

was being done alongside it but they've not notified her?

R They, well they'd done, yeah so the two things were separate.

Officer Yeah.

R In that the review was already on-going before the consultants had said anything.

Officer Yeah.

R So whether it was the Department of Health, Royal College, I'm not sure who initiated that review, but that review is initiated on the basis of those Trust figures around high incidents of baby deaths. So that was being done.

Officer Yeah.

R But then the consultants obviously doing their own kind of investigation, or whatever it was that they were doing, whether they liked her, disliked her, there was lots of rumours around, they decided it was her, she was the baby killer, they were openly talking about her as the baby killer, they went to the Trust, they said, she's the baby killer, we don't want her on the unit.

Officer Ok. Ok. So you said that they'd, they'd also, to her mind then she's been removed from the unit for, for other reasons because of her practice skills.

R Yeah, well she doesn't know why.

Officer She doesn't know why.

R Nobody, nobody's specifically said to her, it is because of this reason.

Officer Yeah. So do you know when you said to me before that they'd said that there were issues with her practice or something, it was something other than the fact that they were accusing her of killing these babies, what, do you recall what it was that they were saying there were issues with?

00:11:09 R I think the, the management of the unit had said there was some issues in respect of competence and skill set of staff.

Officer Right ok.

R On the unit and therefore they told her everybody was gonna be going through a full competency review against their skill set to understand kind of you know where there needs to be investment and education and support to up-skill their staff.

Officer Ok.

R And they didn't do that, they just did it to her.

Officer Ok, ok. So you said that it was a witch hunt and there was lots of.

R That's what my.

Officer You felt that it was a witch hunt.

R I felt it was a witch hunt.

Officer And there was lots of rumours going round, was there anything in particular, the, rumours wise or anything in particular that kind of had been said that made you feel that people were targeting her as part of this witch hunt?

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R It is rumour and I can't remember who said it, but there was rumour that she had rebuffed I think the, I don't, I think a consultant had made it clear that he was, he had interest in her.

Officer Yeah.

R And she'd rebuffed it.

Officer Ok. An interest in her, just so that we're, I know that we're talking about the same thing, do you mean that.

00:12:24 R Yeah physically.

Officer Yeah.

R You know.

Officer Ok, in a romantic way.

R Yeah.

Officer Yeah. Do you know who that was?

R No I can't remember.

Officer Can you remember any of the consultants that were there.

R I never met any of them or saw any of them, I just remembered them by, by initials, I mean the, I was looking the other day in the, the outcome letter and then even in that I think the, by initials, other than on the last page where I think it names them.

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Officer So just, just in summary for that bit then, you've been asked to do, to do this because you're independent, did you know any of the staff involved in any of this?

R No.

Officer So personally, Lucy LETBY you didn't know?

R No.

Officer And you didn't know any of the consultants or anybody else involved?

R No.

Officer So you've been asked to do this because you're independent.

R Yeah.

00:13:03 Officer You have, you're unaware of, of what, what it's about, just been asked to chair this grievance procedure and you receive the pack the night before and you go through that then, cover to cover and your first thoughts is that there's accusations made that she's killed babies but there's no evidence and you felt that it was a witch hunt?

R Yes.

Officer And you say that there was, you heard some rumour, although you don't know where it had come from, was that she'd rebuffed one of the consultants.

R Yeah, it was, it, somebody told me that, I can't remember who it was when I was there, that that was rumour.

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Officer Yeah. Ok.

R But it was rumour that people were aware of.

Officer Ok. Ok, so that should, prior to going and chairing that grievance procedure then, that's what you, that's where we're up to and what information you had at that point and what your thoughts were at that point?

R Yeah I just had the pack and my thoughts were, this felt like a witch hunt.

Officer Yeah.

R And when I got to the, the actual hearing I went a little bit earlier and I met the, I think it was the head of HR, or deputy.

Officer Yeah.

R And she just said to me, what are your thoughts? I said I think it's a witch hunt, she said that's what we all think.

Officer Ok. Ok. So we'll talk now about then the, the actual grievance procedure and when you were there that day, have you, just, have you got any questions up to that point, Katy?

00:14:17 Officer No, no.

Officer No. So, when, can you remember when it was, do you remember the date that you actually went?

R No I can't, I can't remember, I mean this, this outcome letter here is the 1st of December 16.

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- R That, so the investigator considered, concluded in his findings the consultants were neither clear, honest or objective in that concern.
- Officer And, did you say, did I hear you say something about that there, there wasn't a direct accusation against her, that concerns had been raised but it wasn't directly against her, did I hear you say that somewhere in there?
- R They said, he has said, no party refutes that concerns were raised by the consultants, in particular SV to the Executive Team around a perceived commonality.
- Officer Yeah.
- R Between your presence on the unit and the collapse and deaths of babies.
- Officer Ok. But nobody had actually gone further than that and said that, had kind of accused her of it, they were saying there was a specific commonality.
- R Nobody, nobody said anything to her.
- Officer No. Ok. Ok. So what was, so you, you'd agreed with that, was it your thoughts that she should have been allowed to remain on the unit supervised or was that just something that could have been considered as well and.
- R That is what I would have done, well what I would have done at that, if, you know if I'd have been any part of that Executive Team would have been to say, right well clearly that's a significant concern and if you are raising that with us then we do this properly.
- Officer Yeah.

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00:28:30 R She will be suspended for her own protection and we will investigate and we will alert the police.

Officer Yeah.

R And then she then would have been brought in by whoever, probably her line manager to say, have to be open and honest with you in respect of Trust policy, a concern has been raised that suggests X, Y and Z so in order to protect you we're gonna you know suspend you on full pay while, whilst we investigate.

Officer Yeah.

R And we will assign you somebody to support your psychological wellbeing throughout this process to keep you in touch with how things are going and we'll take it from there. That's what should have happened.

Officer Yeah. Assertive and effective leading, leadership from the top.

R Yeah.

Officer Yeah. So you mention somebody as well, initials IP, I know you've mentioned SB, but you mentioned IP.

R IP, did it say IH.

Officer Or IH.

R Yeah IH.

Officer Who, have you got a note of who that is?