

Cc: Rees Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

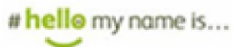
Subject: RE: Lucy Letby

Hi Tony,

Thanks for your email, I have re-directed your communication to Karen's email address (hoping your initial email hasn't gone to another Karen Reece)

I know Karen would be happy to meet with you to discuss. However, I also think it may be beneficial for Sue and I to clarify a number of points with you when she is back from Leave next Tuesday (especially regarding the terms of reference of the review)

Regards, Alison

 #hello my name is...

Alison Kelly
Director of Nursing & Quality
Countess of Chester Hospital NHS Foundation Trust
Tel: (01  I&S)
Email: I&S">alison.kelly9@ I&S

From: Tony Millea [I&S">mailto:Tony.Millea@ I&S]

Sent: 02 September 2016 12:12

To: I&S">karen.reese2@ I&S Cooper Hayley (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Cc: Kelly Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Subject: Luck Letby

Dear Karen,

Following our telephone conversation of the 02/09/16 I felt it necessary to follow this up in a letter. The reason for my call as you know was to highlight my grave concerns in relation to the Trusts treatment of our member Lucy Letby.

As you are aware there have been unacceptable high mortality rate on the Neonatal Unit at COCH. It has been alleged that our member has been involved with more of the deceased patients than any other member of staff, to date there has been no evidence provided by the Trust to substantiate this allegation.

As a result of these allegations it was initially decided by the Trust that our member would have to work under direct supervision and an action plan would have to be followed and she would have to redo all of her clinical skills and competencies, as per what would be expected of a newly qualified nurse. This was communicated to Lucy in a meeting on the 14/07/2016 by Sian Williams.

This course of action was never followed by the Trust, due to the fact that another meeting was called on the 18/07/2016 chaired by yourself and Linda Guatella HR Business partner. When it was communicated to Lucy that it became apparent that it was not possible to provide her with full-time supervised practice at this time, because of staffing levels on the NNU. The decision was taken by the Trust at this time to redeploy Lucy on a temporary basis to work with the Risk Management team. We understood and accepted that this decision was taken in the best interest of all parties and in the interests of patient care, pending completion of an external review.

I am now aware that the independent external review has commenced and Lucy was interviewed on the 01/09/2016 by the panel. Lucy was accompanied by Hayley Cooper staff side Chair. It is following this meeting that my concerns have deepened, this is due to the fact that the terms of reference for this investigation does not seem to address the initial