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Rebecca Pritchard

From: David Bulpitt
Sent: 29 August 2014 14:45
To: 'Philip Johnson' [REDACTED]
Cc: Julie Davies
Subject: FW: IOD reviews
Attachments: IOD letter PJ 3.pdf

FYI

David

Dr David Bulpitt
Force Medical Adviser

From: Carole Wood
Sent: 29 August 2014 13:56
To: David Bulpitt
Cc: Julian Kern; Christine Jones; Hilary Coombs
Subject: FW: IOD reviews

David

Further to the message and attachment below and our discussion this morning, this is fine.

Christine will be able to inform the former officers, etc. As discussed this morning, if Phil informs us that he is unable to undertake a review or provide the service requested, we will then respond to the former officer with Legal Services at every step to reduce the likelihood of any future challenges.

Regards

Carole

Carole Wood
Head of HR Business Support
Avon and Somerset Constabulary
Internal: [REDACTED]
External: [REDACTED]
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PO Box 37, Valley Road, Portishead, Bristol, BS20 8QJ
www.avonandsomerset.police.uk

From: David Bulpitt
Sent: 28 August 2014 08:42
To: Carole Wood
Cc: Julian Kern
Subject: FW: IOD reviews

Hi Carole,

This is the letter from Philip Johnson regarding his requirements as SMP.

Kind regards

David

Dr David Bulpitt
Force Medical Adviser

From: Philip Johnson [REDACTED]
Sent: 28 August 2014 01:02
To: David Bulpitt
Cc: Julie Davies
Subject: IOD reviews

Dear David,

My thoughts on the IOD reviews; apologise if my approach to those who are withholding consent is somewhat robust, it does seem that there is little point in any other approach. The officers (and retirees) know the score and have the Fed for a dvice, so I feel it is fair to be direct!

Please let me know if there are any queries. I will provide a copy with a signature for your file.

Best wishes,

Phil
Dr Philip Johnson MB.BS DRCOG DIH DAvMed MFOM
Consultant Occupational Physician GMC 2820093
Accredited Mediator (SPC 2006)

[REDACTED]
Mobile [REDACTED] Fax [REDACTED]

**From: Dr Philip Johnson MB.BS DRCOG DIH DAvMed MFOM
Selected Medical Practitioner**

**Avon and Somerset Constabulary
Unit 12, Portis Fields
Middle Bridge Business Park
Portishead
Bristol
BS20 6PN**

28 August 2014

**Dr. David Bulpitt
Force Medical Adviser
Avon and Somerset Constabulary
Unit 12, Portis Fields
Middle Bridge Business Park
Portishead
Bristol
BS20 6PN**

Dear Dr. Bulpitt,

Re: Injury on Duty Reviews; Essential Information

I have considered the situation of the forthcoming Injury on Duty (IOD) reviews and I suggest that the following information is the minimum that will be necessary in order to reach a fair and sustainable opinion upon each case:

- 1. The Occupational Health File which will include the previous SMP opinions and reports, including supporting medical reports.**
- 2. An up-to-date account of the medical situation. This would usually be the complete General Practice (GP) record including reports from hospital consultants. I note that some GPs are recently seeking specific consent to identify whether the whole record, or parts relating to a specific condition are released. In this situation the complete record is required.**
- 3. Recent medical reports from clinical specialists that may not yet be in the GP record.**
- 4. A face-to-face meeting with the officer will be necessary in almost all cases. It must be possible to anticipate situations where medical circumstances are such that attendance for a consultation is not appropriate, but these are likely to be very few.**

I appreciate that there will be individual circumstances and that some flexibility is always necessary, however it is essential that those retired officers involved appreciate that reviews can only be carried out where the entirety of the medical situation can be considered.

Where there is no consent for the release of relevant medical information, whether GP or OH notes, I will be obliged to inform the Service that I am unable to undertake a review or to provide the advice requested of me. You will be aware that, as an SMP, it is required of me to identify to the Service when an officer or retired officer is failing to engage with the process. Where available medical information is withheld, I am likely to take the view that this constitutes a failure to engage.

I will be happy to answer any further questions you may have; I will also be happy to discuss any difficulties that may arise from this advice.

Yours sincerely,