

# Health and Social Services Department

## Human Resources

General Hospital, Gloucester Street

St. Helier, Jersey, JE1 3QS

Tel: (01534) [REDACTED]

Fax: (01534) [REDACTED]

### **Strictly Confidential**

21 January 2022

[REDACTED]  
Consultant Physician  
[REDACTED]

Dear [REDACTED]

### **Suspension from Duty – Alleged Gross Misconduct**

I write to advise you that, because of an alleged incident that was raised on 20 January 2022 regarding serious patient safety concerns. The duty to protect patients is paramount and you were suspended from duty with immediate effect, on full pay and until further notice. You must refrain from seeing all patients during your suspension.

The suspension meeting took place on 20 January 2022 outside of normal working hours as you were [REDACTED]. Present at the meeting was your line manager, Dr [REDACTED] and the interim Head of Medical Staffing, [REDACTED]. The allegations were deemed so serious to warrant immediate suspension, you were not given the opportunity to be accompanied by a Union Representative to the meeting. The purpose of suspension is not a form of disciplinary action but a precautionary measure to protect the safety of patients or other staff and to assist the investigative process. You must remain available for work during your normal contracted hours.

The allegations are as follows:

On 17 January 2022 during the Ward Round you exhibited:

- Wilful, careless, inappropriate, and unethical behaviour that is likely to compromise standards of care or patient safety and create serious dysfunction to the effective running of a service.
- In addition, failing to give proper support to other members of staff including junior doctors.
- Out of date clinical practice.
- Inappropriate clinical practice that puts patients at risk.
- Inappropriate delegation of clinical responsibility.
- Inadequate supervision of delegated clinical tasks.

- Ineffective clinical team working skills.
- Lack of effective management skills in your role as [REDACTED].

During your suspension you will not be permitted to contact any member of staff employed by Health & Social Services (other than a Union Representative) regarding this incident, and you will not be permitted to enter any Health & Social Services premises, other than as a patient. If you require access to the building for any reason you must request permission from either myself or your line manager beforehand.

[REDACTED] will be your Medical HR support throughout your suspension. [REDACTED] can be contacted directly on 01534 [REDACTED] or via email on [REDACTED] [@health.gov.je](mailto:[REDACTED]@health.gov.je).

Please let [REDACTED] know if you require an Axa referral to support you through this process alternatively the Personal Support Line is a confidential service provided to employees free of charge and available 24 hours a day, 7 days a week.

If you have any questions in relation to anything detailed in this letter or the process, please do not hesitate to speak to [REDACTED] who will be co-ordinating the process ahead.

I will contact you again once the internal investigation has commenced. In the meantime, you should remain contactable during normal working hours and if you are to be absent from your home address for more than one working day, unless on pre-authorised annual leave, you must inform either myself or your line manager of the reason for your absence and a method by which you can be contacted if necessary.

A copy of the suspension policy and disciplinary procedures are enclosed for your information.

Yours sincerely

Mr Patrick Armstrong, MBE  
Medical Director

cc. Dr [REDACTED], Associate Medical Director  
[REDACTED], Interim Head of Medical Staffing