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AA

Countess of Chester Hospital 
NHS Foundation Trust

DIRECTORATE: URGENT CARE
GRIEVANCE INVESTIGATION INTERVIEW CONDUCTED BY DR CHRIS GREEN
ON 28th OCTOBER 2016

PRIVATE AND CONFIDENTIAL

Present:	Dr Chris Green (CG) Eirian Powell (EP) Lucy Sementa (LS) Penny Weaver	Investigating Officer Interviewee HR Specialist Note Taker
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

CG	Can you tell us how events unfolded?
EP	<p>Referred to her timeline. Mortality numbers were up. CQC and embrace who review mortality and take all factors into account and adjust accordingly. LL works full time and also overtime during busy periods. LL switches from days / nights to suit unit. LL is so amenable and flexible, one of my best nurses. LL was also a student in the department, she was very quiet but diligent. Her practice is second to none. Compared to part timers full time staff working overtime are going to be higher commonality.</p> <p>A thematic review was done by N Subader from the Liverpool Women's Hospital.</p> <p>I met with LL and she asked if anything had come from the review. I told her the she was a commonality. LL didn't seem concerned as she was full time plus overtime. LL is QIS and ITU trained.</p> <p>If you are allocated a baby no other staff should touch the baby without your</p>