

From: Mike Soares
To: [medboardconsultation](#)
Subject: Public consultation on Good medical practice
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To Whom it may Concern:

I applaud the Medical Board of Australia in their commitment to strengthen Good Medical Practice in relation to bullying, harassment and vexatious complaint.

In this regard I believe the code should specifically protect the victims of bullying, harassment and vexatious complaint throughout the process of management.

I submit the term 'confidential' be added to the introductory paragraph concerning management of discrimination, bullying and sexual harassment:

"Good medical practice in the management of discrimination, bullying or sexual harassment requires a timely, proportionate, fair and *confidential* response, including..."

As the term 'timely' is repeated in the introductory paragraph, points 5.4.7 and 5.4.8, I believe confidential can also be repeated here.

"5.4.7 Providing respectful, timely and *confidential* feedback to another medical or health practitioner about behaviour that does not meet accepted standards."

"5.4.8 Early, timely, local, fair and *confidential* management of concerns about discrimination, bullying and sexual harassment whenever possible, including through existing employer complaints resolution processes to help minimise harm and build a culture of respect."

Thankyou for your consideration of the above.

Respectfully,

Dr Michael Soares
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