

PRIVATE AND CONFIDENTIAL

Dr Winston Cheung
Senior Staff Specialist
Intensive Care Unit
Concord Repatriation General Hospital
Hospital Road
Concord NSW 2139

By Email: [REDACTED]

Dear Dr Cheung

Re: Request to attend meeting – Opportunity to respond to concerns raised

I write in relation to the concerns raised regarding your behaviour during the Concord Repatriation General Hospital (CRGH) Medical Staff Council (MSC) meeting with the Executives via zoom on 12 October 2023.

The allegations raised are as follows:

On 12 October 2023, during the CRGH Medical Staff Council meeting with the Executives and in your role as the Chair of this MSC meeting, you:

- a) Interrupted Dr Andrew Hallahan, Executive Director Medical Services, Clinical Governance & Risk of SLHD, and in an aggressive manner;
- b) Appeared angry when you indicated that Executive were not interested in anything other than “band aid” solutions;
- c) Did not provide Dr Hallahan an opportunity to answer;
- d) Produced a document you said was published by SLHD related to the implementation of CORE values which you read from in a raised and angry voice;
- e) Raised this document to the camera, shaking this document and also denigrated Dr Hallahan’s association as a member of the Executive;
- f) Behaved disrespectfully towards Dr Hallahan, including in a manner that was aggressive, angry and rude at this meeting.

Additional allegations have also been raised as follows:

On 4 August 2023, during the SLHD Medical Staff Executive Council meeting, you:

- g) Interrupted Dr Hallahan when he provided a verbal report regarding Agenda Item 4/5 Health/Wellbeing/Support of JMOs;

- h) Stated to Dr Hallahan that he “should stop making excuses” and that “more JMOs need to be hired” in an abrupt, rude and disrespectful manner. This was in response to Dr Hallahan’s advice of the challenge across NSW, and the efforts to continuing to actively recruit to Concord positions and all shifts are covered safely;
- i) Appeared disrespectful through a rude and abrupt manner, including towards the Chair, Dr Alicja Smiech and the Chief Executive of SLHD, Dr Teresa Anderson AM when you expressed your disappointment and strong disagreement when Dr Smiech stated it would not be appropriate to discuss the vote of no confidence in the Chief Executive made by the relevant attendees at the CRGH MSC meeting when there is an Independent Intervention Review Process currently happening into that matter.

In order to appropriately review these concerns, you are required to attend a preliminary meeting with myself and Ms Megan Chan, Senior Workforce Advisor, CRGH to discuss this matter. Please be advised that no conclusions have been reached on the concerns being reviewed. The purpose of this meeting is to obtain information from you that will assist us in conducting a review of the concerns.

This correspondence is to confirm the proposed meeting with you as follows:

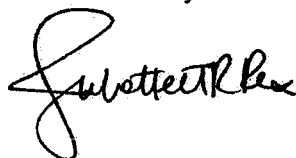
Time: 10:00am
Date: Tuesday, 14 November 2023
Venue: CRGH Conference Meeting Room, Building 68, Level 1

You may bring a support person to this meeting. The role of the support person is as an observer only and not to represent you or advocate or make representations on your behalf. The support person is to be impartial. Please let me know in advance if you would like to bring a support person so that we can ensure they have access to the meeting details.

I would like to take this opportunity to remind you that this matter is confidential, and you should not discuss this with any other person other than your support person, your treating practitioner, union or legal representative or myself.

I recognise this may be a difficult time for you, and I take the opportunity to remind you of the staff counselling services available through the Employee Assistance Program (EAP). This is a free, professional, and strictly confidential counselling and support service for all SLHD staff. EAP may be contacted on 9767 7053.

Yours sincerely



Juliette Rex
Employee Relations Manager

Date: 10 November 2023