaedic Association
Ground Floor
229 Macquarie Street
SYDNEY NSW 2000

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Please contact me on 4120 6859 should you have any questions or require further assistance.

Yours sincerely,

Dr Terry HANELT
Director of Medical Services
Fraser Coast Health Service District.

Hervey Bay Office
Hervey Bay Hospital
Cnr Nissen St and Urraween Rd
HERVEY BAY Q 4655
Phone 07 41206666 Fax 07 41206799
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Maryborough Office
Maryborough Hospital
185 Walker Street.
MARYBOROUGH Q 4650
Phone 07 41238355. Fax 07 41231606.
E-mail: Terry_Hanelt@health.qld.gov.au

TMH 4

From: "John B North" <johnbnorth@bigpond.com>
To: "Terry Hanelt" <Terry_Hanelt@health.qld.gov.au>
Date: 7/1/04 11:31am
Subject: RE: AOA review.

Thankyou for all that arranging, it seems fine from this end. If we could see the District Manager for a short period say at 1015 or later in the day we'd appreciate it.

We will talk more about the telelink Friday AM. I felt that if I gave you a rough plan to start with all may be simpler.

I won't burden you with what documents we need just yet, but talk more about that tomorrow.

Thankyou for arranging transport to Maryborough.

-----Original Message-----

From: Terry Hanelt [mailto:Terry_Hanelt@health.qld.gov.au]
Sent: Wednesday, 30 June 2004 2:30 PM
To: Terry Hanelt
Cc: johnbnorth@bigpond.com
Subject: AOA review.

John,

"Finalised" schedule for Fridays visit is -

0800 Dr T Hanelt
0830 Dr M Naidoo
0900 Surgical/Orthopaedic Ward Nursing staff member from HBHosp and from MHosp
0930 NUM Orthopaedic OPD/ED
1000 Short Break
1030 NUM OT
1100 Dr D Krishna
1130 Dr D Sharma
1200 Dr S Mullen
1230 Travel to Maryborough Hospital & Lunch
1330 Dr V Padayachey
1400 Dr J Khursandi
1430 HRM Manager
1500 CNC Infection Control
1530 Travel back to Hervey Bay & short Break
1600 Dr J Khursandi & Dr S Mullen (?telelink?)
1630 Dr T Hanelt & Dr M Naidoo
1700 Finish

As both NUM's for the Ortho patients from Hervey Bay Hospital and Maryborough Hospital will be away, I have asked for a proxy for both to attend together for an interview.

TMH4

The telelink or an evening meeting is yet to be negotiated. I will get my administrative assistant to try to negotiate with Dr Mullen and Dr Khursandi about what they are willing to do in respect to your desire to talk to both together and finalise prior to your arrival.

The District Manager may be available. I am awaiting a response from him. Will slot him in if available. He does not really get involved in clinical issues so probably will add little value.

Is there any data that you would like collected in relation to infection control, DRG data, OT data etc. If so can organise to have it available (if our systems can retrieve) when you arrive.

We will provide the transport between the hospitals.

Terry H

This email, including any attachments sent with it, is confidential and for the sole use of the intended recipient(s). This confidentiality is not waived or lost, if you receive it and you are not the intended recipient(s), or if it is transmitted/received in error.

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TMHS

From: "John B North" <johnbnorth@bigpond.com>
To: "Terry Hanelt" <Terry_Hanelt@health.qld.gov.au>
Date: 7/1/04 3:50pm
Subject: Small request for medical records please

Terry,

Could your medical records department please supply us with the charts & xrays of the following patients tomorrow?

P430

P434

P432

P451

P452

Regards

John North

TMH6

From: John B North <johnbnorth@bigpond.com>
To: 'Terry Hanelt' <Terry_Hanelt@health.qld.gov.au>
Date: 9/8/04 7:45pm
Subject: RE: Small request please.

Thankyou for that info.

Regards

John

-----Original Message-----

From: Terry Hanelt [mailto:Terry_Hanelt@health.qld.gov.au]
Sent: Wednesday, 8 September 2004 11:15 AM
To: johnbnorth@bigpond.com
Subject: Re: Small request please.

John,

Have been looking for a locum for Orthopaedics for a period of leave for Naidoo and Krishna. Only person showing interest was Harish Gupta. He has been employed as a locum SMO. Was employed to start two weeks before Dr Naidoo went on leave to allow some assessment of competencies but Dr Naidoo was in hospital in Brisbane during this period so that fell through. Consultant cover whilst Dr Naidoo is away is being provide by Sean Mullen, Jim Khursandi and the on-call Orthopods at Bundaberg and Nambour. Dr Gupta's nominated referees were -

Dr Michael Dooley

Orthopaedic Surgeon

Tel:

--

Dr Stephen Withers

Ex-Director of Paediatrics (now VMO)

Logan Hospital

Tel:

--

Mr. G.O. Read. FRCS (Glasgow & Edinburgh)

TMH 6

F.C.S (Orthopaedics) South Africa

Tel:

-

Dr. F.A.C. Rodrigues

Head- Spinal Service

Baragwanath Hospital & Witwatersrand University, Johannesburg,

Tel:

Fax:

Dr I.M Rogan F.R.C.S. (England & Edinburgh)

F.C.S. (Orthopaedics) South Africa

Tel:

Dr David Zavattaro

Orthopaedic Surgeon

Gold Coast Hospital

Tel:

Dr Krishna referees -

Can't find a list. Recruitment was done by Morgan Naidoo. Dr Naidoo away on leave for a month so unable to ask him. From memory he spoke to some of the Ortho people from Toowoomba but do not remember who.

Dr Sharma referees -

Prof Joe Ghabrial

Director of Orthopaedics

Royal Newcastle Hospital NSW

TMH6

and

Dr Frad Merchant

Staff Specialist Surgeon

Suva Private Hospital

Fiji.

Dr Naidoo referees -

Dr Michael Tuch (Anaesthetist)

Ladhope Chambers

Wickham Terrace, Brisbane

Dr H. J. Khursandi

Orthopaedic Surgeon

Maryborough. Qld.

Mrs Linda Dawson who was the District Manager at Roma Qld at the time.
Now Director of Statewide Health and Community Services Branch (whatever
that is!) for Queensland Health.

Dr Mullen referees -

Dr John North

Brisbane - you probably know this bloke!

Dr Terry McGuire

Brisbane

Dr Khursandi referees -

Was appointed on 9/03/1977. I have no idea of the appointment process
at that time - prior to me being employed by QH so cant assist with this
one as cannot find any records.

In relation to the indemnity stuff, I am forwarding a separate letter

TMH 6

today.

I will get the rest of the required stuff to you hopefully by the end of the week.

Terry H

>>> "John B North" <johnbnorth@bigpond.com> 09/05/04 09:23am >>>

Dear Terry,

I cannot find any record of the referees' names for the appointments of the staff of the orthopaedic department. Have you sought a locum for the HBH/MH (orthopaedic) recently? If so could you send the names of his or her referees please?

Paper work requested is still being received and collated following our visit. The report should be in you hands by the end of this month. The CEO of the AOA had not received the updated indemnity from Dr Buckland when I spoke to her late last week. Could you please check that it has in fact been written signed and sent to Sydney please. It would be inappropriate for the AOA to send the document until the written indemnity were in the hands of the AOA.

Thanks for all your help.

Regards

John North

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TMH7

Fraser Coast Health Service District.

Enquiries to: Dr Terry Hanelt
Executive Medical Administration
Telephone: (07) 41206859
Facsimile: (07) 41206799
Email: Terry_Hanelt@health.qld.gov.au
File Number:
Our Ref.:
Your Ref.:

Dr John North
201 Wickham Tce,
Brisbane. Qld. 4000

6 October 2004

Dear Dr North,

Enclosed is additional information requested by you and Dr Giblin following your onsite inspection at Hervey Bay and Maryborough Hospitals in relation to the review of Orthopaedic Services on the Fraser Coast. A copy has also been forwarded to Dr Giblin.

Yours sincerely,



Dr Terry HANELT
Director of Medical Services
Fraser Coast Health Service District.

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Phone 07 41206666 Fax 07 41206799
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G:\Legal\LEGAL\genera\AustOrthoAssoc\Indemnity 11.DOC

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Phone 07 41238355. Fax 07 41231606.
E-mail: Terry_Hanelt@health.qld.gov.au

TMH 8

From: Theresa Winston
To: Terry Hanelt
Date: 6/29/04 11:13am
Subject: Re: Orthopaedic review.

Hi Terry

Unfortunately I will be on an RDO, so you can cancel my interview. It is a shame as I would like to have talked to them.

Theresa

Theresa Winston, NPC
Surgical Unit
Fraser Coast Health Service District

Phone:
Email:

TMH&A

From: Theresa Winston
To: Terry Hanelt
Date: 6/30/04 7:34am
Subject: Re: Orthopaedic review.

Hi Terry

It would have been good to have more notice. Unfortunately I can not change my RDO otherwise I would. How about Carmel Crotty?

Theresa

Theresa Winston, NPC
Surgical Unit
Fraser Coast Health Service District

Phone: .
Email: theresa@frasercoast.com.au

TMH8B

From: Terry Hanelt
To: Hanelt, Terry
Date: 6/30/04 1:55pm
Subject: Fwd: Re: Orthopaedic review.

>>> Terry Hanelt 06/29/04 02:12pm >>>

Theresa,
Do you have a suitable substitute you could nominate?
DON away and NUM away.
The AOA will get the impression we do not care if nobody can turn up.
Terry H

>>> Theresa Winston 29/06/2004 11:13:35 am >>>

Hi Terry

Unfortunately I will be on an RDO, so you can cancel my interview. It is a shame as I would like to have talked to them.

Theresa

Theresa Winston, NPC
Surgical Unit
Fraser Coast Health Service District

Phone:
Email: theresa.winston@health.qld.gov.au



TMH 9



HUMAN RESOURCE UNIT

FRASER COAST HEALTH SERVICE DISTRICT

Enquiries to: Margaret Brown
Personnel
Telephone: (07)
Facsimile: (07)
Email: mbro@health.qld.gov.au
File Number:
Our Ref.:
Your Ref.:

8/2/2000

Dr. Sean Mullen
C/o St Stephens Specialist Centre,
St Stephens Hospital
Maryborough. Q. 4655.

Dear Dr Mullen,

I refer to your application for the position of VMO in Orthopaedic Surgery, with the Fraser Coast Health Service District.

I am pleased to offer you the above permanent position from 31/1/2000. The terms and conditions are in accordance with the award - "Visiting Medical Officers Agreement" made on 26/11/1998 and any future endorsed agreements. Commencement salary is that prescribed as 3rd year rates with incremental progressions as specified in the VMO Agreement. Your primary appointment is at the Hervey Bay Hospital, ~~however as a District Health employee you may be required to work at any facility within the Fraser Coast Health Service District.~~ *lu. 20/02/00*

SPECIFIC DUTIES.

- Conduct an Outpatients clinic each Wednesday from 0830 hours until 1230 hours.
- Conduct an Operating Theatre session each Wednesday from 1300 hours until 1700 hours.
- Conduct a Ward Round at some time within these sessional hours.
- On call arrangements will be as negotiated and in accordance with the provisions of the VMO Agreement.
- Supervision and training/teaching of other staff will be required as part of your normal duties.
- Alterations of these duties requires written authorisation of the Director of Medical Services.

GENERAL CONDITIONS

The Health Service will not accept liability for:-

- Damages sustained to private motor vehicles while being driven or parked on Health Service Property.
- Loss of or damages including theft or fire, to private property or personal effects which are used or stored in premises or accommodation owned or used by the Health Service.

Office
Maryborough Hospital

Postal
185 Walker Street
Maryborough Qld 4650

Phone
(07) 4123 8350

Fax
(07) 4123 8399


TMH9

- Employees are themselves responsible for arranging the appropriate insurance cover and premium payment for private property or personal effects in such circumstances.
- You will be required to wear a Fraser Coast Health Service District identification badge, this is to be worn at all times whilst on duty.
- The Fraser Coast Health Service District has a **NO SMOKING** policy and smoking is only permitted in designated areas outside the Health Service buildings.
- Permanent appointments are subject to a probationary period of twelve (12) months.

Please read the "Code of Conduct" and sign the agreement page and return together with the completed forms that make up the commencement package, to the Personnel Officer at the Maryborough Hospital.

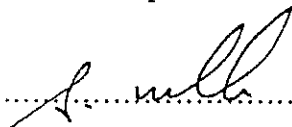
I would like to congratulate you on your appointment and welcome you to the Fraser Coast Health Service District and hope it will be a happy association. A response to the offer as soon as possible would be appreciated and is required within two weeks.

Yours sincerely



Dr Terry Hanelt
Director of Medical Services
for
DISTRICT MANAGER

I accept/~~do not~~ accept the above terms and conditions of this appointment.

Signed..........Dated.....20/02/00.....

Please sign both copies of this letter and **return one copy** to the Personnel Officer at the Maryborough Hospital.

TMH 10

Address: PO Box 1456
Hervey Bay 4655

Phone:
Fax:

**Dr Sean Mullen
FRACS (Orth)**

Fax

To: Dr Morgan Naidoo; HBH Specialist Clinics; From: Joanne Kelly
HBH Theatre

Fax: Pages: 1

Phone: Date: 22/03/2002

Re: Sean's availability in April, May & June CC:

• **Comments:**

Dear Morgan,

During April, Sean is unavailable the Easter week-end as previously discussed. He will also be away Wednesday 24th April and therefore unable to do a clinic or theatre list. He will be available to be on call that night if you require. Could his on-call start at 6:00pm just to ensure that he is available? Sean is available any week end beside Easter for his on call week end. If required Sean could also do the Anzac Day public holiday on-call.

During May, Sean will be away from 4th May to 9th May. During this time he is unavailable for on-call, clinics and theatre. On Friday 24th May (Show Holiday), Sean will be unavailable for on-call during the day but if he is required to do that week-end, he will be available from about 6:00pm.

The only other additional information that I can provide at this stage with regard to planning etc is in relation to August. I will be having my baby the end part of July. Sean has indicated that he will be taking time off in August for this. I do not know exactly how much time and when yet and so I suggest that clinics and theatre avoid booking patients for this time. Sean will be available for some on-call during this time but I will let you know as soon as possible his availability.

Regards,

Joanne

recuses sick & holiday leave

TMH II**Dr Sean Mullen F.R.A.C.S (Orth)***Orthopaedic Surgeon*

Special Interest in Arthroplasty & Sports Medicine

Phone:

Fax:

A/H:

Provider No: 0648575E

4 September 2002

Terry Hanelt
Hervey Bay Hospital
Nissen Street
PIALBA Q 4655

Dear Terry,

The recent addition to my family has resulted in demands on my time increasing substantially. For this reason I have decided to withdraw my services for the elective work at Hervey Bay Hospital. Therefore after September 30th 2002, I will no longer be available for the Wednesday elective operating list and clinic. I however will continue to be available for the after hours on-call roster. The patients currently on my waiting list for clinics and theatre will have to be distributed between the other full time orthopaedic staff.

As I previously mentioned, I will continue to be a part of the on-call roster. This means that trauma patients I operate on will be transferred to the doctor who is receiving patients the next day according to the roster. As I no longer will be having a clinic, post-operative care will have to be taken over by that doctor.

I hope that this change does not cause too many problems. The recent appointment of a full time Senior Medical Officer should minimise the impact on patient waiting times. Once the demands on my time ease I would be happy to return to elective work if my services are required. Thank you for your assistance in this matter.

Regards,

Sighted but not signed

Dr Sean Mullen

cc: Morgan Naidoo

WITHOUT PREJUDICE

Not to be released to third party without my written permission

Fraser Coast Specialist Centre
Suite 10, 107 Boat Harbour Drive
Pialba 4655

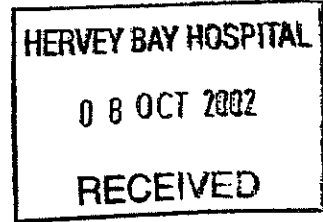
Postal Address
PO Box 1456
Hervey Bay 4655

TMH 12

Dr Sean Mullen F.R.A.C.S (Orth)
Special Interest in Arthroplasty & Sports Medicine

Ph:
Fax:

15th September 2002



Dr Terry Hanelt
Director of Medical Services
Fraser Coast Health Service District
PO Box 592
Hervey Bay
4655

Dear Terry

Please find enclosed the signed copy of my new agreement. I have spoken to Morgan Naidoo about this matter and he has agreed to redistribute my theatre lists between the other orthopaedic surgeons. I have reviewed my theatre list in consultation with Morgan and will complete any cases that he feels should be done.

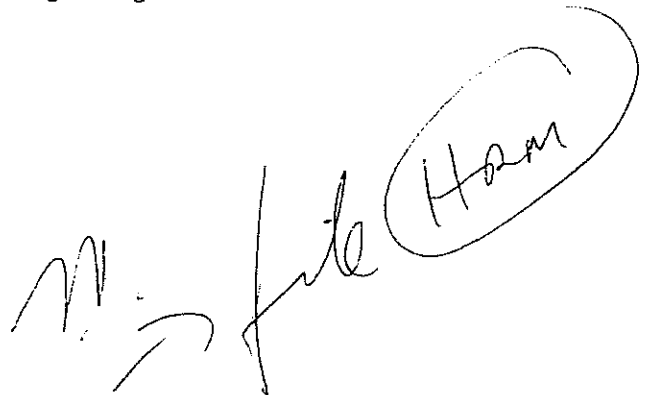
Morgan has also agreed that the follow-up patients in my clinic will be absorbed into other clinics as required.

The arrangements for the post-operative care of patients that I treat while on-call is that they will be taken over by the doctor that appears on the roster for the following day as receiving patients. This has been agreed to my Morgan and the PHO on-call with me will hand over the patients.

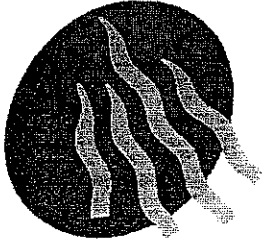
I think that this has covered the main issues associated with my reduction in public sessional work. Thank you for your support and assistance in organising this.

Regards,


Sean Mullen

A large, handwritten signature in cursive, appearing to read "Morgan Naidoo". The name "Naidoo" is circled in blue ink.

TMH 13



Queensland Government

Queensland Health

Fraser Coast Health Service District.

Enquiries to: Dr Terry Hanelt
Executive Medical Administration
Telephone: (07)
Facsimile: (07)
Email: Terry_Hanelt@health.qld.gov.au
File Number:
Our Ref.:
Your Ref.:

06/09/2002.

Dr Sean Muller

Palba, Qld. 4655.

Dear Sean,

I am in receipt of your letter of 4/09/2002 requesting a reduction in your public sessional commitment to that of on-call sessions only. I appreciate your reasons for desiring the change and support these motives. I am happy for the planned reductions to occur on the following conditions –

- Your on-call sessions will be negotiated with the Director of Orthopaedics and will be on the basis of equal sharing of on-call commitments.
- This arrangement is for a trial period to be reviewed at 6 months.
- That current patients on “your” theatre waiting list are allocated to another surgeon within the District by negotiation with the Director of Orthopaedics and if there are any patients on the list for procedures that none of the other surgeons perform, these are completed prior to finishing your routine sessions.
- You organise a suitable arrangement with the other surgeons and clinic staff for patients for whom you are currently providing follow-up through the clinics after acute or elective care.
- Patients admitted whilst you are on-call that require multistage procedures remain under your care until one of the other surgeons is willing to take over their care. Obviously this will require some access to “casual” theatre sessions. This will be by negotiation with the NPC of the operating theatres.

I hope you find this arrangement acceptable. If you do, please sign the acknowledgement and return one copy to me. As I will be on leave until 21/10/2002, any alterations to the conditions outlined above may need to wait until that date.

Yours sincerely,

Dr Terry HANELT
Director of Medical Services
Fraser Coast Health Service District.

I ~~do not accept~~ ^{accept} this alteration to my terms of employment with the FCHSD.

Signed

SEAN MULLER 12/09/02

Name

Date

Hervey Bay Office
Hervey Bay Hospital
Cnr Nissen St and Urraween Rd
HERVEY BAY Q 4655
Phone 07 41206666 Fax 07 41206799
E-mail: Terry_Hanelt@health.qld.gov.au

Hervey Bay Postal
Hervey Bay Hospital
PO Box 592
HERVEY BAY Q 4655

Maryborough Office
Maryborough Hospital
185 Walker Street,
MARYBOROUGH. Q. 4650.
Phone 07 41238355. Fax 07 41231606.
E-mail: Terry_Hanelt@health.qld.gov.au

TMH 14

FRASER COAST HEALTH SERVICE DISTRICT

Enquires to: Dr Morgan Naidoo
Orthopaedics

Telephone:
Facsimile:
Email:
File Number:
Our Ref.:
Your Ref.:

Dr Sean Mullen
C/- St Stephens Medical Centre
Boat Harbour Drive
HERVEY BAY QLD 4655

Dear Sean

RE YEAR 2003

Since the end of 2003 is fast approaching, could you please inform me whether your plan is to return to your public sessions at Hervey Bay Hospital in January 2003.

Could you please give me the date your are intending to start as clinic and theatre sessions that have been closed need to be reopened.

Yours sincerely

Dr Morgan Naidoo
Director of Orthopaedics
Fraser Coast Health Service District
/ /2002

cc Dr Terry Hanelt – Director of Medical Services
Mike Allsopp – District Manager

Office
Hervey Bay Hospital
Cnr Nissen and Urraween Road
HERVEY BAY QLD 4655

Postal
P.O Box 592
HERVEY BAY QLD 4655

Phone
41 206666

Fax
41 206799

TMH14A

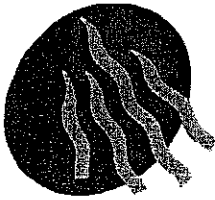
From: "Sean Mullen" <s.mullen@bigpond.net.au>
To: <Terry_Hanelt@health.qld.gov.au>
Date: 28/01/2004 11:05:50 am
Subject: Summary of meeting 16/01/04

Dear Terry

Please find attached the latest document relating to the 16/01/04. I added the ammendment that we received from yourself. Could we please receive the finalised copy by tomorrow as Sean is away in Brisbane on Friday and this needs to be finalised prior to next week.

Regards

Joanne



Queensland Government

Queensland Health

Fraser Coast Health Service District.

SUBJECT: *Summary of meeting of Friday 16th January 2004 held in the Administration Conference Room at Hervey Bay Hospital.*

Present at the Meeting were --

- Dr Terry Hanelt, Director of Medical Services, Fraser Coast Health Service District.
- Dr Morgan Naidoo, Director of Orthopaedics, Fraser Coast Health Service District.
- Dr Sean Mullen, Visiting Medical Officer in Orthopaedics, Fraser Coast Health Service District.

Agreed that there should be formal teaching sessions for the Senior Medical Officers in Orthopaedics and these sessions must be on a regular basis on a predetermined and published basis.

Agreed that formal Morbidity and Mortality Meetings are to commence and all Orthopaedic Medical Officers be invited to participate.

The review by the Australian Orthopaedic Association, which is to occur soon, is expected to provide some guidance as to what that association considers as appropriate training and Quality Assurance activities.

The AOA review report will provide guidance for supervision requirements and clinical privilege delineation for the Senior Medical Officers. These matters to be further considered after that report in an attempt to find a system that is acceptable to the District, the Orthopaedic Surgeons and the AOA.

Correspondence from the Hospital to Dr Mullen be directed through Ms Carita Sellers, the Executive Support Officer for Medical Services. This was due to the lack of receipt by Dr Mullen of communications from the Director of Orthopaedics.

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Deleted: X:\Correspondance\Hervey Bay Hospital\Meeting 16 Jan 2004 summary.doc
Inserted: X:\Correspondance\Hervey Bay Hospital\Meeting 16 Jan 2004 summary.doc
Deleted: C:\DOCUME~1\Clinic\1\LOCALS~1\Temp\Meeting 16 Jan 2004 summary.doc

Hervey Bay Office
Hervey Bay Hospital
Cnr Nissen St and Urraween Rd
HERVEY BAY Q 4655
Phone 07 41206666 Fax 07 41206799
E-mail: Terry_Hanelt@health.qld.gov.au

Hervey Bay Postal
Hervey Bay Hospital
PO Box 592
HERVEY BAY Q 4655

Maryborough Office
Maryborough Hospital
185 Walker Street,
MARYBOROUGH. Q. 4650.
Phone 07 41238355. Fax 07 41231606.
E-mail: Terry_Hanelt@health.qld.gov.au

DRAFT

Dr Mullen will recommence the provision of regular Clinical Sessions with the District in early February

2004. This will initially be a morning session and may be extended to a whole day after further consultation with Dr Mullen. Dr Mullen would do consultations during the month of February and commence Theatre sessions from March.

Deleted: with plans to increase to a full day when private practice commitments allow.

Dr Mullen is prepared to work at either of the public hospitals within the District for his elective and clinic sessions. If however, elective and clinical work are at Maryborough, Dr Mullen will be unable to do on-call. The reason being is that it is impractical to do ward rounds at two different facilities. If the elective work and on-call are both at Hervey Bay Hospital, there will be no issues with on-call.

All patients seen in the public hospital are the hospital's patients not a specific doctors however Dr Mullen is available to discuss patients that he has operated on. During business hours, the Director of Orthopaedics will be the first person that is contacted and he can discuss the matter further with Dr Mullen. After hours, the consultant on-call will again be contacted first. If Dr Mullen is available that consultant would be able to again discuss the matter with Dr Mullen. When Dr Mullen is on-call, the process will work in a similar manner. Dr Mullen would be contacted first and if it was another doctor who had performed the surgery, the matter could be discussed with them if necessary. These are contemporary arrangements that occur in most other hospitals. Dr Mullen agreed to provide his rooms and home e-mail addresses to allow trial transmission of digitised radiological films to determine whether these were of adequate quality.

Deleted: Dr Mullen agreed to provide aftercare for patients that he treated as elective and as emergency cases.

Deleted: 1

Whether the Senior Medical Officers should have ambulatory clinics seeing new patients when the Consultant was not available for advice or immediate clinical review was discussed. Agreement could not be reached on this matter. Advice from the AOA may assist in resolution of this matter.

Notes of the meeting were to be typed up and signed off by the participants,

Deleted: 1
1

.....
Dr Terry Hanelt

.....
Dr Morgan Naidoo

.....
Dr Sean Mullen

Please alter/add to this document as desired and return to Terry Hanelt for finalisation prior to signing off.

Deleted: X:\Correspondance\Hervey Bay Hospital\Meeting 16 Jan 2004 summary.doc

Inserted: X:\Correspondance\Hervey Bay Hospital\Meeting 16 Jan 2004 summary.doc

Deleted: C:\DOCUME~1\CLINIC\LOCALS~1\Temp\Meeting 16 Jan 2004 summary.doc

TMH 14B

From: Terry Hanelt
To: Mullen, Sean
Date: 3/02/2004 12:00:00 pm
Subject: Re: Summary of meeting 16/01/04

Sean,

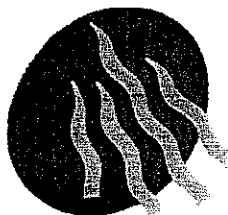
One more bit that was omitted is at the end. Second last paragraph.
All your changes have been incorporated unchanged.
Please read and notify if any further changes required.
If no further changes I will get signed off.

Did the J-peg x-rays come through?

Terry H

TMH 14B

DRAFT



Queensland Government

Queensland Health

Fraser Coast Health Service District.

SUBJECT: *Summary of meeting of Friday 16th January 2004 held in the Administration Conference Room at Hervey Bay Hospital.*

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- Dr Terry Hanelt, Director of Medical Services, Fraser Coast Health Service District.
- Dr Morgan Naidoo, Director of Orthopaedics, Fraser Coast Health Service District.
- Dr Sean Mullen, Visiting Medical Officer in Orthopaedics, Fraser Coast Health Service District.

Agreed that there should be formal teaching sessions for the Senior Medical Officers in Orthopaedics and these sessions must be on a regular basis on a predetermined and published basis.

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The AOA review report will provide guidance for supervision requirements and clinical privilege delineation for the Senior Medical Officers. These matters to be further considered after that report in an attempt to find a system that is acceptable to the District, the Orthopaedic Surgeons and the AOA.

Correspondence from the Hospital to Dr Mullen be directed through Ms Carita Sellers, the Executive Support Officer for Medical Services. This was due to the lack of receipt by Dr Mullen of communications from the Director of Orthopaedics.

Dr Mullen will recommence the provision of regular Clinical Sessions with the District in early February 2004. This will initially be a morning session and may be extended to a whole day after further consultation with Dr Mullen. Dr Mullen would do consultations during the month of February and commence Theatre sessions from March.

Dr Mullen is prepared to work at either of the public hospitals within the District for his elective and clinic sessions. If however, elective and clinical work are at Maryborough, Dr Mullen will be unable to do on-call. The reason being is that it is impractical to do ward rounds at two different facilities. If the elective work and on-call are both at Hervey Bay Hospital, there will be no issues with on-call.

All patients seen in the public hospital are the hospital's patients not a specific doctors however Dr Mullen is available to discuss patients that he has operated on. During business hours, the Director

Hervey Bay Office
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Cnr Nissen St and Urraween Rd
HERVEY BAY Q 4655
Phone 07 41206666 Fax 07 41206799
E-mail: Terry_Hanelt@health.qld.gov.au

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TMH14B

DRAFT

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Whether the Senior Medical Officers should have ambulatory clinics seeing new patients when the Consultant was not available for advice or immediate clinical review was discussed. Agreement could not be reached on this matter. Advice from the AOA may assist in resolution of this matter.

The issue of availability of a consultant at all times was discussed. It was agreed that the ideal was to have a consultant available for advice and supervision as required at all times. It was accepted that due to the limited number of Specialist Orthopaedic Surgeons available within the District this would not always be possible. During these periods other hospital medical staff would perform treatments within the bounds of their Clinical Privileges. Protocols for obtaining advice from remote specialists would be developed and implemented in any case where consultation was required prior to implementing treatment. The process of assessment for granting of Clinical Privileges is to be developed in consultation with the Australian Orthopaedic Association and must also comply with Queensland Health policy.

Notes of the meeting were to be typed up and signed off by the participants.

.....
Dr Terry Hanelt

.....
Dr Morgan Naidoo

.....
Dr Sean Mullen

TMHIS

ORTHOPAEDIC DISCHARGE SUMMARY

Department of Orthopaedics
Telephone (07) 4120 6666
Fax (07) 4120 6794



Queensland
Government

HERVEY BAY HOSPITAL

Queensland Health

NAME: P 453
ADDRESS: Qld 4650
HBH UR: 028774
DOB: 12.01.35
CONSULTANT: Dr M Naidoo
GP: Dr I Truscott, 254 Kent Street, Maryborough Qld 4650 4122 1688
ADMISSION: 10.09.02
DISCHARGE: 17.09.02

DIAGNOSIS: Loosening of left Thompson prosthesis.
OPERATION: Revision of left Thompson hemiarthroplasty to total hip replacement on 10.09.02.
DRAIN: Constavac Vol 175mls
BLOOD TRANSFUSION: Nil
COMPLICATIONS: Nil
CLINICAL FEATURES & COURSE: Mobilising fully weight-bearing with crutches.
HISTOLOGY: Nil
MEDICATION: Quinapril 5mg po once a day.
Panadeine forte po 2 tablets qid prn.
Atorvastatin 20mg po once a day.
Frusemide 40mg po once a day.
Folic acid 5mg po once a day.
Slow K po 1 tablet once a day.
Diazepam po 5mg once a day.
Paracetamol 1gm qid po prn.
Aspirin 100mg once a day po for five weeks.
Timoptol topical bd.
Xalatan topical once a day.

FOLLOW UP: Patient will be followed up at Hervey Bay Orthopaedic Outpatients in four to six weeks. Clips will be taken out on 22.09.02.

Akber Ali
Orthopaedic PHO for Dr M Naidoo

20/09/02

Cc. Dr I Truscott, 254 Kent Street, Maryborough Qld 4650
Dr M Naidoo, Director of Orthopaedics, Hervey Bay Hospital

Office	Postal	Phone	Fax
Hervey Bay Hospital	PO Box 592	(07) 4120 6666	(07) 4120 6794
Cnr Nissen St & Urraween Road	HERVEY BAY Q 4655		
HERVEY BAY Q 4655			

TMH15

OPERATION REPORT

HERVEY BAY HOSPITAL SEX UR NO
p453 M 028774

MARYBOROUGH BASE HOSPITAL

MARYBOROUGH 4650 D

DATE: 10/09/02

Ph (H)
Ph (B)
No R RETIRED SOLIDER

START: FINISH:

TOURNIQUET TIME SURGEON/ASSISTANT De Nanteo / Krishna / Ali
ON ANAESTHETIST
OFF G.A.
LA.

OPERATION PERFORMED Revision of Left Thompson
Hemiarthroplasty to Total Hip Replacement

DETAILS OF OPERATION (including FINDINGS, PROCEDURES, CLOSURE)

* under S/A + epidural + sedation
positioned Left lateral on operating
table, appropriately cleaned & draped

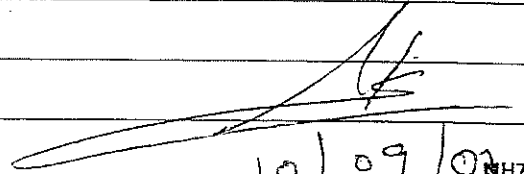
* ^{note of procedure} incision made thru the previous
scar of Left hemiarthroplasty of hip.

* wound deepened in the line
of incision, hip dislocated, Thompson part
removed, acetabulum prepared for
the cementless acetabular component
of THR inserted.

* Cement removed from proximal
femur Left + the cemented femoral
stem of THR inserted.

* Drain inserted & the wound
closed back in layers using
5 Ethwound, Iliac & Ommocyl +
clips to skin & dressed w/
Betadine, Avibris, Bacitracin & formal

* For details of operation notes
please see De Nanteo's
Notes.


10/09/02

OPERATION RECORD

TMH 15

HERVEY BAY HOSPITAL SEX M UR NO 028774
 P453

DATE 10/09/02 SPECIALTY ortho WARD
 ELECTIVE/EMERGENCY IN HOURS OUT OF HOURS PUBLIC PRIVATE PATIENT CALLED 1250
 TIME OF ARRIVAL 1250 ANAES. START 1340 TIME INTO O.R. 1425 SURGERY START 1455
 SURGERY FINISH 1940 TIME LEFT O.R. 1955 DEPARTURE TIME 2040

MARYBOROUGH 4650
 Ph (H)
 Ph (B)
 No R RETIRED SOLIDER

SURGEON Dr Naidoo ASSISTANT A. Ali ASSISTANT Krishna ANAESTHETIST 1 I Cripwell ANAESTHETIST 2 B. McCormack
 ANAESTHETIC NR J. Westwood INSTRUMENT NR L. Willmott CIRCULATING NR T. Jackson ORDERLY C. Knight / Barford ANAESTHETIC TYPE Spinal Epidural IV sed.

OTHER STAFF S. King / Elliott. CLEAN CONTAMINATED DIRTY TOURNIQUET SITE TOURNIQUET ON:

OPERATION PERFORMED Revision Thompsons Hemiarthroplasty to left total hip replacement arthroplasty
 TOURNIQUET OFF: MINUTES: Pressure Setting

COUNT/ITEMS	First	Added during Operation	Second	Added	Third	Added	FINAL
RAYTEC SWABS	5	5	10				10
PACKS	10	5	20				20
BLADES	3	1	4				4
NEEDLES							
ATRAUMATICS	10		10	1			11
HAEMOSTATS	10		10				10
RETRACTOR SCREWS							
TOWEL CLIPS	6						6
THROATPACK							
OTHER							

SPECIMEN DETAILS ① synovial fluid (L) hip WIDE BAY IMAGING S&N HBH MH No. OF SPECIMEN 1

COMMENTS/DRAINS/INCIDENTS/DELAYS constavac drain
 cannot correct at change of scrub nurse
 ceramic head - L0 023
 stem - L0 015
 cup - L0032
 Liner - L0033
 Palacos cement LV-4012

A	ADMIT TO PERIOPERATIVE UNIT	COLP	COLPOSCOPY	21232
P	ANAESTHETIST CALLED TO MANAGE PAIN	D	DAY SURGERY PATIENT	
T	CORE TEMP < 35°	ASA	I II III IV V E	
E	RECOVERY TIME > 2 HOURS	B	ENDOSCOPY PATIENT	
W	UNPLANNED TRANSFER TO WARD	U	UNPLANNED RETURN TO O.R.	
I	TO I.C.U. POST OP	C	RESP / CARDIAC ARREST	
SKIN	SKIN CLINIC			

T Jackson Signature of Scout
 L. Willmott Signature of Scrub Nurse
 Name of Relieving Scout

oe
3

C

C

TMH16

From: "Kris Wyatt" <KWyatt@bendigohealth.org.au>
To: <terry_hanelt@health.qld.gov.au>
Date: 25/05/2005 11:13:50 am
Subject: This goes against my natural instincts!

Hi Terry,

Please feel free to delete or tuck this away. I would normally rather dive head first into a bucket of my own vomit than support said person but, as much as it pains me to say anything positive about MNAI, after reading the report again, I feel that some of the comments made are inaccurate, not substantiated and smack of a personal attack.

I would be the first to admit that communication was less than ideal and that supervision of the SMO's was a serious issue, but, unless MNAI's technical skills in TKR's and THR's have diminished significantly since I last observed him operate, I find the comments regarding this disturbing. I certainly can make no comments on his post op care or clinical decision making but I always found his technique to be meticulous and the time taken for joint replacements reasonable and in fact his tourniquet time for TKR's was often 45-55 minutes.

I would also ask if the reviewers examined the number of successful, difficult revisions done by MNAI as the result of poor outcomes from other orthopods in the district/area.

It is also a bit disturbing that others have been painted as orthopaedic heroes when in fact, some have had patient management, supervision of juniors and clinical outcome issues themselves.

I think perhaps because MNAI is such a difficult person to work with due to his very poor communication and interpersonal skills and also inconsistent clinical and administrative management practices, he is pretty much unanimously disliked. This may have lead to biased and unbalanced opinions being given to the reviewers.

Cheers

Kris Wyatt
Clinical Nurse Manager
Perioperative Services
The Bendigo Health Care Group
****IMPORTANT NOTICE****

The information contained within this email message should be considered as confidential and/or privileged and is intended solely for the addressee named above. If you have received this message in error you must not use, copy, forward, print or otherwise disseminate any information contained within this email. Please ensure that a confirming message is returned to the sender advising the error has occurred and the email has been deleted.

Thank you in anticipation of your co-operation.

TMH 17

Dr Sean Mullen F.R.A.C.S (Orth)

Orthopaedic Surgeon

Special interest in Arthroplasty & Sports Medicine

Phone:

Fax:

A/H:

Provider No: 0648575B

9 May 2005

Dr Terry Hanelt
Hervey Bay Hospital
Nissen Street
Pialba 4655

Dear Terry

It is with regret that I must tender my resignation as a Visiting Medical Officer in Orthopaedics in the Fraser Coast Health District as of the 16th May 2005. This has been a decision forced upon me due to several unresolved issues.

I have expressed concerns in the past regarding the approach of hospital management to patient care in this district. Unfortunately no resolution has been achieved that reassures me enough to be able to continue to offer a public service to the district.

The recent publishing of a Queensland Health funded advertisement declaring unanimous doctor support for the management in the handling of the recent crisis has been the final straw. I was not consulted regarding this and so once again my differing opinion is not being considered.

I have spent 15 years supporting the public system and believing in the principle of health care for all. I certainly regret that I will not be able to provide orthopaedic care to those needing it due to administrative conflicts.

I hope that in the future I will be able to return to providing a service when the Fraser Coast Health District can allow VMO's to work within acceptable professional standards.

Regards,

Sean Mullen

WITHOUT PREJUDICE

Not to be released to third party without my written permission

Fraser Coast Specialist Centre
Suite 10, 107 Boat Harbour Drive
Pialba 4655

Postal Address
PO Box 1456
Hervey Bay 4655

Telephoned Dr Muller on 16/5/05 re resignation.

Dr Muller had stated in previous conversation he was happy to provide cover for his public inpatients after his resignation came into effect on 16/5/05.

This raised possibility of indemnity coverage problem potentially arising from treating a public patient whilst not an employee of QH.

Explained that options were -

- extend resignation date by 1 wk but no other clinical work required
- T/E patients to other facilities

Explained care could not be provided by locum staff with operative surgeon as he had withdrawn services as a result of the AOA report recommendation to cease all ortho services on FCHSD public patients

Dr Muller stated that he felt he had to resign due to this recommendation as well

Agreed to extend resignation date by 1 wk & no clinical commitment other than aftercare of his current inpatients

- ITE
- BHC1 summarised the AOA report for the DG on 11/5
 - AOA report published on net on 13/5/05
 - letter of resignation from Dr Muller dated 9/5/05
 - How could he resign on 9/5 due to the AOA recommendation when it had not yet been made available through any official channels?

TMH 19

Dr Sean Mullen F.R.A.C.S (Orth)

Orthopaedic Surgeon

Special interest in Arthroplasty & Sports Medicine

Phone:

Fax:

Provider No: 0648575B

16 May 2005

Dr T Hanelt
Hervey Bay Hospital
Nissen Street
PIALBA QLD 4650

Dear Terry

This is pursuant to your phone call on 16 May 2005.

You raised the issue of the current public inpatients which I am attending to as well as the intermediate patient which I am attending to at Hervey Bay Hospital. You raised the issue of Indemnity Cover for these patients given my resignation from 16 May. I certainly understand the situation with the Indemnity and I am prepared to extend my resignation to the 20 May 2005.

This, however, is conditional to three factors:

1. That I am not required to undertake any clinical work in that period of time including seeing new patients or undertaking surgery.
2. That I will entirely be looking after the post-operative patients of my own in the hospital, that I am not providing any supervision at this stage for any other Doctors in the hospital system.
3. That upon 20 May 2005 being reached, my resignation will be formal and that I will no longer be attending the Hervey Bay Hospital in my Visiting Medical Officer role.

I therefore will assume that on receipt of a confirmation of the above conditions from yourself that my resignation could be extended to 20 May 2005.

Once again, many kind thanks.

Yours sincerely

Dr Sean Mullen

WITHOUT PREJUDICE

Not to be released to third party without my written permission

Fraser Coast Specialist Centre
Suite 10, 107 Boat Harbour Drive
Pialba 4655

Postal Address
PO Box 1456
Hervey Bay 4655