

728

**DIRECTORATE: URGENT CARE**  
**GRIEVANCE INVESTIGATION INTERVIEW CONDUCTED BY DR CHRIS GREEN**  
**ON 20th OCTOBER 2016**

PRIVATE AND CONFIDENTIAL

<b>Present:</b>	Dr Chris Green (CG) Karen Rees (KR) Lucy Sementa (LS) Penny Weaver	Investigating Officer Interviewee HR Specialist Note Taker
<b>Standard:</b>	<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**

KR	<p>Went through events from mid-July. Karen Townsend had a one to one with Ravi Jayaram who had raised major concern with LL purposely harming babies – highlighted by SB. Inference was that LL was purposefully harming babies. KR believed concerns were raised earlier in the year but unsure of the details. KR questions if Stephen Brearey was that concerned why he hadn't gone to the execs not fed back through another member of staff through a one to one. KR went to find SB but he was in clinic and <u>could not see her</u>- KR <u>threatened stated that she was willing to sit outside his room clinic</u>, until he spoke to her. KR wanted to understand from SB what he meant from the allegations. KR then went to see Ravi Jayaram <del>who said</del> "Don't start Karen..." and asked him to ring SB on his mobile phone, to see when he would be free to see her.</p> <p>KR understanding was that triplets were born well, two died and one was transferred to another hospital – these deaths lit the flame that led to LLs removal from the unit.</p>
----	---

	<p>LL is one of five Band 5 advanced ITU nurses.</p> <p>KR has been based in <u>surgery the Planned Care Division</u> for last 10 year and had not met SB or LL.</p> <p>KR first contact with SB she asked what his exact concerns were with LL and what evidence did he have. SB answer was gut feeling and a drawer of doom (referring to a drawer in his desk).</p> <p>KR went straight to see Alison Kelly. Wasn't happy to exclude LL, felt no grounds to exclude.</p> <p>In the evening KR received a call from SB <u>at home</u>. Unsure how got mobile number but possibly from switchboard. Felt SB tried to bully me/putting pressure on. Felt that SB was exhibiting passive aggressive behaviour – remained professional but gently powerful.</p> <p>SB had no concrete evidence. AK in agreement with KR not to remove from unit. Eirian Lloyd-Powell has no concerns.</p> <p>LL went on leave after that weekend</p>
CG	LL was swapped from night shifts?
KR	<p>I went on leave. Sian Williams was then involved. Think LL was swapped <u>removed</u> off night to days to check competencies. Also think SW discussed with LL supervision. After KR returned from two weeks annual leave Linda Guatella arrived at <u>her office</u> to say they needed go and remove LL from the unit and redeploy to the risk team as advised by Sue Hodgkinson. Felt myself and LG were put in a difficult situation. I didn't know what to say. <u>There</u> was initial intention to supervise LL but this wasn't feasible due to staffing levels</p>
LS	Who's decision was this?
KR	I was on leave. Possibly SW
CG	Do you know why LL had been told not to contact the unit?
KR	<p>I think this may have been my fault. I didn't want her talking to all the unit staff. I think this was misunderstood – LL wasn't refused contact – that wasn't the intention anyway.</p> <p>Initially given 4-6 week window for the report. A deep dive report of clinical notes is also taking place. I felt AK needed to speak to LL to give an update. KR checks on the neonatal unit every morning now.</p> <p>KR has heard that a Band <u>6 5</u> nurse from the unit who is currently working in clinic heard RJ stood in clinic saying that have a murder on the unit. Nurse on the unit not aware of what's going on.</p> <p>Eirian Powell told KR that a junior doctor openly tabled at a meeting.</p> <p>EP and the nursing team are 100% behind LL.</p> <p>EP asked SB how would he feel if LL went home and killed herself. SB response was "I don't care". SB behaviour is upsetting the whole department.</p> <p>LL attended the review panel with Hayley Cooper</p>

	EP told KR about SB comment regarding the "Angel of Death" – this came from SB via EP.
CG	Was the deep dive into clinical notes mentioned to LL?
KR	Assume it was a verbal recommendation. LL given no detail
CG	Before being taken off the unit LL was told she was the first to be picked?
	KR asked Yvonne Farmer that all competencies checked. Not sure if the medical consultant competencies have been checked.
CG	Do you believe the intention is to return LL to the unit?
KR	With some, not others. I've heard that SB is adamant LL is not going back to the unit. I feel very strongly we need to get LL back on unit. I raised with AK & SWH if can get deadline of date. Also questioned why haven't brought police in? KR hasn't because of LL Would we like our daughter to be treated like this, I don't think so. In a meeting with Steven Cross it was mentioned about if we call the police the unit will be shut down and people <u>may be</u> arrested.
CG	LL has heard that questions have been asked if she had a relationship with SB.
KR	No one has asked me. People look for a reason /rational as to why this is happening. I asked SB to share evidence of how she'd done it – he couldn't answer me. There has been a suggest from RJ of air embolism or twisting of tubes - I understand that the three babies didn't have <u>IV</u> lines in. SB called it his drawer of doom – he wouldn't share what was in it with KR When LL returns to the unit all competencies are to be completed for confidence.
CG	LL is aware people are asking why she has been moved
KR	LL has been seconded to the quality team. Eirian Powell, Yvonne Griffiths and Yvonne Farmer are in contact with KR
CG	Staff outside of NNU are asking NNU staff
KR	I don't know where LL hearing this. I am also supporting Hayley Cooper. I am going to support LL when she is back in the unit. It could have been handled better and I think AK and SW acknowledge that now. My observation is that the unit managers are not strong leaders – they allow the consultants to dictate too much. SB wrote a letter to the exec team saying there are no rifts within the team and wanted Eirian to sign it. SB has also sent EP emails