

From: Lorraine Dowell
Sent: 1 Nov 2013 11:35:01 +1000
To: Rachel Phillips
Subject: Keeping you in the loop

Hi Rachel,

Michelle has sensibly suggested that I need to encourage BAC allied health to not be there between Xmas and New year a essentially there may be one or two or no adolescents there. It is difficult to justify needing a professional or a number of professionals present during the day. Danielle will be away, but Ashleigh wants to be here every day that she can.

Thank you for keeping me in the loop about your chat to Ashleigh. I appreciate that BAC feels under attack. There was a genuine belief that BAC would be uplifted from The Park and dropped into Logan or TPCH. I also got this impression from speaking with Dr Sadler. A subsequent discussion with Dr Stedman made we realise this wasn't going to happen - just a short time back. My involvement with the Finance and Workforce planning workgroup confirmed that BAC needed to close for funds to be available to enable new service options to be developed. (1 week ago) This may take some time after the BAC closure.

The allied health at BAC have told me weekly about the shock and grief being experienced by staff generally as the investigation process rolls out. Staff are traumatised and seeking support from allied health at times. This is adding to their busy burden at the moment. Their feeling under attack is very understandable.

I'll try to meet with Ashleigh today to speak personally to her and to recognise her fine work during difficult times, but reassure her that she needs to take leave on 30/12/13.

I'll continue to provide all of the AH with factual information and support their readiness to depart with practical timelines and strategies.

Would you like a copy of the emails summarising our last few weekly BAC AH meetings to know what support they are receiving?

No doubt they are experiencing separation difficulties also. I think this is apparent in Ashleigh's response below.

I am confident that a skeleton staff and on-call medical services will be available between Xmas and New Year. Prior to the break, plans need to be in place if risk is likely to increase. If there is a significant increase in acuity, the patient will probably be sent to an acute unit. Ashleigh works part-time - how do the adolescents cope on the days when she is not rostered to work, including the public holiday of concern. They need to invest in the transition process then step back and confidently know that all will be well as good clinical handover is the best thing to support quality continuity of care during transition times.

I think it may be unfortunate that the Georgia issue has raised its head at this time.

Maybe it needs to be managed in a way that does not leave a dark cloud over everyone's time at BAC and marks BAC forever more as a 'bad' place. I am keen to proactively support and look after the allied health during this time. I think they need to celebrate their clinical experiences in the unit and walk away proudly.

They are traumatised at present. Thank you for meeting with and speaking personally to Ashleigh. You are very busy and I am sure that with reflection she will acknowledge the respect you have shown to her by doing this.

Rachel, how do we deal with the Georgia issue while continuing to respect and support these fine clinicians enabling them to keep a professional persona at the forefront during this difficult time? I have congratulated them on the endorsement of all the recommendations from the expert clinical reference group. They have played a vital role in the reform of adolescent MH services throughout the state. This needs to be the personal and professional pride that they take with them when they exit the organisation.

When we meet about the Georgia issue, this is the position I will be taking. Not grenades and assault strategies. They are traumatised and have been misled. I hope this makes sense.

Kind regards,

Lorraine

>>> Ashleigh Trinder 1/11/2013 10:29 am >>>
Hi Lorraine,

There is [REDACTED]
[REDACTED] hence my intentions to not take any leave outside of public holidays or concessional leave. Further, Monday the 30th will be the last working day of my contract.

Kind Regards,

Ashleigh

>>> Lorraine Dowell 10/31/2013 4:09 pm >>>
Hi Ashleigh and Megan,

I've received advice that it may not be appropriate for allied health to work between Xmas and New Year if there are few if any adolescents on the unit, especially if most go home during this period of time.

We can talk about it on Monday and consider closer to the time, but taking leave may be necessary during this time.

Wed 25 - public holiday
Thurs 26 - public holiday
Friday 27 Dec will be concessional leave if you are rostered on to work on this day.

Mon 30 - ADO or rec leave
Tues 31 - ADO or rec leave
Wed 1 - Public Holiday.

It actually involves taking leave for 2 days only.

Please consider and we will talk more on Monday.

Kind regards,

Lorraine

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