

[Page 1]

01/09

Lucy Letby & Hayley Cooper (RCN Rep)

Trained at Uni of Chester, spent time on

NNU – chose to work here 4.5 yrs –

All induction – top band 5 level –

Specialist nurse NN centralised[?] to look
after ventilated babies

4 nurses (2 x 6 1 or 2 x 5) try to adhere

to guidelines 1:1 – lots of ITU babies

2 at a time or 3 HDU babies.

Waiting for opportunity to apply for Band

6 role – supervisory role usually

but not always possible.

Good team, good rapport between med :

nursing staff - but different with consultants

- more wary of going to them

Escalation -> Band 6 -> SHO -> Reg

(not aware that this is written down)

Empowered to be heard certainly to more
junior staff.

Delayed debriefs following deaths & other

events – not everyone can join – reliant

on nursing staff pushing for it – positively

received but time for it to be acted on.

Supported by medical team but not so
~~Supportive~~ as supported by nurse managers

[page break]

[Page 2]

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

Redeployed - have no contact with the
NNU – referred to OH seen once – given
leaflets

Only drs access support from network
(or senior nurse managers).

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

Short of nursing staff, V[?] 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 move shifts around to

cover gaps.

30th June – 2/52 AL -> meeting with EP ->

DDoN -> told period of supervision & 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

[page break]

[Page 3]

contact – no others redeployed – scapegoated

2/52 now 10/52 – no reason or evidence to

redeploy – waiting for this review before

RCN increase role -> Launch a grievance.

Under impression RCPCH had asked for

LL to be redeployed.

Redeployment done under ? policy

Feeling very vulnerable. “Feels everyone has

turned their back on her.”