

/2 Contd.

I recognise that you have been professionally devastated by this whole process and that you consider this outcome to be less than fair. As you know, from the time that I assumed responsibility for the Directorate of Anaesthesia from Chris Monk, I have been clear in my own mind that your integration at the Children's Hospital would not prove possible. The reasons for this are complex and many lay outside areas that you were directly able to influence. I would like to make it clear that I believe it is for these reasons of perceived incompatibility that your programme should be changed rather than for convincing evidence of precise examples of any question of clinical skills. Of course the entire matter is complicated by the overall situation regarding paediatric cardiac surgery in Bristol at the present time. The frequent reorganisation and replanning of the provision of service has created additional complications. I do believe that it is appropriate and, indeed, essential for there to be an integrated, flexible, collaborative and effective team of paediatric cardiac anaesthetists, all of whom have day to day involvement with the Paediatric Intensive Care Unit at the Children's Hospital. It was this role that you were never going to be allowed to achieve.

I know the timing of this conclusion came as a surprise and I was grateful and amazed at your ability to see and accept the inevitability of the situation at our meeting last Thursday. It would be entirely understandable if there had been some variation in your subsequent thoughts and I would be most grateful if you would let me know of any that have occurred. You know I wish to offer you any support I can to maintain your position as an effective member of the Department of Anaesthesia. Please do not hesitate to contact me at any time should you wish to discuss things further.

Yours sincerely



DAVID P COATES FRCA
Clinical Director

cc: Hugh Ross, Chief Executive, UBHT