

Our Ref: SH/CJ/RJ

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

STRICTLY PRIVATE & CONFIDENTIAL

Direct Dial: 0 [redacted] **I&S**
Exec Office Fax: 0 [redacted]

Dr Ravi Jayaram
Consultant Paediatrician/ Clinical Lead for
Children's Services

5th May 2017

Dear Ravi,

Further to your recent emails regarding your request for relevant copies of the grievance documentation, please find this letter as a summary of the relevant information regarding yourself as referred to within the grievance process you have referred to.

As the grievance has been raised by another member of staff, I have only been able to provide the relevant redacted extracts. I am still happy to meet with you to discuss this information in more detail if that would be of support to you.

In addition, I recall from our conversation undertaken on 27th March 2017, after the meeting with Tony Chambers, Ian Harvey, Dr Brearey and representatives from the Neonatal network, that I did verbally provide you with this information and offered at the time to provide this information in writing, but you advised that at the time it was not necessary.

I recognise it has taken some time to provide this information to you and I would like to apologise for this as it has taken considerably longer than expected. In addition, I have asked for Stephen Cross, Director of Corporate and Legal Services, to respond to you separately, regarding the other information you have requested and I understand this will be taking place in due course.

I also acknowledge that this may be a difficult time for you and I would like to advise about some of the support that is available to you. If it would be of support to you, you can access Occupational Health and Wellbeing advice confidentially by contacting 01 [redacted] **I&S**

Yours sincerely,

Sue Hodgkinson
Executive Director of People & Organisational Development

To contact my PA, please contact Claire Jones on:

☎ 01 [redacted] **I&S**
✉ claire.jones28@ [redacted] **I&S**

Appendix One

A11: Interview notes from your meeting with Dr Chris Green (CG) 11/11/16

Your interview notes were Appendix 11 within the Grievance document and I understand these have previously been provided to you by Dr Chris Green, who conducted the grievance investigation. However, a copy of these notes have been provided within this appendix.

Extracts of your interview meeting were referenced in the grievance report including the following:

- RJ advised that the deaths were of particular concern because “these were babies who were getting better and were stable who suddenly collapsed”. (A11)
- RJ denied that this was how conversation around calling the Police was had and in response to being asked if there was ‘a suggestion that if Lucy was not moved then the police would be called?’ stated “No. A discussion took place that if no explanation found, then the police may have to be involved. Don’t recall any discussion as explicit as that.” (A11)
- RJ stated that “All that was said was that we had concerns. We noted the association with Lucy being present. Decisions made were entirely those made by Senior Management – no Clinicians were involved in the decision to remove Lucy from the unit. It was a Board decision.” (A11).
- RJ stated that “If the Executive Board felt it was appropriate for her to return then she would be back working on the unit. If subsequently there were further associations we would raise concerns but that would be speculation.”(A11).