

Dear Sir Duncan

Attached is a letter from the consultant paediatricians formally highlighting our concerns that our current relationship with the executive board has broken down to an extent that could potentially compromise patient safety.

Further to our informal conversation earlier this week, it would be extremely helpful as discussed if we could meet with you privately to expand upon these concerns in more detail.

Many people are on annual leave this week and next week but Monday 16<sup>th</sup>, Wednesday 18<sup>th</sup> or Thursday 19<sup>th</sup> April at 5pm would enable all of us to be present. I remember you saying you were going to be going on leave but I think that was after these dates.

I am on leave myself until April 9<sup>th</sup> but will be checking emails; please could you let me know as soon as possible if any of these dates might work for you and I will arrange an appropriate venue

Personal Data

Ravi

Acknowledge serious breakdown in working relationship with the Exec Board  
Share your concern about the potential damaging impact on patient care, clinical practice and the development of services for children  
Commit to try to resolve the problem and restore a professional working relationship.

29<sup>th</sup> March 2018

Dear Sir Duncan,

Further to your meeting with Ravi Jayaram on 26/2/18, we remain extremely concerned that our relationship with the Executive Board has deteriorated significantly and that no meaningful efforts are being made to repair it. Working in this environment is not conducive to good clinical practice and we would be very grateful if the Board acknowledge the problem and take urgent steps to improve this relationship in the interests of patient safety. The behaviours and actions that have contributed to this deterioration in our relationship can be categorised into the following:

- Governance
- Probity
- Communication
- Victimisation
- Respect

We are aware that the ongoing police investigation will take time to complete but we continue to provide clinical care to our patients every day and would like the Executive Board to meet with us urgently and try to work towards resolving these issues and rebuilding trust.

We would be very grateful if you would discuss our concerns with the Executive Board as soon as possible and request that we meet relevant members as a matter of urgency to try to resolve differences and work together in a safer and more mutually respectful way.

Yours sincerely,

**PD**

Dr John Gibbs

Dr Ravi Jayaram

Doctor V

Dr Stephen Brearey

**PD**

Dr Murthy Saladi

Doctor ZA

Dr Susie Holt

Dr Michael McGuigan