

TUES. 16 MARCH 2017, 9.15am. TC. LB. SIMON. AK. LUE. SPE.  
NEONATEL.

Part of mediation process & request from Ravi to meet Lue.  
Done yesterday - 1 1/4 hrs.

Concerns - what Board is doing.

- mediation process.

- disconnect bet. Exec. team & Paeds team

Mediation - happy to do it. much more comfortable.

Issues: difference in opinions in our perception & theirs.  
how Board assured? Going down a path w/o  
understanding deaths.

still unexplained deaths - beyond reasonable doubt

On behalf of all - bullied & intimidated.

Being victimised like other 'whistleblowers'.

Many of them 3 in path looking for jobs elsewhere  
beg. not valued.

More for PT of organisation - raise concerns with CQC

Went conversation with Tony & Ian

They do not feel assured

Never heard before some comments!

Left it around side around trust & confidence  
in Exec & Board

Alignment - how? 26<sup>th</sup> Jan mty. shd hv. had report.

They feel discussion on 26<sup>th</sup> was about grievance

Not a clinical mty/discussion.

Needed more support as clinicians.

4 unnatural deaths in report. 4 further deaths.

Raised a further 5 who died of organisation.

TC & Sue to visit this am & meet Ravi & Steve B.

Shakti

Agreed to meet (they want all there. TC does not but  
meet with Ravi, Steve B. & Nim in first instance.

4 all agree - not explained.

bet to a position where they are satisfied.

Execs / Board

- 2. Not the enemy
- 2. No tactical plan about future of unit.
- 3. Frustration around clinical investigation!
- 3. Not feeling loved.

Tc. had conversation with CEO of Great Ormond St. (Peter)

- help me understand mindset of 'neonates'

Peter will meet them - favour.

He can then advise on process to get thro this.

∴ Agreement on known, knowns & unknowns.

Simon. Get together & agree, plan going forward.

Sue - they want a neonatologist.

Tony. What has Ian done - don't know!

Tc. Mt. Ran. Steve B & Nim. to meet

Be clear in our mind - events → Poed's sd. Lucy

Was it Lucy? That was the purpose of the investigation.  
focus on mortality cases..

Was question posed to Board just about

Is there more work that can be done to investigate?

create independence around it? Include new governance  
team at COCH.

Sue. Ran. cannot see percentage gap bet Docs & Nurses.

Alc. Action Plan - case / spec. Com. / Workshop.

Sue. I can pick up with Ran.

Alc. Template.

Simon. Play - j for hmie

Tc. Pd. today - Report helpful.

Recommendation of review - actions remain

I don't like showcast mths.

- Conversation next wk. needed.

Alc. QSPER. next Monday.

Tc. Alc & Sue to hv. conversation with Ran.

clock ticking on recommendations - need to do <sup>some</sup> thing.

& further in-depth death review.

Tc. Agree on more than we disagree.

Paeds not in space to receive anything.

They feel like "battered wives" Exec (Tc) is abuser.

Paed's frustrated with IH.

Move it to Dave Temple.

Lie - 3 deaths. Lucy at col.

Real concerns. Lucy moved valves.

Atk. Why not before? Senior allegations.

Lie to check with Lori. re. these comments.

Tc. Lucy cannot go back to Unit.

They want "to throw Lucy under a bus.

Atk. Challenge - she shd go back.

Tc. Okay she goes back & something happens.

New comment - deal with a speak out safely.

Rath o re says - ring Police & GMC.

Lie. Lori's sd focusing on employment not PT. Safety.

Atk. There can't be.

Tc. How can Lucy work there?

Tenison presence

Lie. 

Doctor ZA
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 - baby not at COCH.

Tc. When speaking

Summary. Independence needs to done.

mtg with Tc. Steve B. Nim & IH. & Julie

Lie mtg Lori. Spk out safely.

Mortality - further review!

Lucy issue.

LB. Concern re. our own unit if consultant not prepared to hv. a baby here.