

From: Trevor Sadler
Sent: 9 Jul 2013 13:08:51 +1000
To: Lorraine Dowell
Subject: Re: Staffing issues - BAC
Attachments: V5_Service Model Elements_08.05.13.doc,
V5_Preamble_08.05.13.doc

Hello Lorraine,

This is a personal note to you.

Part of the reasons for my previous emails were to shape Sharon's perceptions of us, and also to quietly challenge the "disciplinary silo" organisational structure, and encourage her to think of the impacts at clinical unit level. I think this is relevant in any part of The Park.

I have attached the ECRG report for your private perusal. Personally, I think all senior members of The Park should have access to this

The last point on recommendation 3 concerns staff. It's now been nearly two months since this went to the Planning Group, and they don't get that this is an issue to be addressed. I sent an invitation to the Board to come here (and let Sharon know about it), but in that addressed the issue of uncertainty for staff.

Again, thank you for all that you do. I have a fairly cordial relationship with Sharon, so I've been lushing my luck a bit here. I also wanted Padraig an Will to understand about the predicament of nurses at BAC - I thought by combining the two, I'd have an excuse to write to everyone directly.

Kind regards,

Trevor

>>> Lorraine Dowell 7/9/2013 7:19 am >>>
Hi Dr Sadler,

We have just undergone the most difficult period that I have experienced in Qld Health. It has brought out the best in people, but also sadly the worst at times.

I have found that there are many views to be taken on any one situation. All of these views are precious and necessary. They need to be sought and accommodated in the problem solving and decision making process. Some amazing outcomes, far in excess of what any one of us can achieve alone have been evident. It is a privilege to be part of these dynamic struggles to secure the best possible outcomes for people experiencing a life crisis. The bottom line for us all and for everything we do is positive health outcomes. This is oftentimes the only thing we have in common. Our diversity must also be embraced as it brings a richness of views and options.

Having worked in other parts of the district, I must commend The Park as truly exceptional. Not only is there a remarkable skill mix available in this setting where difficult problems are routine, but the outcomes are amazing because of the essential 'goodness' and genuine concern and dedication in the hearts of many. There is a quality that seems to draw these fine and remarkable people to this setting. A few not so fine and remarkable make it here also, but only a few and their presence only strengthens our resolve. Perhaps they are a necessary presence in some way.

My observations are that the Park is the best place in all of the district. Personal commitment as a clinician is supported by service commitment. It doesn't get much better than this.

I would think that yourself and Sharon know the outcome of the ECRG and this is shaping your outlook for the future. I still believe that to operate as a team with a shared vision, all staff in the service need to have a sense that there will be a future and what it may look like. The slow stream nature of the clinical demands results in a graduated application of clinical reasoning with a long term rehab and recovery focus. This is the aspect of clinical enthusiasm that is being thwarted for allied health by not knowing that the future holds. Will there be a tomorrow and what will it look like? With this knowledge we can harness our skills and clinical passions to turn the vision into reality. Without this knowledge maybe a bit lost and confused...?

I can't help but continue to believe that the sooner an outcome of the ECRG is known, the sooner the fog will clear and dedicated clinicians will visualise and confidently embrace targets and goals that are realistic. There is a throw away line of thinking that 'Barrett is going'. I have no doubt that this is impacting on the many day to day decisions and over time is impacting on attitudes of staff within and external to BAC. I think this matter needs to be resolved.

As always thank you for your precious wisdom and your total dedication to young people struggling to find their way as a result of the complexities and pathology of life.

I will continue to support BAC allied health and the service in any way that I can, with good faith and trust in the decisions being made. We have the heart and expertise to make things work in this setting unlike any other in the district.

Kind regards,

Lorraine