

Entry Permit Holder Report

SafeWork SA

Application ID 23691578

Entry Permit Holder	
Full Name:	Elizabeth Anne Dooley
Permit Number:	ET-24-01021
Union Represented:	South Australian Salaried Medical Officers Association
Worksite Entered	
Business Name:	Gawler Health Service
Industry:	Other Health
Address:	21 Hutchinson Road, Gawler East SA 5118
Date workplace entered:	18/06/2026

I Elizabeth Anne Dooley am of the opinion that the PCBU has contravened the WHS legislation relating to:

	Suspected Contravention	More information	Was the contravention rectified?
PCBU Alleged Contravention 1	Not maintaining a safe work environment	The General Medicine service operates across two wards, Duldig and Forgie. Workers reported ongoing bullying, harassment and disrespectful behaviours from various nursing staff, but emphasised that not all nursing staff were behaving in this manner. Despite formal complaints being lodged with the PCBU about ongoing behaviours over multiple years, the behaviours are continuing.	No

		Workers described various incidents. On a recent occasion, a nurse demanded that a doctor sit down in an office while waiting to speak with another nurse who was taking a telephone call. When the doctor declined, the nurse positioned herself 50 cm from the doctor, between the doctor and the nurse on the telephone, and maintained direct eye contact with the doctor for 5 minutes. The doctor felt intimidated and highly uncomfortable, workers described the behaviour as bizarre.	
PCBU Alleged Contravention 2	Not maintaining a safe work environment	Doctors reported that their instructions to nurses about patient care were often ignored, resulting in them having to constantly follow up with nursing staff to check whether their instructions had been implemented, and if not, to reassess patients and potentially formulate alternative treatments. Workers described feeling exhausted and frustrated and worried about their patients potentially deteriorating despite their efforts. Workers described an incident where a nurse snatched a mobile computer station from a doctor during a patient admission, in front of the patient and family, interrupting the admission and causing distress. Workers expressed concern about the lack of action by management to address the issues raised over a long period and a lack of faith in the incident reporting process.	No
PCBU Alleged Contravention 3	Not maintaining a safe work environment	Workers also reported disrespectful and highly inappropriate behaviour from management. On a recent occasion, a manager had openly discussed the potential demotion of a senior doctor with a group of that doctor's colleagues, in the absence of that senior doctor and without that person's knowledge or consent. Workers described as terrible an incident of a manager overriding the	No

		clinical judgement of three specialist doctors and blocking a clinical care plan for a patient. Doctors are anxious, distressed, and very concerned about their professional liability and that patient care is being jeopardised. One doctor reported having a really bad feeling and that the hospital seems like an unsafe place to work.	
PCBU Alleged Contravention 4	Not maintaining safe systems of work	Workers reported inadequate medical staffing within the medical team to meet the needs of the increasing number of presentations, noting presentations are expected to increase over Winter and the PCBU has not advised of any plan for additional staff. Workers reported there may be 1 or 2 junior doctors allocated to 45-50 patients at a time, when this number used to be 25 patients. Workers reported stress, fear of burnout, fear of missing patient care, and working regular overtime. Inadequate staffing has meant doctors are not replaced when colleagues are on sick leave and are reluctant to take annual leave. The EPH met with the PCBU following the entry and the PCBU has undertaken to consider the matters reported in this report and respond. The PCBU has further undertaken to consider an external review of the culture of the General Medicine service, and to respond to individual complaints raised.	No