

Appendix A1

The Thirlwall Inquiry - Neonatal Staff Survey

Start of Block: Introduction

Intro text

Thank you in advance for taking the time to complete this survey.

The Thirlwall Inquiry (<https://thirlwall.public-inquiry.uk/>) has been set up to examine events at the Countess of Chester Hospital and their implications following the trial, and subsequent convictions, of former neonatal nurse Lucy Letby for murder and attempted murder of babies at the hospital.

The Chair of the Inquiry, Lady Justice Thirlwall, is seeking feedback from staff who work within neonatal units across the NHS. The Chair has said that each response will play an important part in telling the Inquiry what people on the ground really think.

Please complete this survey as fully as possible, answering the questions from your perspective.

The survey should take you around 2 minutes to complete and will close at 9am on Monday 25th March 2024.

No one from your place of work will see your completed survey or be able to identify individual responses. The information you enter in the survey is returned to an independent external research company, Picker, and not to your organisation, or to the Thirlwall Inquiry. Picker then collates and analyses the data for the Thirlwall Inquiry; the reports they provide are all completely anonymised. Results will only be reported in summary form and in such a way that it is impossible to identify an individual's responses.

We want to hear from you, whatever your role or background, so we can be sure the survey results reflect the experience of everyone who works within a neonatal unit.

If you need help completing the survey, please email Thirlwall@picker.org.

End of Block: Introduction

Start of Block: Screeners

Page Break -----

Q1a Which of the following best describes your current employment? Are you...

- A trust employee
 - A bank worker
 - A trust employee on secondment
-

Q1b Thinking about your current role; do you work in or in connection with a neonatal unit OR have a managerial role that includes oversight of a neonatal unit?

- Yes
 - No
-

Page Break

Q2a This survey contains questions about the working relationships between different groups of staff.

What best describes **your current role**?

- Midwife
 - Nurse
 - Doctor
 - Consultant
 - Manager
 - Senior Manager
 - Other (please specify) _____
-

Q2b In the last six months, how many shifts have you completed on a neonatal unit?

- None
 - 1-5
 - 6-10
 - More than 10
-

Q3 How long have you worked at the Trust?

- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-15 years
- More than 15 years

End of Block: Screeners

Start of Block: All Respondents

Intro text 2 This survey contains questions about the culture and working relationships between different groups of staff in neonatal units.



Q3

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
The culture of the neonatal unit at the Trust is good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture encourages open and frank discussions when something goes wrong at the neonatal unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improvement in the culture of the neonatal unit is necessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: All Respondents

Start of Block: Midwives



Q4

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between midwives in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between midwives and doctors in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between midwives and consultants in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between midwives and nurses in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between other medical professionals in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between midwives in the neonatal unit and mangers** are good.

Working relationships **between midwives in the neonatal unit and senior mangers** are good.

End of Block: Midwives

Start of Block: Nurses



Q5

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between nurses in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between nurses and doctors in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between nurses and consultants in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between nurses and midwives in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between other medical professionals in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between nurses in the neonatal unit and managers** are good.

Working relationships **between nurses in the neonatal unit and senior managers** are good.

End of Block: Nurses

Start of Block: Doctors



Q6

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between doctors in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between doctors and consultants in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between doctors and midwives in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between doctors and nurses in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between other medical professionals in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between doctors in the neonatal unit and managers** are good.

Working relationships **between doctors in the neonatal unit and senior managers** are good.

End of Block: Doctors

Start of Block: Consultants



Q7

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between consultants in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between consultants and doctors in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between consultants and midwives in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between consultants and nurses in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between other medical professionals in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between consultants in the neonatal unit and managers** are good.

Working relationships **between consultants in the neonatal unit and senior managers** are good.

End of Block: Consultants

Start of Block: Managers



Q8

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between managers are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between managers and senior managers are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between managers and doctors are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between managers and consultants are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between managers and midwives are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between managers and nurses are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Managers

Start of Block: Senior Managers



Q9

To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between senior managers are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between senior managers and managers are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between senior managers and doctors are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between senior managers and consultants are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between senior managers and midwives are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between senior managers and nurses** are good.

Working relationships **between senior managers and the Board** are good.

End of Block: Senior Managers

Start of Block: Other Role



Q10
To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither agree or disagree	Agree	Strongly Agree	Don't know
Working relationships between people in similar roles to you in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between people in similar roles to you and midwives in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between people in similar roles to you and doctors in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships between people in similar roles to you and consultants in the neonatal unit are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working relationships **between people in similar roles to you and nurses** in the neonatal unit are good.

Working relationships **between other medical professionals** in the neonatal unit are good.

Working relationships **between people in similar roles to you and managers** are good.

Working relationships **between people in similar roles to you and senior managers** are good.

End of Block: Other Role

Start of Block: All respondents

Q11 Do you have any other comments about your experiences which you wish to share with the Inquiry?

If so, please use the free text box below. Please remember not to include any personal

information if you want to remain anonymous.

JS

Q12 If you would be prepared to be contacted by the Thirlwall Inquiry, should they decide that further information may be useful, you can opt to provide your contact details below. Your contact details will only be shared with the Inquiry. Under no circumstances will your details or survey responses be shared with anyone outside the Inquiry.

Please be aware that if the information provided on this page suggests that you or someone else is at serious risk of harm, your details would be provided to the appropriate authority to investigate, as part of our safeguarding duty.

- Yes, I would like to provide contact information for the Inquiry
- No, I do not wish to provide contact information

JS

Q13 Please provide your contact details below:

End of Block: All respondents
