

Submission

No 1

## INQUIRY INTO THE ROYAL NORTH SHORE HOSPITAL

Name: Mr Al Willis

Telephone:

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Em. Prof. A H. Willis

Hon. Rev. Fred Nile, M.L.C  
Parliament House  
Macquarie St  
Sydney 2000.

R N S H Enquiry

Dear Rev. Nile:

I am writing to ask you to give all the time you possibly can to the problem of harassment and bullying at the Hospital. Recent investigation of this matter has received little public attention because it has been swamped by more newsworthy items such as the baby born in the toilet.

Specifically I refer to a report by Vern Dalton and Judith Meppem based on evidence taken as recently as September 2007. Amongst the references in this paper is one to a report on harassment by John Kilkeary/Jan Stow of 3 June 2003 and astonishingly states "...the report was not released and/or implemented."

Apart from the obvious humanitarian view that people should always be treated with dignity even if deserving of reprimand there is the fact that you lose good people when they suffer harassment. I personally know of one departmental head who was forced to take long service leave and early retirement because of the brutal behaviour of one doctor. That doctor was also the cause of a deputy head resigning and taking a post in a private medical practice. He was subject to a formal grievance procedure which found him guilty of harassment but he continued his behaviour unchecked, and this in the full knowledge of the Human Resources Department..

I'm afraid a nominal policy of zero tolerance for bullying becomes less effective as the status of the person accused rises. There is no doubt that some doctors consider themselves above the laws of behaviour applying to "lesser mortals" and I don't think that will change until a body of the stature of your Committee makes a stand sufficiently strong to embolden the top hospital management to make their advertising of zero-harassment have some meaning.

I hope in the short time available to your Committee it will find time to consider this matter. May I express strong support for your efforts.

With best wishes,

Yours sincerely,

*Ae Willis*