

DWK 34

Executive Services  
Bundaberg Health Service District

Enquiries to: Peter Leck, District Manager  
Telephone: 4150 2028  
Facsimile: 4150 2039  
Our Ref:

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

**CONFIDENTIAL**

Dear Dr Qureshi,

As you are aware I am in receipt of serious allegations concerning your workplace behaviour. The details of these allegations are as follows:

- On 27 August 2003 a female patient in the Department of Emergency Medicine complained of a prolonged visual examination and palpation of her breasts;
- On 18 October 2003 a patient in the medical ward complained that you had inappropriately rubbed your hand up and down her inner thigh after examining her calf, exposed her breasts and rubbed your hands between her breasts offering a massage, and touched her face and hair;
- On 8 December 2003 a patient admitted via the Department of Emergency medicine complained that you had stroked her hair, kissed her on the left cheek several times, and touched her breasts.

As you are also aware, I am required to ascertain whether there is any evidence to either prove or disprove these allegations on the balance of probabilities. Therefore I have referred the matter to Audit and Operational Review Branch to conduct an investigation. This investigation will be conducted in accordance with the principles of natural justice.

I refer you to my earlier correspondence of December 23 2003 in which you were advised of the decision to maintain your employment with restrictions. A further review of the allegations has meant that it is now my belief that continuing your services during this period will prejudice the efficient and proper management of Bundaberg Health Service District. As a result, I am suspending you from duty with pay until further notice, pending the outcome of the investigation. This administrative action is taken pursuant to Section 89 of the *Public Service Act 1996*.

As a consequence of this suspension you are not to present yourself in the vicinity of Bundaberg Base Hospital (excepting the Staff Quarters) without prior permission from myself other than to seek necessary medical treatment.

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.

Office  
Executive Services  
Bundaberg Base Hospital  
Bourbon St

Postal  
PO Box 34  
BUNDABERG 4670

Phone  
07 4150 2020

Fax  
07 41502029

62

To ensure the integrity of the investigation into allegations against you, you are hereby directed not to discuss these allegations with any other staff member or to contact staff members who have 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.

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 me on 4150 2020.

Yours Sincerely



Mr Peter Leck  
District Manager  
03/02/2004

Bc: Dr Darren Keating, Director of Medical Services  
Cathy Fritz, Human Resource Manager