From: Kerrie Parkin

Sent: 23 Jan 2014 17:45:18 +1000

To:

Subject: Re: Placement

I'm not ceasing email contact however I would prefer to talk to you personally.

I understand your disappointment however we can not legally make you redundant when we have vacant roles. You were aware that there was a job matching process being undertaken and yes management can make the decision to appoint. Given there are far more CN vacancies in mental health then people to be placed we were not required to interview.

Regards

Kerrie

Sent from my BlackBerry 10 smartphone on the Telstra NextG network.

From:

Sent: Thursday, 23 January 2014 17:39

To: Kerrie Parkin

Subject: RE: Placement

Hi Kerrie

Thankyou for your prompt replies. I acknowledge your decision to cease email contact, however request that you read the following:

In Nov I was sent the following email:

>>> Kathryn White 11/13/2013 8:52 am >>>

The paperwork is currently being done to abolish positions and declare staff surplus. VR offers can then be calculated. The current exit date for VRs is likely to be late January/February 2014.

I recall you are going on holidays in early December. If you haven't received a VR offer by then, please advise Kerrie Parkin, Director HR Services team of your contact details including email address that you will be able to access when away. As I will also be away, Kerrie is taking over this process and will be the main contact from next week.

Regards Kathryn Kathryn White A/Director Workplace Relations

West Moreton Hospital and Health Service

Chelmsford Avenue, Ipswich, QLD PO Box 73, IPSWICH, QLD 4305 www.health.qld.gov.au

The wording of the email strongly suggested to me that a VR was practically a fait accomplit. In other words I thought that by January or February 2014 I would in all probability no longer have permanent employment and therefore moved to finalise future plans accordingly along with my family.

Please note that at no stage in this whole process did anyone either from HR or Nursing initiate contact with me. All contacts were instigated by myself. The prolonged uncertainty about my future and lack of communication throughout has been stressful and demoralising. Final outcomes have been left to the very last minute and in the event no attempt has been made to discuss my preferences or professional development goals before deciding on an alternate placement. I feel that the process has been poorly managed throughout and - in my own personal experience at least - has fallen well short of the standards as outlined in communications by the Executive Director.

I regret to advise that I have decided to tender my resignation. Could you please let me know who to contact, what forms to fill, period of notice required etc.

Regards

Date: Thu, 23 Jan 2014 11:17:59 +1000

From:

To: CC:

Subject: =?utf-8?B?UmU6IFBsYWNlbWVudA====?=

I'm happy to catch up with you when you're back however I'm not going to do it via email.

Cheers

Kerrie

Sent from my BlackBerry 10 smartphone on the Telstra NextG network.

From:

Sent: Thursday, 23 January 2014 11:06

To: Kerrie Parkin Cc: William Brennan Subject: RE: Placement

Hi Kerrie

How long has it been known there were vacancies - could I have been given better notice? Is the "suitabilty" of the vacancies determined solely by the employer without the involvement of the employee?

Regards

Date: Thu, 23 Jan 2014 10:37:47 +1000

From

To: CC:

Subject: =?utf-8?B?UmU6IFBsYWNlbWVudA====?=

Hi

I have always been clear in all communication that the first step was to identify any at level roles and if someone was assessed as being a suitable match that would be placed. I have also been very clear that a VR was not an option until this step was finalised. We have multiple CN vacancies which you could be placed in and therefore a VR is not an option

Cheers

Kerrie

Sent from my BlackBerry 10 smartphone on the Telstra NextG network.

From:

Sent: Thursday, 23 January 2014 10:24

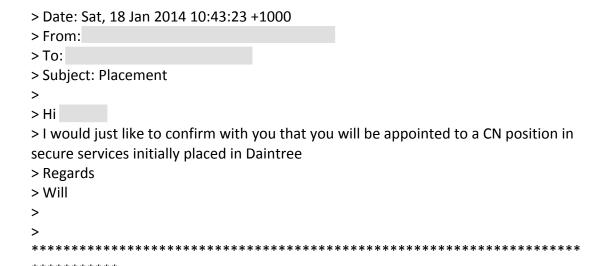
To: William Brennan **Cc:** Kerrie Parkin **Subject:** RE: Placement

Hi Will

Thankyou for letting me know. However, when asked some months ago by HR, I expressed a preference for a VR. Subsequent correspondence suggested this would be the most likely outcome and I have been making plans for my (and my family's) future based on this. Your email is the first indication I have had that a a vacancy will be available at The Park. This has come at a very late stage in the proceedings.

Please advise me whether a VR is still an option available to me as it is still my preference.

Regards



- > 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.
- > Any unauthorised use, alteration, disclosure, distribution or review of this email is strictly prohibited. The information contained in this email, including any attachment sent with it, may be subject to a statutory duty of confidentiality if it relates to health service matters.
- > If you are not the intended recipient(s), or if you have received this email in error, you are asked to immediately notify the sender by telephone collect on Australia or by return email. You should also delete this email, and any copies, from your computer system network and destroy any hard copies produced.
- > If not an intended recipient of this email, you must not copy, distribute or take any action(s) that relies on it; any form of disclosure, modification, distribution and/or publication of this email is also prohibited.
- > Although Queensland Health takes all reasonable steps to ensure this email does not contain malicious software, Queensland Health does not accept responsibility for the consequences if any person's computer inadvertently suffers any disruption to services, loss of information, harm or is infected with a virus, other malicious computer programme or code that may occur as a consequence of receiving this email.
- > Unless stated otherwise, this email represents only the views of the sender and not the views of the Queensland Government.

>

