

The senior management took a decision to move her to a non-clinical role temporarily. I have no insight as to what was said to her about how long for or why.

We as a group are still uncomfortable that our concerns have not been fully addressed but understand why the exec body is cautious about escalating things. My worry about this HR meeting is in terms of what might be asked and how I reply - clearly if I am asked did I have any concerns, I could only give a subjective view and if I raise the possibility of deliberate harm in that forum I am putting myself at all sorts of risk (although I stand by the fact that we ezca;ted and therefore fulfilled a duty of care to babies and families)

Apologies for the dyslexic typing!

Hope: As this meeting is a formal meeting under the grievance policy, you should request an agenda prior to attending the meeting to allow you to prepare for what may be asked and exactly what the grievance is in relation to. I must stress that this grievance meeting should be carried out separately from any clinical investigation that is currently ongoing, and your allocated local adviser will be able to talk to you in more depth about what you can expect in this meeting.

I appreciate this is a very sensitive topic and I would like to stress that this and any following BMA correspondence is completely confidential.

In short, I would therefore firstly suggest you: a) request a copy of the grievance policy and an agenda for the meeting, b) inform the trust that you have sought BMA advice and will return contact when you can establish the availability of your representative c) forward all correspondence to myself, along with a copy of your contract, the policy and the agenda as soon as you receive these pieces of information.

Ravi: I have forwarded you by email the policy and the letter, will send on the contract when they send me the template. Copying you into all correspondence from now

Hope: Thanks, Ravi. Do you have any additional questions at this time or anything else you would like to add?

Ravi: Is there any way to get a transcript of this web chat? Thanks for all your help, I will await to hear from a local adviser

Hope: Yes I can certainly email you the transcript.

Ravi: That's brilliant. Thanks for all you help Hope

Hope: No problem. Take care.

In the interests of security, please close your web chat window once your discussion is complete.

Ravi: Will do