Specialist Services Group
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PRIVATE AND CONFIDENTIAL
Professor Eljamel
Consultant Neurosurgeon
Ward 23B
Ninewells Hospital
DUNDEE

Date	21 June 2013
Your Ref	
Our Ref	PM/AJF
Enquiries to	Mrs Allison Fyfe
Extension	[redacted]
Direct Line	[redacted]
Email	[redacted]

Dear Professor Eljamel

I refer to our meeting at 1pm on Friday 21 June 2013 held within Audrey Warden's Office, Level 7 Ninewells Hospital. I lead the meeting and was accompanied by Lorraine Fraser, HR Business Lead and Dr Parveen Manthri attended at your request for personal support.

I advised that further to our last discussion in relation to concerns that had been raised a further two complaints had been received hence the need to meet with you to discuss the requirement to implement formal provisions to manage these issues in terms of both clinical and individual/professional risk. I shared that Dr Andrew Russell, Medical Director had decided to commission an external review. The full scope of which has yet to be determined but which will encompass the issues raised previously along with the most recent complaints, detail of which will be provided to you later this afternoon.

I advised that pending the outcome of the review it has been determined that there is a need to implement measures to support you to continue to in your role on a basis that ensures neither patients or you are at risk. I confirm that it is proposed that until such time as the review has concluded, or earlier if appropriate, your clinical practice will be supervised by Mr David Mowle acting in my stead. As explained it is intended that the detail of how this will function in practice will be agreed by yourself and Mr Mowle and will include discussion regarding your on-call commitment. Thereafter the detail of this arrangement will be communicated to me.

In the meantime you will not participate in the on-call rota, you will however, of course, continue to be paid in line with your expected commitment. In relation to your teaching commitment it is proposed that this would continue but be restricted to teaching and will not extend to Junior Staff undertaking cases on your behalf.

I note that you indicated you wished time to consider this proposal and we agreed you would provide a response by Monday afternoon. However I must stress that if you cannot agree to this adjustment to your practice it will be necessary to consider alternative measures which may result in a decision being taken to suspend you from duty.

Yours sincerely

[redacted]

Mr Philip McLoughlin
Clinical Director
Specialist Services & Oncology