

03/31/2015

In response to the VISN 5 and VHA recommendations, I believe their intentions are true but will never happen. MWV Hospital, Ft Detrick CBOC, and several other outlying CBOC's engaged in conduct that constitute a violation of the law, rule, or regulation, gross mismanagement and a substantial and specific danger to the public.


During the investigation, our clinical coordinator watched each interview of the Ft. Detrick Staff from his office. One, this violates federal and state laws. You cannot record nor watch anyone without their consent. Not one of the Ft. Detrick Staff knew they were being watched nor recorded. The Ft. Detrick Clinical Coordinator is still here. Managing the clinic as if nothing happened. Two, the Ft. Detrick Clinical Coordinator discussed our interviews with another employee. The Ft. Detrick Staff signed a disclosure statement. What was the point of the disclosure statement? This is a prime example of the corruption within the VA system.

MWV Hospital, Ft Detrick CBOC, and several other outlying CBOC's are corrupt. Management is still in control on how care is set for the Veterans. I shall explain, the VA is a big HMO. Any way to cut corners or save a little money, management is pushing for it. Management **STRONGLY RECOMMENDS** to treat the chart and not the patient. Majority of the nursing staff and physicians believe in helping the patient. Practice "Good medicine." Patient's interest at heart and develop the best treatment plan for him/her. The clinical staff is unable to practice "Good medicine" with all the road blocks management has placed. All MRI's must be approved by the "Chief of Staff—Dr. Jonathan Fierier." All referral to private practice doctors, hospital, and specialty care must be approved by the "Chief of Staff—Dr. Jonathan Fierier." All performance measures (treating the chart and not the patient) must be completed on each patient by nursing and the providers per "Chief of Staff-- Dr. Jonathan Fierier and Chief of Nursing—Susan George, RN." "Chief of Primary Care—Dr. Mark Battin" enforces the above rules. If the performance measures are not met, a poor yearly review /evaluation is given and place in your personal record. "Assistance Director of Nursing—Tom Palmer—RN" enforces the above rules. If the performance measures are not met, a poor yearly review /evaluation is given and place in your personal record.

On another point, why didn't management respond to our complaints earlier? As a rule of thumb for the VA, any concerns or problems will first go to the Clinical Coordinator. If he or she is unable to solve the problem, up the chain of command you go. I have been to our Clinical Coordinator numerous occasions with complaints about staffing, patient care, orders missed, our telephone system and etc.... Always met a brick wall. Nothing would be resolved. Next step, complain to higher management. Another brick wall, told to shut up or get out. Wow. Multiple incident reports filed. Still another brick wall. Several calls place to the IG. Then the retaliation begins. Multiple write ups for unprofessional behavior, abusing leave policy, abusing the sick leave policy, abusing FMLA, denied overtime, and denied comp time. Why hasn't management corrected the problems? What are they waiting for? Overworking staff and endangering the lives of our veterans. What a terrible price to pay, a veteran's life in order to make a change. Why are we not following the PACT module? Each Primary Care Team must has a Provider, RN, LPN or HT, and a MSA. My PACT Team still does not have a MSA. It has been almost two years since our PACT Team has had a MSA. Orders are being missed left and right.

In my opinion, all management positions need to be replaced. It starts with the Ft Detrick Clinical Coordinator and up the chain to the Chief of Staff. I cannot and will not trust the current management team in place. I have been lied to, threaten, and I'm always living in a state of fear. One should not be fearful or depressed when they come to work. I love being a nurse and I just love working with veterans. I'm just not sure how much more I can take.

Sincerely,

A handwritten signature in cursive script that reads "Margarita K. Richie".

Margarita K Richie, LPN