

Meeting undertaken on 4th May 2017 with Alison Kelly, Lucy Letby, Karen Rees, Hayley Cooper, Kathryn de Beger & Sue Hodkinson (12.38pm)

Alison commenced the meeting by providing an update since we last met on 27th April 2017. She explained that the meetings with CDOP had gone well and these had informed another meeting taking place which neither herself or I were involved in. Mr Chambers, Mr Harvey and Mr Cross were undertaking the discussions and we hoped to have a clearer position on the next steps within the next week. As such, we both reiterated that we were keen to continue meeting on a weekly basis.

Alison asked you how the review of your competencies was proceeding following the agreement for this to commence with Yvonne Farmer, outside of the Neonatal unit, in our last meeting. You explained that a plan was in place and that you were meeting again later that day.

Karen and Hayley went on to add that they found it difficult that the continuing clinical concerns and the involvement of CDOP were very hard to understand, with Hayley adding that she felt that Mr Harvey should meet you to understand first-hand the impact that this was having on you.

Alison and I explained that the original review provided the external report and clinical case review but it had not looked at the deaths collectively. As further clinical concerns had been raised, we had asked for their advice and with this additional information, we should be able to action any next steps that were required.

Hayley then added how you had both been informed by two different sources that Dr Brearey was leaving the Trust. Alison and I explained that we were not aware of this information. In addition, Kathryn explained that she had some concerns in relation to the completion of the mediation with Dr Jayaram. She advised that as part of mediation, the second part of the process required both parties to sign an agreement on agreed ways of working together and that this was returned to Jane, the mediator. Kathryn added that the mediation had not been concluded as Dr Jayaram had not signed off the agreement, whereas you had, and that it appeared from following up with Jane, that he hadn't forgotten to undertake this process. I asked Kathryn if we understood the reasons why and Kathryn explained that she was looking into this. I also advised you that both Alison and I would follow up on this information too.

Hayley went on to add that she felt this had something to do with the clinical concerns also being raised, as Dr Jayaram knew that you were returning to the unit. You added that as part of the mediation process, you had explained to Dr Jayaram that you would be returning to the unit, whilst both Alison and I advised you that we understood the dates of your return to the unit had not been shared by the Executive team at this stage.

As the meeting drew to a close, I asked if there was anything further you wished to add from our meeting last week. You stated that you were still concerned regarding your workload within the PALs team. In response, Hayley explained that Karen was following up on this and that you had an increased workload because you were very good at the role. Karen added that she was also following this up with Julie Fogarty, as we had agreed in our last meeting. We closed the meeting by agreeing that we would not meet w/c 15th May as you were planned to go on annual leave that week but that we would meet again after your leave.