

feel completely isolated from my friends and colleagues having been told not to contact the NNU.

I feel I am being discriminated against due to allegations having been made by consultants regarding my clinical practice.

I am now aware that staff from other departments are asking staff within the NNU why I have been moved. I find this totally unacceptable and would like assurances from the Executive team that this is being dealt with.

All of this has had a very detrimental effect on me and family and I feel completely unsupported by the Executive team and the Trust. I feel I am being targeted and blamed for incidents that even the review report will not address.

Therefore I feel I have been left with no option but to submit a grievance and to take some legal advice.

Yours Sincerely

Miss Lucy Letby

Countess of Chester Hospital   
NHS Foundation Trust

	been seconded to risk.
TM	Read from LL statement what she would like to get from this grievance
LL	Questions how she is going to be able to work with Stephen Brearey/ <u>Ravi Jayaram</u>
LS	How long have you been employed with the Trust?
LL	Since January 2012. Qualified September 2011. LL was also a student nurse here
TM	Explained that LL is under occupational health and has stayed in work. LL has been affected massively being moved out of her job and then to hear the allegations - she has been accused of murdering babies. She has done everything that has been asked of her, has been denied access to friends for support, there's nothing wrong with anything she's done. She's complied full with everything and remained professional throughout.
LL	Feels not getting anywhere. She just wants to get back to work. LL has been redeployed for 13 weeks.
TM	informed that both TM and the RCN regional senior officer have asked for information and a resolution. TM provided LL statement, timeline and letters & minutes. They are meeting with the RCN legal team to review situation. In relation to consultant Stephen Brearey – agree every member of staff has the right to raise concerns but he has failed to produce evidence to the allegations against LL. Feel Stephen Brearey is out to professionally discredit LL.  Want to be clear about how the Trust will support return to work on a personal and professional basis.
LS	Queried LL working relationship with Stephen Brearey
LL	Out of all consultants work with Stephen Brearey the least and unaware of any issues. LL <u>also</u> led to believe <del>also</del> Ravi Jayaram <u>made</u> same allegations.  Haley Cooper believed Stephen Brearey is influencing the rest of the team.  <del>LL explained the consultant rota. There are 7 consultants on the rota so consultant of the week every 7 weeks. Stephen Brearey not been present involved in deaths was not present or involved with all of the deaths</del>
TM	Believes been a reaction from the trust as result of neonatal deaths. SB has a right to raise concerns, but failed to provide any evidence so the conclusion is that SB has set out to professionally discredit LL. This is bullying and harassment. There is a feeling that Ravi has come on board with this and the grievance should include Ravi if he has made allegations too. LL has not been present at the time of some of the deaths, and there has been no negative feedback from colleagues.
LL	Questioned why trust had not been open and honest from the start. LL heard via other people of allegations.
TM	I can't thank Karen Rees enough. The trust has a duty of care to everyone, including LL – the exec team have failed.

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**Letby Lucy (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)**

**From:** Cooper Hayley (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Sent:** 20 September 2016 15:16  
**To:** Letby Lucy (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** FW: Private and Confidential Miss L Letby

**Importance:** High

FYI

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**From:** Cooper Hayley (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Sent:** 20 September 2016 15:16  
**To:** Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Cc:** 'Ian Fletcher'  
**Subject:** Private and Confidential Miss L Letby  
**Importance:** High

Dear Sue

I am emailing in regards to a grievance our member Miss Lucy Letby has submitted. Could you please give me an update as to where the trust is in regards to hearing this matter as my member has not received an acknowledgement letter as yet.

Obviously we would like this matter to be dealt with appropriately but in a timely manner as we do not wish for this to drag on and on causing more distress to our member.

Kind Regards

Hayley

Hayley Cooper  
RCN Rep  
Staff Side Chair  
Countess of Chester Hospital NHS Foundation Trust

01 [redacted] I&S  
Internal [redacted] I&S  
[Hayley.cooper2@\[redacted\]](mailto:Hayley.cooper2@[redacted]) [redacted] I&S  
Twitter: @ [redacted] PD