

01/09

Lucy Letby & Hayley ^(Cooper) (RGN Rep)

Trained at Uni of Chester, spent time on NIW - chose to work here 4.5 yrs - all inducer - top band 5 level - specialist nurse NIW specialised to look after ventilated babies

4 nurses (2x 6 10 or 2x 5) try to adhere to guidelines 1:1 - lots of ICU babies 2 at a time or 3 HDU babies.

Waiting for opportunity to apply for Band 6 role - ~~superintendent~~ role usually but not always possible.

Good team, good RPPA between med: nursing staff - but different with consultants - more ways of going to them

Escalator → Band 6 → SHO → Reg (not aware that this is written down)

Empowered to be heard certainly to more junior staff.

Delayed decisions following deaths & other events - not everyone can join - reliant on nursing staff pushing for it - positively received but time for it be acted on.

Supported by medical team but not so ~~strongly~~ ~~so~~ supported by nurse managers

Aug 14/15

some debriefs initiated by LL who had to ask for them.

Taken off nights so more protected on days - told rather than agreed with LL

ⁱⁿ Redeployed - have no contact with the NNU - referred to CH. seen once - given leaflets

only d/s access support from network (or senior nurse managers)

Consultants not always empowers & supporting of nurse - slow to escalate to tertiary centres on occasion in LL's view.

Short of nursing staff, ↓ skill mix, lots of Bank & agency nurses. - most shifts have one agency.

LL will do 2 or 3 extra (12 hour) shifts a month and/or more shifts around to cover gaps.

30th June - 2/52 AL → meeting with GP → DDon → told period of supervisor & training - no prior warning - ? practice concerns - no - statistically there all the time so - (also others too) RCN → meeting → not able to supervise so redeploy → no

2/52 Contact — no other redeployed — segregated
 now 10/52 — no reason or evidence to
 deploy — waiting for this review before
 RN increase role → Launch a grievance.
 Under impression RCPCH had asked for
 LL to be redeployed.

Redeployment done under ? Police
 feeling very vulnerable. "feels everyone has
 turned their back on her."