



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

APPOINTMENT OF MEDICAL & DENTAL LOCUMS

Summary

1. This letter reminds employing authorities of the need for the guidance on the appointment of locums to be carefully observed.

Action

2. Health Boards and Trusts should:
 - keep their procedures for the appointment of locums under careful review;
 - ensure that all staff responsible for the recruitment and appointment of locums are familiar with these procedures;
 - satisfy themselves that the procedures are being carefully followed at all times.
3. Details of what is required are set out in the attached Annex.
4. This letter should be copied to Unit General Managers for action as necessary.

Yours sincerely

A J MATHESON
Director of Manpower

23 September 1993

Addressees

For action:
General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager, State
Hospital

Chief Executives, NHS
Trusts

For information:
General Manager,
Health Education Board
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To be copied to:

Unit General Managers

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COMMON SERVICES AGENCY	
RECEIVED	
24 SEP 1993	
FILE NO.	
REFERRED TO	ACTION TAKEN

APPOINTMENT OF MEDICAL AND DENTAL LOCUMS

1. Employing authorities will be aware of the recent case of Dr Irani, a locum consultant anaesthetist whose name was erased from the Medical Register by the General Medical Council for serious professional misconduct. A copy of the GMC's press release dated 15 July 1993 concerning this matter is attached.
2. The case highlights the need for proper care to be exercised in regard to the appointment of locums. Departmental guidance on checking the credentials of doctors and dentists (including locums) applying to work in the NHS is contained in NHS Circular No 1977(PCS)23 and advice on the checks to be applied before engaging agency locums is given in SHHD/DGM(1990)2.
3. Employing authorities should review their local recruitment procedures to ensure that they conform to the guidance. They should satisfy themselves that all staff who have responsibility for the recruitment or appointment of locums are familiar with the procedures and that they are being followed carefully at all times.
4. The Health Departments are considering what further action can be taken to strengthen these procedures and supplementary guidance will be issued as soon as practicable.

15 July 1993

FOR IMMEDIATE USE

**DECISION OF THE PROFESSIONAL
CONDUCT COMMITTEE IN THE CASE OF
DR B. S. IRANI 15 JULY 1993**

Dr Irani:

The Committee are deeply concerned by the evidence presented to them today about the deplorable standard of anaesthetic care which you provided for Mr J.H. and about your deliberate and culpable disregard of your professional duties towards other patients for whose anaesthetic care you were responsible. The specific incidents described in the evidence, and admitted by you, demonstrate behaviour which cannot be tolerated in a member of the medical profession.

The Committee have judged you to have been guilty of serious professional misconduct in relation to the facts proved against you in the charge, and have directed the Registrar to erase your name from the Register.

The Committee have further determined that it is necessary for the protection of members of the public that your registration in the Register should be suspended with immediate effect and they have accordingly ordered that your registration be suspended forthwith.

The effect of the foregoing direction and order is that your registration will be suspended from today, and, unless you exercise your right of appeal, your name will be erased from the Register 28 days from today.

The Committee wish me, in announcing their decision in this case, to draw attention to 3 factors arising from the evidence in this case which have consequences for the medical profession.

The first concerns procedures for the appointment of locums, which all employing authorities should review. The second concerns anaesthetic and similar equipment, where alarms are fitted that are capable of being switched off; it is the Committee's view that such alarms should never be switched off without good reason, and particularly not merely for the convenience of those doctors involved. Finally, there are appropriate procedures for response to reports of evident, and dangerous, incompetence; doctors have a duty to activate those procedures promptly, in the interests of the safety of patients, where such cases arise.

press release

The Committee have therefore asked me, as President of the Council, to ensure that these concerns receive the urgent attention of the responsible individuals and organisations, which will include the appropriate Royal Colleges.

Information for Editors

The Committee inquired into the following charge against Behrooz Sohrab Irani, registered as of 23 Whiteways Close, Sheffield S4 8EN; MB BS 1963 Bombay:-

"That, being registered under the Medical Act,

'1. On 26th August, 1992, in your capacity as Locum Consultant Anaesthetist at the Castle Hill Hospital you were responsible for the anaesthetic care of Mr J.H. during an operation for open discectomy;

2. During the course of that operation,

(a) you failed to connect, or to ensure connection of the expired CO2 monitor, the inspired and expired oxygen monitor or the N2O monitor;

(b) you failed properly to monitor the oxygen saturation level and therefore failed to place yourself in a position to notice that the oxygen saturation level fell outside the normal range and reached a lethal concentration;

(c) you failed properly to interpret physical signs indicating that the patient was suffering the effects of severe hypoxaemia;

(d) you failed to initiate and direct the resuscitation of the patient;

'3. You failed to enter into the anaesthetic record adequate notes concerning action you had taken in the course of anaesthetising the patient or the problems which arose concerning the patient's condition during the course of the operation and the action taken in the light of those problems;'

"And that in relation to the facts alleged you have been guilty of serious professional misconduct."

The doctor admitted the facts alleged in the charge which were therefore found proved.

The General Medical Council is the statutory organisation set up under the 1983 Medical Act to fulfil three primary objectives; maintain the Medical Register that contains the names of all appropriately qualified doctors practising in this country, promote high standards of medical education and regulate the professional conduct and fitness to practise of registered doctors.

For more information please contact
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