

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

Part of mediation process & request from Ravi to meet Sue.  
Done yesterday - 1 3/4 hrs.

Concerns - what Board is doing.

- mediation process.

- disconnect bet. Execs. 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 'whistle-blowers'.

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

More for Pt of organisation - raise concerns with CQC

Work conversation with Tony & Ian

They do not feel assured

Never heard before some comments!

Left it around risk around trust & confidence  
in Execs & 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.

Short

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

4 and agree - not explained.  
bet to a position where they are satisfied.

Execs / Board

- Not the enemy.
- No tactical plan about future of unit.
- Motivation around clinical investigation!
- 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 cd 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. Ht. Ran. Steve B & Nim. to meet

Be clear in our mind - events → Peds 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?

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

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

Atk. Action Plan - C&E / Spec. Com. / Workshops.

Sue. I cd pick up with Ran.

Atk. Template.

Simon. Play - for hme

Tc. Sd. today - Report helpful.

Recommendation of review - actions remain

I don't like showcase mths.

Conversation next wk. needed.

Atk. QSPER. next Monday.

Tc. Atk & 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.

Peers not in space to receive anything.

They feel like "battered wives". Exec (Tc) is abuser.  
 Part 1: Frustrated with IH.

Move it to Dave Temple.

Lt. 3 deaths. Lucy at col.

Real concerns. Lucy moved valves.

Atk. Why not before? Senior allegations.

Lt. check with Lori re. these comments.

Tc. Lucy cannot go back to Unit.

They want<sup>ed</sup> 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.

Part 2: re. saying - ring Police & GMC.

Lt. Lori: sd passing on employment not PT. Safety.

Atk. There are no words.

Tc. How can Lucy work there?

Tension Pressure

Lt.

Doctor ZA

I&S

Tc. When speaking

Summary. <sup>Further</sup> Independence needs to done.

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

Lt. mtg Lori. Spk out safely.

Mortality - further review!

Lucy issue.

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

Ravi done 1st & 2nd stage mediation.  
Full mkg next Tues.

Steve B. Not started but doing 1st & 2nd stage today.

Int mkg was to be today but likely to be postponed to Lucy - mental health issue, postponed. Occ health involved.

- Action Plan: review updated & to be circulated.
- Experience - as above - 'BEHAVIOURS'
- Drill down into cases. (Ravi mkg with Sue) to Sue. Value - Police. - Ravi.

11. Child D Baby went off & nurse on break. 2 other nurses called - one was Lucy.

Ham. Civic.

to 100.

CR. ACTION

King, T. H. Sue.  
Ravi Steve B. Nim.

I&S