

Collected by Dr Qureshi 12 Nov 23/11/03 DWK 33

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CONFIDENTIAL

Executive Services
Bundaberg Health Service District

Enquiries to: Cathy Fritz, Human Resource
Manager
Telephone: (07)41502020
Facsimile: (07)41502039
File Ref:

Dr Tariq Qureshi
c/ Staff Quarters
Bundaberg Base Hospital
BUNDABERG 4670

Dear Dr Qureshi,

I am in receipt of serious allegations concerning your professional conduct in the workplace. I refer to previous interviews with Dr Darren Keating, Director of Medical Services alleging inappropriate touching or examination of three female patients.

This is to advise that the previous "show cause" instruction is now rescinded and the matter is now referred to Audit and Operational Review Branch to conduct an investigation.

You are entitled to, but not required to, submit a written explanation in response to the allegations. Any response you wish to make should be submitted to me within fourteen (14) calendar days from receipt of this letter.

You may be assured of an independent investigation into the allegations against you. I will advise you of the outcome of the investigation in due course.

To ensure the integrity of the investigation into the allegations against you, you are hereby directed not to discuss these allegations with any other staff member or to contact anyone who has made these allegations against you or who in fact may be a witness in the investigation being undertaken. Should you fail to follow this lawful direction, disciplinary action may be instigated.

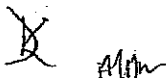
It is my belief that continuing your services in the usual manner during this period may place clients of this health service at risk. As a result, you are directed to seek and ensure a chaperone is present prior to undertaking any form of examination on female patients/clients. Because at least one of the alleged incidents occurred whilst on call, I am further directing you to provide clinical care as rostered without any on-call requirement. This administrative action is taken pursuant to Section 89 of the *Public Service Act 1996*.

If on receipt of the Investigation Officer's report I decide to initiate disciplinary action against you, at the time I will ask you to show cause why I should not take disciplinary action. The process will provide you access to documentation concerning the allegations that is reasonably a consideration and detrimental to your interests. In terms of the principles of natural justice you would then have the opportunity to formally respond to the allegations and available evidence within fourteen (14) days.

The Employee Assistance Service offers a confidential counselling service to all employees of Bundaberg Health Service District and you may wish to discuss your situation with them. To make an initial appointment, please contact 07 4152 2105.

Should you have any queries in relation to this process, please do not hesitate to contact Ms Cathy Fritz, Manager HR/Payroll Services on 4150 2028.

Yours Sincerely



Peter Leck
District Manager
23/12/2003