

Alison explained that further to our previous discussions, it was important that we made you aware of a change that had been agreed in regards to the decision making process for your reinstatement back into your role within the Neonatal Unit. As we had previously discussed, the decision had been previously agreed as sitting at Board level. However, it has been agreed that this should be delegated to Alison, as your professional nursing lead. Alison explained that she had no concerns in you returning back to the Neonatal Unit and that we were going to plan for this with Karen over the coming weeks. There was collective support for you returning to the Unit and that it was important that you knew about this as soon as possible. I added that it was important that the grievance process still provided you with the opportunity to share your concerns. You spoke about how all you wanted was to go back on the unit.

Hayley asked if there were any assurances we could provide that no further concerns would be raised in relation to your practice. Both Alison and I explained that there was no set way of transitioning you back to the unit but that Karen would work with you very closely around this. We acknowledged that this was going to be difficult and that it was important that you gave your thoughts on how you wanted this to happen, so that you felt supported throughout.

As part of this discussion, Alison agreed that she would speak to Ruth Millward, Head of Risk Management, to advise around this decision and supporting you within the Risk Management team in the transition; we discussed how we would prepare the support as if you were just starting on the unit, with your competencies being signed off, and that Karen and Hayley agreed that they would work through a support plan with you.

I asked you if you had been in contact with the team on the unit as support, especially given Eirian was not available currently. You advised that you had spoken with Yvonne and Karen added that she was making sure she kept you updated on aspects within the unit. In addition, you asked Alison if she knew the Chair of the Grievance Hearing. Alison explained that she didn't but wanted a senior, independent nurse to hear the grievance so that it would be heard objectively, discretely with rigour and professionalism.

As we discussed in our meeting, whilst we know that you have significant support already available, particularly from both Hayley, Karen, but also from Occupational Health, please be aware that the service can be accessed at any time by telephoning them direct on I&S.

In summarising the discussion, we both thanked you for meeting with us again and we agreed that we would diarise a further meeting for w/c 5th December 2016, after the grievance hearing. Finally, we added that should you have any concerns regarding communication around the reports or information relayed around the Neonatal Unit, that you were to escalate this to Alison and I immediately.

Yours sincerely,

Sue Hodkinson
Director of People & Organisational Development

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