

Dr Tamsin Waterhouse

Barrister

Maurice Byers Chambers

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I accept briefs and provide advice on a range of legal matters, and have a particular interest in:

- Inquests and Inquiries
- Medical Negligence and Personal Injury
- Mental Health, Disability (including NDIS) and Aged Care Sectors
- Equity – Protective Jurisdiction
- Administrative Law
- Professional Negligence and Disciplinary Proceedings
- Mediation / ADR

PROFESSIONAL QUALIFICATIONS

2014 - Graduate Diploma Legal Practice (GDLP)

Australian National University College of Law

2013 - Juris Doctor (JD)

University of Sydney, transferred from UNSW (Distinction Average)

2006 - Graduate of the Company Directors Course (GAICD)

Australian Institute of Company Directors

2002 - Fellowship (FRACMA)

Royal Australasian College of Medical Administrators

2002 - Master of Health Administration (MHA)

University of New South Wales (High Distinction average)

1993 - Bachelor of Medicine (BMed)

University of Newcastle, NSW (Ungraded subject system)

AWARDS

UNSW Dean's List of Excellence in Academic Performance (2010)

First Prize in Torts, Juris Doctor

RACMA New Fellow Achievement Award (2006)

RACMA Bernard Nicholson Prize (2002)

Most Outstanding Candidate Nationally in the RACMA Fellowship exams

CURRENT MEMBERSHIPS AND REGISTRATIONS

- NSW Bar Association Practising Certificate
- Supreme Court of NSW - Admitted to practise as a Lawyer
- Medical Board of Australia - General and Specialist Registration
- Royal Australasian College of Medical Administrators - Fellow

PREVIOUS POSITIONS

Oct 2018 – June 2021 **Medical Executive Director**
(& A/Chief Executive: June-July 2019; March-April 2021)
Northern Sydney Local Health District (NSLHD)

- Provided senior medical management expertise for Royal North Shore, Hornsby Ku-ring-gai, Ryde, Mona Vale & Northern Beaches Hospitals and Mental & Community Health.
- Advised on management of Coronial inquiries, medico-legal matters & industrial issues relating to doctors, and supervised the investigation of complaints about clinicians.
- Responsible for medical workforce planning and governance across NSLHD.
- Executive lead in relation to Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.
- Responsible for research governance, with oversight of district research strategy.
- Mentored senior managers and clinicians about management of medical practitioners, clinical governance, clinical service planning and hospital accreditation.

Aug 2004 – April 2021 **Censor, Royal Australasian College of Medical Administrators**

- Setting and maintaining standards for doctors seeking specialist qualifications including assessment of written tasks and conduct of viva examinations.

July 2019 – April 2021 **Assessor, Australian Council on Healthcare Standards**

- Accredited to assess hospitals and health services against the National Safety and Quality Health Service Standards (Version 2).

Feb 2018 – Sep 2018 **Legal Director (Acting) (*supervised Practising Certificate*)**
Sydney Local Health District (SLHD)

- Provided legal advice for Chief Executive and other senior managers in relation to:
 - interpretation of legislative provisions;
 - medico-legal cases and Coronial matters;
 - complex consent issues and Advance Care Directive interpretation;
 - due process for investigation / reporting of practitioners to regulatory bodies;
 - legal aspects of policy development (e.g. Blood Product Refusal);
 - management of privacy breaches and defamation allegations.
- Drafted and/or reviewed various types of legal documents including:
 - Contracts, Memoranda of Understanding, Service Agreements;
 - Pleadings and Deeds for Industrial Relations Commission matters;
 - Witness Statements for Coronial and medical negligence cases;
 - Correspondence to external solicitors, primarily in relation to patient complaints and industrial matters.
- Liaised and negotiated with external parties on legal matters as required.
- Provided education sessions to staff on health related legal matters

Jan 2017 – Sep 2018

**Executive Director of Medical Services (Acting)
Sydney Local Health District (SLHD)**

(Initially concurrent with my role as RPA Director of Medical Services, then as SLHD Legal Director)

- Provided senior medical management expertise for Royal Prince Alfred, Concord, Canterbury and Balmain Hospitals, and Mental & Community Health Services.
- Responsible for medical workforce planning and governance across SLHD.
- Instrumental in the expansion of new technologies including credentialing system for robotic surgery and enhancing interventional (neuro)radiology.
- Mentored senior managers and clinicians about management of medical practitioners.
- Advised senior managers and clinicians on accreditation, root cause analyses, clinical investigations, open disclosure processes and death review systems.

Apr 2013 – Dec 2017

**Director of Medical Services
Royal Prince Alfred Hospital (RPA)**

- Responsible for medical staff appointments and performance appraisal systems.
- Established new credentialing system to meet national accreditation requirements.
- Developed and managed the system for accreditation and rotation of senior and junior medical practitioners from RPA to Chris O'Brien Lifehouse.
- Advised on medico-legal matters, risk management, and safety & quality documents.
- Managed doctors with impairments / competence concerns, from investigation and reporting to regulatory bodies through to supported reintegration into clinical practice.
- Collaborated with senior clinicians on the introduction of new technologies and models of clinical care and addressing unwarranted clinical practice variation.
- Managed Antimicrobial Stewardship and Patient Blood Management Programs.
- As Hospital Incident Controller, I oversaw development of major incident plans, disaster management website, and establishment of Emergency Operations Centre.

Nov 2011 – Feb 2012

**Summer Clerk
Blake Dawson / Ashurst**

- Worked with Litigation/Dispute Resolution and Corporate Health & Aged Care teams.
- Researched case-law, legislation and other sources to provide advice, draft documents and presentations for clients, and create resources for lawyers in the firm.
- My understanding of Commonwealth and State health systems meant I could assist to broaden the understanding of partners and senior lawyers. Consequently I was given more responsibility in some cases, including attending meetings to brief counsel.
- I was offered a graduate position for 2013 but declined to pursue a role that would give greater opportunity to leverage off my past experience.

Feb 2010 – Nov 2012

**Law student (part time then full time)
UNSW / University of Sydney**

Jan 2005 – Jul 2010

**Deputy CEO
Royal College of Pathologists of Australasia**

- Strategic management role involving medical politics, trainee education, quality assurance, workforce planning and promoting community awareness, liaising regularly with government (Commonwealth and State) and non-government organisations.
- Worked with pathologists and the NSW Attorney-General's office on amendments to the *Coroner's Bill 2009*. *Acknowledged by then Attorney-General, the Hon. John Hatzistergos (Legislative Council Second Reading speech Hansard 4 June 2009)*.
- Prepared a genetic testing framework proposal that was endorsed by the National Health and Medical Research Council, collaborated on a submission to Senate Inquiry into Gene Patents (2010) and invited to present at Senate Inquiry hearing.
- Responsible for operational management functions including human resources and financial management and regularly acted for the CEO.
- Interviewed on national radio / by newspapers about pathology workforce issues.

Jun 2004 – Jan 2005

**Deputy Director (Acting),
Health Service Performance Improvement Branch
NSW Department of Health**

Undertook critical analysis of Health Services and collaborated on work redesign initiatives and strategies to enhance patient flows through acute care facilities.

Feb 2004 – May 2004

**Manager Clinical Projects, Structural Reform,
NSW Department of Health**

Prepared written submissions for Legislative Council; provided briefings for Director-General and other executives appearing before Parliamentary and Commission Inquiries into patient safety, quality of care and complaints handling.

Apr 2003 – Feb 2004

**Manager, Cancer Coordination Unit
NSW Department of Health**

Assisted with development of the Cabinet Minute and managed the consultation for the Cancer Institute (NSW) Bill, appointment of the Board, and recruitment of the Chief Cancer Officer/Chief Executive Officer and Chief Operating Officer;
Acknowledged by Minister Assisting the Minister for Health (Cancer) (The Hon. Frank Sartor) and Opposition Spokesman (The Hon. Brad Hazzard) (Hansard 19-20 June 2003)

Jan 1999 - Mar 2003 Sydney Network Medical Administration Training Scheme:

NSW Department of Health and various Sydney Teaching Hospitals

CLINICAL EXPERIENCE

1998	General Practitioner, Mediclinic Caringbah, NSW
Jun – Dec 1997	General Practitioner, Wurli Wurlinjang AHS, Katherine NT
1995 – 1996	Surgeons' Assistant (Orthopaedic and General), Canberra
Apr 1994 – May 1997	General Practitioner / Ward Doctor, Australian Defence Force (Richmond NSW, ADFA/Duntroon ACT, Tindal NT)
Jan 1993 – Apr 1994	Intern / Resident Medical Officer, NSW State Hospitals

BOARD EXPERIENCE

Feb 2015 – Feb 2016	Board Director, NSW Health Pathology
Jan 1999 – Dec 2001	Board Director, War Memorial Hospital Waverley
Aug 2003 – Jun 2004	Director, Uniting Care Interim Sydney Regional Aged Care Board
2001 – 2010	RACMA NSW State Committee Member, including: <ul style="list-style-type: none">- 2004 - 2008 Chair of the NSW Board of Studies- 2009 - 2010 Chair of NSW State Committee & State Councillor

REFEREES – available on request