

## CONFIDENTIAL

Dr Qureshi began employment as an SHO with BHSD on 29 July 03. He is employed on a temporary contract for 1 year through Qantum, an employment agency.

During this period, he has worked in:

- a. DEM – Supervisor Dr Naldo Keil
- b. DOM – Supervisor Dr Peter Miach
- c. DOS – Supervisor Dr Jayant Patel

Throughout this period, there have been concerns raised by his supervisors and peers about his competence including :

- a. knowledge of all areas of medicine,
- b. experience in areas outside of internal medicine,
- c. skills in areas outside of internal medicine, and
- d. communication skills, ability to follow simple directions and lack of initiative.

There have been 4 incident reports received about his professional behaviour including:

- a. an incident related to lack of communication, disorganisation and preparedness in OPD; and
- b. 3 incidents related to inappropriate behaviour when examining female patients in DEM and Ward 10.

Dr Qureshi has spoken to me on several occasions claiming that:

- a. he wasn't afforded an appropriate time to adapt and settle in DEM,
- b. complaints from DEM were personal in nature and originated from one PHO,
- c. his ethnicity and overseas training should allow for a prolonged settling period,
- d. his assessment from Dr Miach didn't reflect the duties performed and the discussion concerning the assessment hadn't been specific or detailed, and
- e. it was improper that he work in the DOS during Dec/Jan.

Dr Qureshi is a quiet, introverted individual, who hasn't adapted and settled within the Australian healthcare setting and indeed in BBH. He appears to be very lonely and heavily reliant upon the limited social support available within BBH. Unfortunately his accent combined with a quiet voice contributes to a perception, by many, of a lack of self confidence leading many to question his medical competence. His willingness and enthusiasm for all aspects of medicine, when employed as a SHO, aren't evident. He doesn't receive constructive feedback in a positive manner, wishing to debate with his assessors or compare and contrast the feedback with his observations of other JMO's performance.


His manner with administrative staff has been reported to be overbearing, abnormally persistent, potentially rude and he seems unwilling or unable to accept explanations of issues from these staff. During interviews concerning his professional behaviour, he was dismissive of the complaints and didn't appear to understand the significance of the allegations. He failed to understand the significance of the pattern and the reasons why BHSD should be so concerned.

During the interviews with the three complainants related to Dr Qureshi's professional behaviour, I found each complainant to be clear, logical and explicit about the actions they allege occurred. I believe each allegation was truthful and required further action and follow-up with Dr Qureshi. I attempted to clarify in each interview what the exact actions were and to determine when these actions occurred in relation to the clinical examination. Each patient was very clear that the actions were outside their previous experience, as regards medical

CONFIDENTIAL

examination, were unrequested or unsolicited and they felt powerless during the incidents. None of the patients had previously met Dr Qureshi and were unaware of any allegations against him. Two of the complainants were reluctant to officially report their allegations, despite being emotionally upset and distressed after the incidents plus requesting other medical staff take over their care.

In view of the seriousness of these allegations, I referred the allegations to the Medical Board of Queensland in writing on two occasions. I have received acknowledgement of receipt of the first letter. After the first incident Dr Qureshi was counselled about ensuring his examination technique and his communication skills. After the second incident, I directed Dr Qureshi to ensure that a chaperone was present for any examination of a female patient. After the third incident, I removed Dr Qureshi from the on-call roster until further notice.

  
Dr Darren Keating  
DMS

11 Dec 03