

General Secretary:
Christine Hancock
BSc(Econ) RGN

Patrons:
Her Majesty the Queen
Her Majesty Queen Elizabeth
the Queen Mother
Her Royal Highness
the Princess Margaret
Countess of Snowdon

20 Cavendish Square
London W1M 0AB
Telephone 071 409 3333
Fax 071 355 1379

14th November 1991

Mrs S R Giffin,

Code A

Dear Sylvia,

Thank you for sending me copies of the documents appertaining to the memorandum from Mrs Evans and the report from Gerry Whitney.

I enclose a copy of the letter that I have sent Mrs Evans which I hope addresses the issues. Unless I hear in a positive way from her I advise that the only way of resolving this whole issue is to use the grievance procedure. Before we do this can I suggest that we have a meeting with the staff concerned in order that I can assure them that they have the full support of the RCN and myself.

I realise this is traumatic for you, I have been through a similar incident myself, I cannot emphasise enough that I admire both you and all the staff concerned for standing up for your patients in the way that you are.

I will keep you informed of any response I receive, if I do not hear from Mrs Evans after about 10 days I will contact you with a view of having a meeting. I have sent Gerry Whitney a copy of my letter to Mrs Evans.

With best wishes.

Yours sincerely,

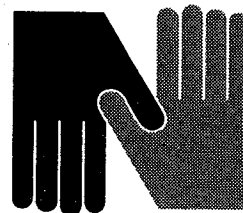
Code A

Keith Murray

Branch Convenor

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ROYAL
COLLEGE OF
NURSING



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14th November 1991

Mrs I Evans,
Patient Care Manager,
Gosport War Memorial Hospital,
Bury Road,
Gosport,
Hants.
PO12 3PW



Dear Mrs Evans,

I am in receipt of a copy of the memorandum dated 7th November 1991 that you have circulated to trained members of staff currently working in Recllyffe Annexe.

You will no doubt remember that the subject of the use of Diamorphine was first brought to your attention in February 1991 when staff expressed their requirements under the UKCC Code of Professional Conduct. Following our meeting on the 26th April 1991 it was agreed that a written policy be introduced regarding the use of controlled drugs and syringe drivers. I am therefore dismayed that this agreement has not been met.

With reference to your memorandum I am appalled that the term 'concern' has now been changed to "allegation", furthermore that these are being required to be in writing. With direct reference to the last paragraph it is the view of the RCN that the staff have co-operated in expressing their views and concerns "in a constructive and professional manner" at the meeting held on the 11th July 1991 but to no avail.

While I am willing to discuss this with you from the past experience I have to say doubt has to be expressed on whether a satisfactory conclusion could be reached. It is therefore the view of the RCN that



due to the lack of positive response given to address such an issue also, that an agreement on a written policy be introduced the only way of resolving this would be through the grievance procedure.

I await your comments in due course.

Yours sincerely,

Keith Murray

Branch Convenor

Code A

cc Steve Barnes, RCN Officer - Wessex