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time and from my team, a lady called, Lynda GUATELLA. I can spell that for you if it helps.

I&S

Yes please.

R

Yeah it's G, G for Golf. U for, I can't remember what U is, apologies.

I&S

Uniform.

R

That's the one. Alpha, Tango, Echo, Lima, Lima, Alpha.

I&S

Thanking you. So this meeting regarding re-deployment then, is the 14th of July?

R

Yeah. That was the 14th of July yes, where.

I&S

Perfect.

R

Lucy was informed at that, and I think it was her first day back from annual leave, cos as I said that deep dive review took place whilst she was on annual leave, so this was the first day back and she was advised then that, obviously, that there was some concerns around the increase in Neonatal mortality and a potential connection with her being on duty at that point in time and it was, it was, it was, you know a concern that obviously on that basis, potentially we needed to refresh her competencies and we would re-deploy her from the unit, but we, she was not advised that she was going under an investigation, she was not, she was not advised that, erm, but she was being suspended so I suppose in essence we went, we went for a different employment process, you know a different, yeah an, I suppose than what we would normally do, but that was because we still weren't saying that this was all due to Lucy at the time.

00:15:30

I&S

Yeah.

R

But that was the first, that was the point where she was removed from the unit essentially.

Katherine wasn't in those meetings, that happened further down the line as well, because there were some real concerns around her wellbeing.

00:41:28

I&S

Ok.

R

So, you know I think that, I suppose alongside all of that, the Royal College Review and the draft report had happened but Ian and Alison to some extent were kind of managing, managing that part but we started those, those series of meetings with Lucy and I suppose you know at that stage Rachel, did I believe that she'd, she'd done anything or did that come across or did she, you know, no, nothing of that came across, nothing, you know when I, I've thought a lot about this, all, for a long time you know and, and, I never, I didn't believe at that stage that she had, had done anything, she was a quiet person, she was, she was very, reserved, but could get angry at other points as well, in those meetings, she was very emotional, but I, you know I suppose when you, you've got a member of staff and you know they're being led by a very strong Union le, Union lead, sometimes you don't know whether they're being like that because of the Union lead or because they're, you know that's generally how they are.

I&S

Yeah.

00:42:50

R

But, but, yeah, I suppose over the mee, over the series of meetings I got a sense of her, you know and that's why a lot of this was a real shock and, it's made me question a huge amount, my belief and trust in people really if I'm honest.

I&S

Ok.

2) he was telling me around clinical concerns weren't, weren't going away for him.

I&S

Right.

R

And it was that, that point that, I suppose, made me feel really, really uncomfortable that, you know, I, I didn't think we, had really, really looked into some of the aspects enough clinically, and I have to take his concerns seriously, because, I suppose one of the things that I was, as well as being Director of People, I was one of, what's classed as a Freedom to Speak Up Guardian.

01:14:16

I&S

Right.

R

And, and so that's where people can come and raise concerns, you know, around whether it's clinical or otherwise, and so, you know, as part of my obligation there, I, I couldn't not, you know, acknowledge and do something about those concerns that he was raising. And the kind of things were, Rachel, and, and it will be in the notes as well, but the kind of things were where he was saying that, you know, there was, there was an incident with a baby, and perhaps the, the baby didn't die, but there was mottling on the skin, or there was something on the skin, that couldn't be explained, and that he felt that that was, that was, he knew that Lucy again was there, but he couldn't be definitely certain that it was Lucy, but there was something not right, and it, and it was a really worrying meeting. But he was very, very open with me, really, really open, and it was a good meeting that we had, and I, and I agreed at the end of it, and I said, 'Right, Ravi, I'm gonna have to take these concerns seriously.' And I think on that day I spoke to Tony straightaway, you know, and, and said, 'I think we need to do something, we need to, we need to have a conversation with Ravi.' Because I think, Tony, Tony came as a Chief Exec., and Ravi, and, and Steve's relationship was, was more too it at that

point. And, and Tony really wasn't having many discussions. I mean, I mean, he wouldn't, you know, and in a normal circumstance, Rachel, he wouldn't need to, but he'd know, you know, he'd, he'd pretty much know every Consultant in The Trust, but he wouldn't need to be having, you know, regular conversations with them, but they weren't, you know, given the gravity of the issue, they weren't having, you know, a lot of discussions, or any discussions really, apart from informal meetings. So I, I remember speaking to Tony, I said, 'Look, you know, I feel really, really uncomfortable about this, we have to, I, I feel you have to hear Ravi's concerns, you have to listen to them.' And so, you know, we, we, we inst., I, I asked Tony to, to go and meet with them, I'd arranged it, you know, I, I said to Ravi, 'Are you free tomorrow?'

01:16:30

I&S

Yeah.

R

He said that we were free, so Tony and I went to go and see Ravi and Steve, and, you know, they just explained some of the, the issues and concerns further, and, you know, we, we talked about, 'Well what, what do you think we should do?' and, and that kind of instigated the meeting with the network on 27th March. And, you know, after, after seeing Steve and Ravi, Ravi and I had another conversation, I think it was in his office, or he may have come to see me, I can't remember, but he really, he, you know, he thanked me for getting Tony to come and, and speak to them. And it, it felt, it felt quite positive at that stage, that we may have, we may have a bit of a breakthrough in, in relation, you know, in relationships, and that, that they felt that their concerns were, were being listened to again, based on, on the, you know, the message that they'd relate to up to and as Ravi would relate to me. So there will be notes around that, Rachel, as well.

I&S

Okay.

R

But I haven't got them in the bundle, which in parts are 15th and 16th March.