

[RCPCH logo]

Invited Reviews Programme

Interview plan and notes

Please complete where relevant and retain as a record – hand written is fine. Please post or e-mail a copy to the team at invited.reviews@rcpch.ac.uk tel 0 [I&S] 0 [I&S]

Trust: COCH

Visit Date: 2/9/16

Time: 8.30

Reviewer(s): All

Scribe: SE

Interviewee Name & Role: Ashleigh Hudson, Sophie Ellis, Bernie Butterworth, [Nurse Z]

Neonatal nurses

Key Areas to probe / take forward:

Ashleigh Paeds trained – 18m on unit was student there. Sophie

Bernie – children trained[?] – AP – then 6 years @ AP. [Nurse Z] [I&S]

[I&S]

Really nice unit – really supported – friendly + tight knit. All get to know each other & babies etc. Feels like everyone wants to educate you & want to help. Don't feel like outsider in a unit as a student. Even with a mentor – everyone pulls you in to see anything interesting. Lots of hands on experience with support. [Nurse W] was a great mentor - on other placements it was more patient management than learning things. Been there 6 years and can still ask things without feeling silly. Other places you can feel silly at times – Example – talking to an SHO when leaving – said the junior doctors want to come because of reputation. Can be really

X r Alex + Alison

M

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DM Claire + Su Alison + Ic

Saw lots yesterday – lots of new info

Not sure if the review will give you the answers you are looking for.

Considered aborting + starting again but TOR to be important to get the background. Need independent c/n review of all the deaths by 2 x independent people. Big concerns about Lucy + need formal process to be started so she knows where she is. HR director been involved – on leave.

Has HR advice legal to support Lucy & protect as an organisation.

Claire - We spoke – she is under impression that it was the College

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That asked her to be removed. She is pinning everything on this review.

Under impression she'd have the results in 2 weeks time.

~~(M~~ asked? She asked why she had been moved. She thought

moved on **understanding[?]** she was there for all deaths + that she

had something to do with them. She feels completely in limbo

as nothing has happened. Sure you have met with her

but that is where she feels @ the moment. We were

worried to let her go home. Hayley to take her home

gave Claire's number to Hayley + Lucy worried about

her mental health as feels that everyone has turned their

backs on her.

Needs to be put into a process for her protection + yours –

disciplinary process to get to the bottom. Can't understand

why RCN have let this go on. Suspect there will be

a grievance. If nothing happens good case for constructive

dismissal. She knows it'll be horrid.

AK Yes have considered all these issues. Worst situation we have been in