

DIRECTORATE: URGENT CARE
GRIEVANCE INVESTIGATION INTERVIEW CONDUCTED BY DR CHRIS GREEN
ON 18TH OCTOBER 2016

PRIVATE AND CONFIDENTIAL

Present:	Dr Chris Green (CG) Hayley Cooper (HC) Lucy Sementa (LS)	Investigating Officer Interviewee HR Specialist
Standard:	<p>Introduced the members of the interview.</p> <p>Stated the purpose of the interview and informed of his/her right to be accompanied by a trade union representative, fellow employee.</p> <p>Explained that notes would be taken so that a final statement could be agreed by all parties.</p> <p>The statement will be used in the completion of the final report</p> <p>Stress that this meeting was to be treated as a highly confidential discussion and the content of the meeting was not for discussion with any other persons.</p> <p>Counselling support also offered and need for confidentiality stressed.</p>	

Body of Interview

HC	<p>It was the end of June, or start of July. I was made aware as part of the Risk team of an internal review. It was mentioned that a nurse had been named. On 15/07/2016 I met AK, SH and DSS (RCM Rep) and was informed about the allegations that had made by a consultant. KR had already told me SB was demanding that the nurse was suspended. I asked for grounds and evidence, and then heard that getting the Police involved was discussed and that a group of consultants had gone to the Executives.</p> <p>LL was on holiday and they were still demanding she was excluded following her return. I felt that SH was supportive at this point and wanted to support the individual concerned.</p> <p>I informed the RCN. (I told executives that I would do this)</p> <p>LL contacted us following her leave, and TM appointed to support as I had been involved from a risk point of view, and had taken notes and organised peer reviews of the x rays of the babies. LL then ended up in my team, I felt this was inappropriate at the time as we were potentially reviewing evidence and gathering data.</p>
----	--

External review people came in, and told Lucy that she would be interviewed, and I attended with her. Following the review, I think that the penny started to drop and that there was more to it than what she had been told. After the meeting both reviewees expressed their concern following this regarding her health and wellbeing –at this point she was very distressed. It was suggested that the panel might suggest an investigation into LL – maybe as a way of clearing her name.

Tony M then prepared a letter and submitted it. LL had some questions and we confirmed that there were some allegations being made.

On 7th there was a meeting. This was cancelled 15 minutes before. We submitted the grievance that day as were getting nowhere.

LL didn't want some things in grievance in regards to the police. There was a meeting on Friday 9th September with AK, SH and KR. I wanted an update, and they said that they were waiting for the review report and she would stay where she was. I asked for an investigation or reinstatement. I received no response to this. There were no grounds for TOR to start an investigation. I had been informed that SB had been challenged, but he was adamant he didn't want her on the unit. They were being held to ransom by the consultant. I don't know what they were expecting from the review. I informed the Trust that they have a duty to investigate and felt that they were citing LL's welfare as an excuse. It was intimated not to see her on Friday PM's in case caused upset over the weekend. I was a little insulted by this.

LL has been to Occupational Health and met with AK and SH on 5th October. Told the report was not back, and that they are keeping her where she currently is. They looked shocked when she told them that she didn't know why she was there. I felt I had no choice but to take her off site and told her what she was being allegedly accused of - harming these babies. I didn't at this point want to tell her the allegations as didn't feel it was my place as I knew she would be extremely upset

I don't feel that the Trust has supported Lucy at all. I and TM met with Lucy and her parents after her interview meeting and I can honestly say it was one of the most distressing conversations I have ever had to have. Having to explain to parents what is being alleged about their daughter I feel was unacceptable and it is a conversation I will never forget. The trust should have had this conversation with Lucy.

I have also heard that someone from the Executive team has said 'the longer she stays in the risk team, the more likely she might be to leave'.

I am disgusted at the Trust and how they have treated her.

LL told me others had been questioned re a relationship with SB, LL reported this to me and I emailed SH & AK for clarification on this. The effect on that girl cannot be understood

All of this has made me extremely guarded and suspicious. At times I have used my RCN email account to communicate as I don't feel I can trust anyone within the hospital. I feel like the Executive team want this to go away.