

The Countess of Chester Health Park
Liverpool Road
Chester CH2 1UL

Telephone: 01

Fax: 01

E-Mail: [Karen.rees2@](mailto:Karen.rees2@nhs.uk)

Irrelevant & Sensitive

I&S

18th July 2016

STRICTLY PRIVATE & CONFIDENTIAL

Miss L Letby

Personal Data

Dear Lucy

I write further to our meeting today. The meeting was attended by Yvonne Griffiths, Deputy Ward Manager. You were accompanied by your Tony Millea, Royal College of Nursing. I attended the meeting and was accompanied by Linda Guatella, Human Resources Business Partner. Also present was Yvonne Farmer, Practice Development Nurse.

During a meeting on 14 July 2016, you were informed that the Trust had undertaken an in-depth review of a number of factors on the Neonatal Unit (NNU) such as dependency, acuity, safety and staffing. The Trust confirmed that you would be placed under clinical supervision pending the completion of an external review by the Royal College of Paediatrics and Child Health, as an additional supportive measure

As explained today, unfortunately since the meeting on 14 July 2016, it has become apparent that it is not possible to provide you with full-time supervised practice at this time, because of staffing levels on the NNU. There are currently a number of members of staff who are absent from work for various reasons, including sickness, which has impacted on the availability of senior clinicians who are able to provide support.

As explained during the meeting, the decision has been taken to redeploy you to work in another area of the Trust, as an alternative to continue working under clinical supervision. The decision has been made to temporarily redeploy you to work with the Risk Management team under the direction of Ruth Millward, Head of Service.

I explained that this temporary redeployment is a neutral act and has been taken in the best interest of all parties and in the interests of patient care, pending completion of the external review.

You will continue to receive any enhancements to your pay. As we discussed, the Trust will review your redeployment following completion of the external review by the Royal College of Paediatrics and Child Health.

Your trade union representative, Tony Millea, RCN, has confirmed that you would engage with the Trust in the redeployment process.

You have now been introduced to Ruth Millward, who will be your line manager during your period of temporary redeployment. She will induct you to the Patient Experience team and will provide you with support during the redeployment process.

You raised with me the issue of personal support and stated that your friends are work colleagues. I advised you that the purpose of the redeployment was not to stop the usual social contact but that you should be mindful of discussing any matters which may be sensitive in nature, relating to the review of the NNU.

I am aware that you have been in contact with the Occupational Health department and would re-iterate that if you feel it would help you, you are welcome to contact the Staff Support Service via the Occupational Health team on ext: **I&S**

Should you need to clarify any concerns regarding your temporary redeployment please contact me.

Yours sincerely,

Personal Data

**Karen Rees
Head of Nursing
Urgent Care Division**

c.c.
Tony Millea
RCN Officer