

9.00 a.m. 12.06.00 Dr. O' Donohue
Dr. Kelly
Mr. Fee

Meeting Re: Complaint received from Dr. Ashgar

Dr. Kelly explained he had a meeting with Dr. Ashgar last week at which he was presented with a complaint about harassment and bullying. Dr. Ashgar alleges that he has been subjected to this treatment by Dr. O'Donohoe over the past two years.

Dr. Kelly explained that this letter had been forwarded to Mr. Mills.

Dr. Kelly explained while the main thrust of the letter and complaint was harassment but there were also details of case incidents where the issue of competence was raised. This additional aspect of the allegations would require a separate mechanism probably involving an outside opinion.

Dr. O'Donohoe responded by stating that his contact with Dr. Ashgar had markedly reduced. He had originally had discussions with Dr. Ashgar over his performance but over the past year had raised his concerns in relation to Dr. Ashgar with Dr. Halahakoon.

Dr. O'Donohoe also explained how he had used the "adverse incident" mechanism to raise other concerns. This has led to a position where Dr. O'Donohoe does not wish Dr. Ashgar to provide follow-up on his patients.

Dr. O'Donohoe stated that he "has problems illiciting cooperation from Dr. Ashgar". He has "problems getting any response from Dr. Ashgar".

Dr. Kelly outlined the Trusts position on harassment. He also outlined that training or teaching by humiliation could never be tolerated.

Dr. O'Donohoe stated that he was fully aware of the policy and had always mentioned it during junior doctor induction.

Mr. Fee outlined the proposed mechanism for handling this complaint – via the trust harassment policy. He provided advice as to how the issue would be investigated and to the opportunities to respond and be represented.

Dr. Kelly explained that on the competency issues an initial review of the cases would be sought and thereafter external opinion sought.

Dr. J.F. Kelly

LC-SLT

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