

I conclude that no formal allegations have been made with relation to you from any party. I have been unable to confirm the exact wording of any 'accusations' however the members of both the management team and the Executive team are clear that the accusations were, that there was a direct link between your presence on the NNU and the increase in deaths on the unit and that it was suggested by some of the paediatric consultants that that this link was due to *knowingly deliberate action by LL*.

In response to 'how have the Trust dealt with this', I conclude that the Trust have considered the concerns of the consultants in line with both the Disciplinary and Speak out Safely policies and believed that there was insufficient basis on which to undertake either a formal internal investigation or to initiate a police investigation.

I consider that there were a number of potential options available to the Trust:

- to initiate an internal investigation under the Trust Disciplinary Policy. I find that, given the nature of the allegations that this was not feasible as, if there was sufficient evidence the police should have been contacted in line with the Policy.
- to contact the police as above and request an investigation. I find that the Executive Board did not feel there was sufficient evidence to undertake this action.
- to exclude you from duty whilst the External Review and 'deep-dive' forensic review was undertaken.
- to redeploy you as an alternative to exclusion.

I conclude therefore the action of removing you from NNU while the External Review and 'deep-dive' forensic reviews were undertaken was within a range of reasonable responses available as it was believed that these reports would provide further information that would clarify any concerns regarding any deliberate action resulting in patient harm. Given the number of meetings in which these concerns are believed to have been discussed and the subsequent action taken by IH to address rumours coming from NNU, I believe it is inevitable that these accusations became known to you and I conclude that you should have been made aware from the outset. Furthermore, I find that you were not provided the opportunity to respond to the concerns as raised by the consultants, which I consider you had the right to do."

I would add however, that I do believe there was a further option available to the Trust in that they could have supported you to remain on the NNU with supervision, as discussed earlier.

8: How will the Trust support me to return to NNU on a personal and professional level?

- The CEO and a Non-Executive representative to apologise to you in the presence of your parents.



Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers

