

From: Kerrie Parkin
Sent: 23 Jan 2014 17:45:18 +1000
To: [REDACTED]
Subject: Re: Placement

[REDACTED] 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: [REDACTED]
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 >>>
Hi [REDACTED]

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 accompli. 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: [REDACTED]
To: [REDACTED]
CC: [REDACTED]
Subject: =?utf-8?B?UmU6IFBsYWNIbWVudA====?=

[REDACTED] 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: [REDACTED]
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 "suitability" of the vacancies determined solely by the employer without the involvement of the employee?

Regards

[REDACTED]

Date: Thu, 23 Jan 2014 10:37:47 +1000
From: [REDACTED]
To: [REDACTED]
CC: [REDACTED]
Subject: =?utf-8?B?UmU6IFBsYWNIbWVudA====?=

Hi [REDACTED]

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: [REDACTED]
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 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

[Redacted]

> Date: Sat, 18 Jan 2014 10:43:23 +1000

> From: [Redacted]

> To: [Redacted]

> Subject: Placement

>

> Hi [Redacted]

> I would just like to confirm with you that you will be appointed to a CN position in secure services initially placed in Daintree

> Regards

> Will

>

>

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