

To: Juliette Rex,
Employee Relations Manager,
Sydney Local Health District.
Email: [REDACTED]
[REDACTED]

From: Winston Cheung,
Chair, Medical Staff Council,
Concord Repatriation General Hospital.
Senior Staff Specialist,
Intensive Care Unit,
Concord Repatriation General Hospital.
Email: [REDACTED]

21st December 2023.

Re. Letter requesting meeting and opportunity to respond to concerns dated 10th November 2023.

Dear Juliette,

I refer to your letter dated 10th November 2023. I have had an opportunity to review the letter with my legal adviser.

In your first paragraph you refer to "concerns" about allegations concerning my alleged behaviour on 12th October 2023, and then go on to list six imprecise and subjective allegations. You then make four further imprecise and subjective allegations concerning a meeting on 4th August 2023. You state that you want to "review" the allegations.

You fail to identify:

1. The policy under which you have made the allegations against me.
2. The policy under which you are entitled to "review" the allegations.
3. The part of the relevant policy which you rely on to make allegations and to review your allegations.

Your failure to identify the policy means you have commenced a clearly unfair procedure which denies me natural justice. Please comply with your obligation to follow a fair process, and identify both the policy and the relevant parts of the policy you claim to act under.

The allegations you make are imprecise and subjective. There are minutes for both meetings. If you intend proceeding with your "review" of "concerns" you are required to follow a fair process, which at a minimum, requires you to identify which part of the minutes you are relying on. Please provide this information.

Your letter makes it clear that you have already made conclusions about my alleged conduct without reading the minutes or speaking to any witnesses. This is a clear example of an unfair process and denial of natural justice.

You do not provide any basis on which you can legitimately assert that anything in your letter is confidential. If you claim there is a valid basis for confidentiality, you need to specify the basis on which you assert the letter is confidential.

One of the major issues at Concord Hospital has been the misuse of investigations to silence staff who raise concerns with the administration, and this is another clear example of this conduct.

NSW Health has encouraged staff to complain directly to the NSW Ombudsman.

I reserve the right to refer your letter and any responses to my letter to the NSW Ombudsman, the Special Commission of Inquiry, and any other investigations or inquiries.

Yours Sincerely,

Winston Cheung.