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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.

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

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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.”