

Lesley Humphrey

LH/YJM

David Jarrett

Fiona Cameron

21 July 2000

CONFIDENTIAL

Police inquiries - Gosport War Memorial Hospital

Thank you for your recent letter. I share your concerns for the staff involved. This is a very stressful situation for staff who every day need to manage the type of situation currently under scrutiny.

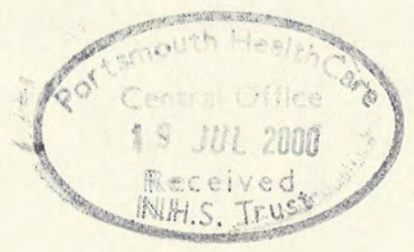
We have provided individual support, through the Trust's solicitors, in helping people prepare for interview. I hear that stress levels seem to reduce after interview. Jan Peach, Service Manager, and Maureen Mills, Personnel Manager, are regularly on the ward offering support.

The intention is to hold a group reflective session once all statements have been made; we are very nearly at that stage. I will be supporting this initiative in any way I can and I am sure that your input would also be valued if you are free and able to help. It was felt that to run such a session prior to the police interviews could be seen as collusion between staff.

As we discussed by telephone recently there is also scope for more general reflection on the management of end of life care, in particular the involvement/informing relatives in the decision making process.

The police have informally informed me that they should have completed their inquiries by the end of this week. The next stage apparently is for Professor Livesey to be asked to consider the evidence gathered. I presume that after this the Crown Prosecution Service would then be asked to decide if there is a potential criminal case to be answered.

Best wishes.



Mrs L Humphrey
Quality Assurance Manager
St James' Hospital
Locksway Road
Milton
Portsmouth

DJ/MW

17 July 2000

6590

Dear Lesley

Re: Police enquiries Gosport War Memorial Hospital

I know a lot of the staff involved in the recent and ongoing police enquiry at Gosport War Memorial Hospital have found the experience somewhat traumatic. The medical, nursing and other staff are obviously unused to dealing with formal police enquiries.

I am concerned that staff morale may well be further damaged with detrimental effect on patient care.

Is there any mechanism for supporting staff either on an individual level or through group reflective practice? I think it is important that the Trust offers as much support and wise counsel to staff, during this difficult period, as is possible.

Unfortunately, because of the nature of the work we do in continuing care, there is little, if any, difference between a patients family thanking us for the care of a loved one and us helping the police with their enquiries! It is important, in dealing with matters related to end of life decisions, that our staff's collective confidence is not shattered by these unusual events.

I am happy to discuss this further.

Yours sincerely

Code A

David Jarrett
Consultant Geriatrician

cc
Dr I Reid
Dr A Lord

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Lesley Humphrey-Quality Manage

From: Maureen Mills - Personnel Mgr.
To: Lesley Humphrey-Quality Manage
Cc: Fiona Cameron-General Manager; Jan Peach - Service Manager; Peter King - Personnel Directo
Subject: RE: Daedelus Ward
Date: 20 July 2000 15:28

Lesley
Kind of David to be so concerned.
I have had a chat with Fiona and can update you on where we are:

Jan and I regularly are on Daedalus offering support at this very difficult time. Emotionally staff improve once their statements have been taken. Work-wise the ward has been down about one person a week as time is needed to be taken out to prepare etc.

Jan and I thought that once all the statements are taken that we would get everyone together to have a chat about it in a very low key way. Dr. Lord was advised by her solicitor that to meet beforehand could be seen as collusion. I take it that after all statements are made we can do so. We would very much value your input at that stage.

Thanks for all your support at the preparation stage. It was vital. We are almost ready to move into reflective mode and identify any learning points.

Regards
M

From: Lesley Humphrey-Quality Manage
To: Fiona Cameron-General Manager; Maureen Mills - Personnel Mgr.
Subject: Daedelus Ward
Date: 20 July 2000 12:12

Fiona/Maureen, I've had a letter from David Jarret understandably expressing concern about moral at GWMH, as a result of the police enquiry. He asks is there any mechanism for supporting staff either individually or through group reflective practice. I know you have a number of things in hand, and that you know that if need be I'm happy to get involved in any initiative.

Is there anything we need to do along the lines David suggests? I'm conscious that perhaps our support has consisted of preparation for interview rather than learning from experience/keeping on doing the job.

Any thoughts?

Lesley

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