

**CONFIDENTIAL**

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

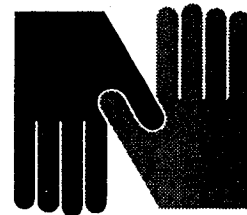
20 Cavendish Square  
London W1M 0AB  
Telephone 071 409 3333  
Fax 071 355 1379

10th December 1991

Anita Tubbritt,

**Code A**

ROYAL  
COLLEGE OF  
NURSING



Dear Anita,

I enclose a copy of the letter I have sent Mrs Evans.

I think I have made it quite clear that unless you receive confirmation at your meeting that a policy will be drawn up which addresses all the concerns that you first brought to Mrs Evans attention back in July then a grievance will be lodged. If I hear from Chris West in the meantime I will naturally let you know immediately.

I hope my letter brings a positive response, the important thing at your meeting to remember is that you are the ones acting professionally and correctly, try to be assertive and don't be fobbed off. I will be thinking of you.

With best wishes.

Yours sincerely,

**Code A**

Keith Murray

Branch Convenor

25 Dysart Avenue,  
East Cosham,  
Portsmouth,  
Hants. PO6 2LY



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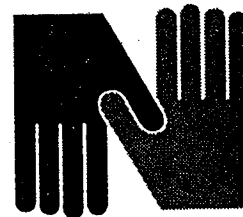
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10th December 1991

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

ROYAL  
COLLEGE OF  
NURSING



Dear Mrs Evans,

I am receipt of a copy of the letter dated 5th December 1991 you have sent to Mr S Barnes RCN Officer.

As far as I am aware it is not the use of syringe drivers that is the cause of concern and I refer you to the minutes of the meeting that you produced after your meeting of the 11th July 1991 with the staff.

I further note that you are holding a further meeting with the staff "to once again re-address this problem". As you are fully aware of the issues which are causing the concerns from the staff the purpose of this meeting has to be doubtful. I refer you to the agreement following our meeting on the 26th April 1991 which was that a policy would be drawn up to address the issue of the concerns voiced by the staff. This has failed to materialise.

I would reaffirm the position as stated in my letter 14th November 1991 and reiterated by Mr Barnes in his letter dated 22nd November 1991 the serious concern in the lack of a positive response to what is considered a perfectly reasonable request from staff who have acted both professionally and with remarkable restraint. Furthermore that some seven months have passed since this issue was first drawn to your attention. Unless I receive a response in that a policy will be drawn up which clearly addresses all the concerns is received from the staff following your meeting I will be raising a grievance on behalf of the staff.

Yours sincerely,

Keith Murray

Branch Convenor

25 Dysart Avenue,  
East Cosham,  
Portsmouth, Hants. PO6 2LY

cc Mr S Barnes, RCN Officer - Wessex

