

network, doctors, politicians and the press.

Mr Chambers stated that the Speak Out Safely process had been professionally managed. He noted that emotions were running high at the time. Things have been said and done that were below the values and standards of the Trust. He added that an action plan will be developed from the outcome of the grievance. The grievance had indicated that there had been victimisation of the nurse.

Mr Chambers has met the nurse and her family and discussed the redeployment of the nurse.

Mrs Rees read out Lucy's statement to the meeting. There were no comments made.

Mr Chambers said we need to remind ourselves how we got into this position. The Trust encourages staff to 'speak out' and the only reason we went where we did was because of the consultants comments.

Mr Harvey added that it was not about raising concerns, as that is fine, but the review by a high powered team does not call out a criminal act but does raise other issues. There is a need to draw a line under the 'Lucy issue'.

Mr Chambers stated that following an extra ordinary Board of Directors meeting on 10th January 2017 where the Board had received a copy of the report, the Board had accepted the recommendations from the report. The Board had noted that an apology would be requested from the consultants. Lucy felt that it was unfair to move her from the unit however the Board are content that it was in Lucy's best interests to move her from the unit. An apology has been given to Lucy and her family. He added that there is a need for an apology from the consultants and this will be followed by mediation. He said lets be clear that we need to draw a line on the past and is about how we go forward in the future.

Mr Chambers stated that the final recommendation was around the unit being a level 1 or 2 and this was contingent on the network review.

Mr Chambers re-iterated the Board's recommendation and asked the consultants for their support.

Dr Jayaram thanked Mr Chambers and said that they looked forward to working together and there is a need to understand each others position. We have not been as good at that as we could have been. We need to group together and discuss what we have heard. Dr Jayaram asked if it would be possible to have the report earlier.

Mr Harvey stated that the report would be released to everyone at the same time however some time could potentially be put aside for the consultants to consider the report.