

KAREN REES: Like I say, I think they stepped the level down, so we had to monitor that very carefully. And because electively, you wouldn't choose to admit. If a mother delivers a baby quickly then they might have to admit. So because it's head of nursing. I'm an early bird. I live on a farm. So my husband gets up at the crack of dawn. So I'm always in there early at 7:00. So I used to do this, whirl around and check if all was okay. And the neonatal unit would ask them to report any sick babies that might have been born in the night or whatever. So then they've tasked to take the baby out of the unit. So that did happen. But no there weren't police cars everywhere not that I recall.

DARREN THORNE: No and from the information that we have, I think may be a part, from your experience of not remembering the date. The police were relatively supportive and handled people sensitively.

KAREN REES: Yeah, I think certainly when I was interviewed about it, it was quite pleasant he just got a bit cross when I couldn't remember the date, it didn't match with what Eiran said. Brought me back and said .... I said I am trying. Yes. I don't. Certainly, I don't recall him being unsupportive or... yeah.

DARREN THORNE: Thank you. Did you have any other questions ?

KAY BOYLE: I'm just thinking about the grievance that one of the outcomes that they wanted was mediation with Steven and Ravi.

KAREN REES: I was upset about that.

KAY BOYLE: Yeah, I was going to ask your thoughts on that.

KAREN REES: Well, my thoughts about the way that was or it really didn't need happening, because I don't see the point and I was, it quite opened my eyes as a senior nurse to think consultants been too unprofessional, because I just think why have a grievance and why have outcomes and then not follow it through, make sure those outcomes happened regardless of whether what was right, what was wrong. Because it just made to me, I thought, why bother having a grievance procedure, it's not followed through that, you know, that the effort, the money, the time, the hopes it gave Lucy, you know, the added stress, you know, for the consultants then to decide not going to mediate. No I didn't think that was handled well.

DARREN THORNE: Did you think mediation was the right thing in the first place ?

KAREN REES: Now we know what we know. Probably not. But I think to be fair to the execs, whoever, because it was an external person, wasn't it? How were they going to move forward by putting her back on the unit if they did try mend those working relationships? So I don't know what any other answer would be. Well, again, now when we know more about what was going on and I wasn't probably fully in the picture how eminent they were in the. If I did realize that, then would be no point would there, because they were not going to change their stance. So why would they mediate? I understand that now. But at the point I was cross because of all. Come on, executive team. You put this has an outcome. Why aren't we driving it forward? If it had been a nurse, she'd have been told. You're doing it. And I did. And it just that saddens me. I think we are in this day and age. I just think we

perhaps have to be careful about what outcomes we put as a grievance if it's not going to be followed through. And I suppose it reiterates its may be that perhaps things haven't changed that much, that consultants have got the power and organization. That's how I feel.

DARREN THORNE: Okay.

KAY BOYLE: Brilliant.

KAREN REES: I don't think there is anything else.

DARREN THORNE: Thank you. I don't think so. And if we have anything else, we can ask to arrange a quick call if there is anything in particular. But I think you've been great. Thank you very much.

KAY BOYLE: Thank you.

KAREN REES: I do worry about the outcome but hey ho nothing you can do about that...