

1 195 Q. DR. MAXWELL: We have had statements from staff who
2 were supposed to be supervising these staff saying they
3 didn't understand what they were supposed to be
4 supervising them in. So that, you know, how did they
5 work at all if neither the supervisor or the person 15:58
6 being supervised knew what it was that they had to
7 improve on?

8 A. Well I think that was -- I mean I think that was the
9 inherent challenge for that as it was set up at the
10 start, which is why -- 15:58

11 196 Q. DR. MAXWELL: This is 2021.

12 A. Yes.

13 197 Q. DR. MAXWELL: This is four years after the initial
14 concerns were raised.

15 A. Yes. 15:58

16 198 Q. DR. MAXWELL: So it seems like it is a bit of a hole in
17 the safeguarding plan.

18 A. I mean again, not being my area of expertise, but as I
19 understood that the Trust was very much guided by the
20 PSNI in terms of what information could be shared and 15:59
21 what could not. That -- over time that moved on.

22 199 Q. DR. MAXWELL: No, I understand that. But the
23 consequence was perhaps not what the PSNI were
24 anticipating?

25 A. And I think you would have some sympathy with staff and 15:59
26 the supervisors in trying to engage in that process
27 when they didn't have all the information that you
28 would wish, you know, perhaps wish that they could
29 have.

1 200 Q. CHAIRPERSON: I just want to understand that. The
2 tension is there. Because the Trust have duties to
3 their patients, of course.

4 A. Yes.

5 201 Q. CHAIRPERSON: But they also have duties to their staff. 15:59

6 A. Yeah. That's right.

7 202 Q. CHAIRPERSON: And the two occasionally coincide,
8 because if you don't look after the staff, the staff
9 may not be able to look after the patients.

10 A. That's right. 15:59

11 203 Q. CHAIRPERSON: Are you saying effectively this whole
12 thing was governed by what the PSNI wanted?

13 A. At the outset, and I appreciate that that's a number of
14 years when I say "at the outset", but latterly I
15 suppose the balance tried to be addressed to say 'Look, 16:00
16 this isn't as effective as it could be. It's not
17 necessarily just fair to the individuals. What could
18 we do to enhance that without compromising the
19 investigation?', and I think that was also part of the
20 issue is that obviously the CCTV viewing process, the 16:00
21 historic viewing process was ongoing. So there was an
22 element of, you know, that hadn't concluded yet. So we
23 didn't -- the system didn't necessarily know that it
24 had got to know everything that it needed to know, but
25 very challenging for all parties in trying to do the 16:00
26 right thing.

27 204 Q. DR. MAXWELL: It does sound potentially though that
28 protecting the police investigation took precedence
29 over protecting the patients?

1 A. Well I guess there was a training and supervision plan
2 for individuals for whom there had been a level of
3 concern raised, and they were -- appreciating the
4 example you gave, but they should have been subject to
5 regular review and supervision on whatever it was 16:01
6 agreed that they needed to pay attention to. So there
7 could be some improvement in relation to that.

8 205 Q. CHAIRPERSON: And it sounds as if -- because you
9 couldn't tell the staff as openly as you may have
10 wanted to what was going on, we've heard from members 16:01
11 of staff who have told us that the uncertainty
12 effectively caused them to leave.

13 A. Yes. Yes. Without doubt that was a driver in
14 individuals choosing to leave.

15 206 Q. CHAIRPERSON: And those people who were leaving would 16:01
16 normally be the LD trained staff?

17 A. That's right.

18 207 Q. CHAIRPERSON: Because they had been there.

19 A. That's right. That's right. And on occasion -- not on
20 occasion -- for those that were not retiring but were 16:01
21 moving on, they were largely moving on to other
22 learning disability units in other Trusts.

23 208 Q. CHAIRPERSON: which leaves those who remain with a
24 greater burden and, therefore, more likely to
25 eventually end up leaving? 16:02

26 A. Yes. Yes. You could see that as a self-fulfilling...

27 209 Q. CHAIRPERSON: vicious circle. Yes.

28 A. Yes. And we did lose some really highly skilled and
29 experienced staff as a result of the combination of

1 that, and scrutiny, and just the very real challenge of
2 working on site.

3 CHAIRPERSON: Yes. No, I understand.

4
5 Ms. Traub, can I thank you very much indeed for coming 16:02
6 along to assist the Inquiry, it's been helpful and
7 enlightening, and thank you for giving up your time.

8 A. No problem. Thank you very much.

9 CHAIRPERSON: All right. If you would like to go with
10 the Secretary to the Inquiry. Right. 10:00 o'clock 16:02
11 tomorrow, please. Thank you very much.

12

13 THE INQUIRY ADJOURNED UNTIL TUESDAY, 11TH JUNE 2024 AT
14 10:00 A.M.

15 16:03

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