

**NSW Health**

Associate Professor Winston Cheung  
Chairperson  
Concord Repatriation General Hospital Medical Staff Council  
[REDACTED]

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**Independent review at Concord Hospital**

Dear Associate Professor Cheung

The NSW Health Code of Conduct is designed to promote a positive workplace culture based on the core values of collaboration, openness, respect and empowerment.

As you are aware, the Ministry of Health has engaged John McDonald from ProActive ReSolutions to undertake an external, independent review to identify issues related to workplace culture at Concord Repatriation General Hospital, and to design and implement a process to address matters raised.

The Ministry has confidence that Mr McDonald has the appropriate skills and expertise to create a safe and open environment in which issues and concerns can be raised in a respectful manner. The conduct of the review is being facilitated to ensure competing perceptions and expectations can be explored, and actions identified. This will be most conducive to achieving an outcome that addresses those issues and improves the overall workplace experience for all staff.

I would request that you reflect on how your behaviour can contribute to the process in a way that is consistent with the positive ambitions of the Code of Conduct, and in doing so optimise the prospects of a productive outcome.

Yours sincerely

A handwritten signature in black ink, appearing to read "Phil Minns".

**Phil Minns**  
Deputy Secretary, People, Culture and Governance

11 August 2023

