

In her email, Hayley added that “following this meeting Karen Rees has just informed Lucy that you both have advised that Lucy does not go to Alder Hey for the time being like she has been, we would like to know why this is the case and is this a management instruction and if so on what grounds?

Lucy would also like to know why this wasn’t raised in the meeting but that it was raised outside the meeting (privately) by yourselves..... Consequently this won’t be documented anywhere which we are concerned about and also that Lucy has not had the chance to respond.

By doing this Lucy is now quite obviously upset and disappointed that she can no longer go as planned but is more upset about the lack of openness and honesty from yourselves. This is disappointing that neither of you felt you could raise it directly with Lucy in the meeting.

After the time it has taken to establish your relationship with Lucy this will now quite clearly be a backward step and yet again it is left to Karen, Kathryn and myself to pick up the pieces.

Lucy will now need to adjust her work plan to account for this and therefore this will cause Lucy more stress and anxiety”.

Alison explained that she had asked Karen to come out of the meeting at the end to discuss something completely different, in relation to gathering information on the rotas and staffing. We then discussed your visits to Alder Hey hospital and that they should also be paused alongside other arrangements. Alison reiterated that she had not pulled Karen out of the meeting to specifically discuss this but acknowledged that this may have looked underhand and sincerely apologised for how you may have perceived this. I supported this and added that this was not our intention in any way and we were keen to maintain the openness and honesty that we had developed during our meetings.

You explained that it appeared like an afterthought as you were still there in Karen’s office and we could have just returned to the office and explained this decision. Alison explained that she recognised that we could have done this differently and I added that to support your concerns regarding this decision or the subsequent concerns you have voiced not being documented, that I would be sending the correspondence of our most recent meetings to you early next week. We agreed that Hayley would receive this correspondence so that it could then be shared with you.

You asked what was the reason behind the decision that you could no longer go to Alder Hey? Alison explained that she had instructed Karen to also pull every member of staff from their shadowing sessions at Arrowse Park Hospital and that it was not about singling you out. She was keen to ensure that there was a consistent approach to ensure two things:

1. To ensure there was enough support for all staff at this difficult time;
2. To ensure that she had the appropriate level of assurance regarding staffing on the unit was at 100%.

Alison added that there were 6 members of staff who had had their shadowing paused and that this was consistent with the decision making around yourself. Alison went on to explain that we were all keen to get the unit back up to original levels in the future but that we don’t quite know what this means. There are so many parties involved in the conversations. She added that when we met with the nursing team previously, when Mr Chambers, Karen, Hayley and Sue were also present, we talked about what all of this means for the unit. At that meeting, the support for you was made very clear and this still remains. However, some of the team are struggling with the level of scrutiny and numbers on the unit and so that provides some of the context around the decision making to ensure everyone is supported and that staffing numbers are assured.

You clarified that the decision to pull you from the shadowing was the same as that for other members of staff and both Alison and I advised yes this was the case. Hayley explained that it was easier for other members of staff on the unit as they were supporting each other but there was only limited support wrapped around you. I reiterated the team were very conscious of the support they needed to offer you and that we had explained that they could contact you to offer their support and friendship.

Alison explained to you that she was concerned that she wasn't made aware of the arrangements that you had put in place with Alder Hey in advance. She wants to ensure that all members of staff have a consistent approach and recognised that with pressures on the unit, we may find it difficult to support this. She added that for the time being, she would like you to remain working at the Trust and pause the shadowing at Alder Hey. She also reiterated that our regular contact and meetings would continue.

It was at this point that you asked to leave the meeting as you were upset. Kathryn supported you and joined you. The meeting ended at 12.54pm.

You returned to Alison's office at 12.56pm and Kathryn advised everyone that you were concerned as this was not going to be a quick process with the police involvement and that you were concerned how long the competencies would remain relevant. You added that you were out of practice for nearly twelve months. Alison and I responded by explaining that in some ways, it was similar to a period of maternity leave where a member of staff needs extra support when they have been out of practice for sometimes nearly 15 months, with annual leave. We need to consider what need to be the next steps to keep you updated but you would be no different to any other registrant but as you had a specialism, you would need more time.

Alison agreed to discuss this further with Karen and that there were a number of things we could explore with Eirian and Yvonne.

Hayley added that you don't want to go back to doing 4 days within the PALs team and both Alison and I acknowledged that this was something we needed to consider further but that we were not clear at this stage what this would look like. Hayley also asked if you could visit the unit but we collectively agreed that this may be a police decision as they may want this to take place in a controlled way. Alison and I agreed that we would discuss this further with Mr Cross and provide an update at our next meeting.

We brought the meeting to a close and Kathryn advised she was on leave for the next two weeks. Hayley advised that she was also on leave w/c 15th June. You advised Alison that you were sorry (re the discussion regarding Alder Hey). The meeting ended at 13.04pm.