


Message

From: Kelly Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [/O=MAIL/OU=NHSFB04/CN=RECIPIENTS/CN=HGGJ5NV6]
Sent: 17/07/2016 9:03:47 PM
To: Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [sue.hodkinson@
Subject: Re: Staff member

Hi, sorry, doing emails in wrong order!!!

I'm fine, have tried to have some family time this weekend to occupy my mind

Yes, everyone is very stressed! Sian mentioned in her email that you'd managed to have a chat with her re LL and the unions. I'll chat with you tomorrow morning, I'll be in early

Hope you are ok too and that you managed to get some family time

Alison

Sent from my iPad

On 17 Jul 2016, at 09:47, Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) <[I&S](mailto:sue.hodkinson@ wrote:

Hi Alison,

Just seen email about Ruth which I will of course support. Concerned about the situation & will also pick up with Sian re mtg with member of staff.

Hope you're ok too.

Sue

Sue Hodkinson
Director of HR & Organisational Development
Countess of Chester Hospital NHS Foundation Trust

Sent from my iPhone

On 15 Jul 2016, at 21:51, Kelly Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) <[I&S](mailto:alison.kelly9@ wrote:

Hi, Sian just phoned me tonight really worried about Ruth but she has been unable to get hold of her. She will let me know how she is over the w/end

I have said we are regrouping on Monday as an exec team and that you would brief her re the union issue

I'm worried about Sian too , she sounded very stressed.....at this rate I'll have hardly any team left!!

Sent from my iPhone

On 15 Jul 2016, at 18:53, "Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)" <sue.hodkinson@I&S> wrote:

FYI - I will discuss with Sian over the weekend but not tonight. I will also try to contact Tony.

Sue

Sue Hodkinson
Director of HR & Organisational Development
Countess of Chester Hospital NHS Foundation Trust

Sent from my iPhone

Begin forwarded message:

From: Tony Millea <Tony.Millea@I&S>
Date: 15 July 2016 at 17:38:56 BST
To: "Edwards Clare (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)" <clare.edwards5@I&S>
Cc: "sue.hodkinson@I&S" <sue.hodkinson@I&S>, Ian Fletcher <Ian.Fletcher@I&S>
Subject: RE: Staff member

Dear Claire,

You are right when you say that I have concerns but these concerns are not just in relation to the planned meeting on Monday 18/07/2016. With Lucy Letby and Sister Yvonne Griffiths. I understand from our member, that 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. According to our member she is going to be informed at the meeting on Monday, that she will have to work under direct supervision and an action plan will have to be followed.

Also our member, was called into a meeting on the 14/07/2016 with her manager and Sian Edwards, were she was told that she will have to redo all of her clinical skills and competencies, as per what would be expected of a newly qualified nurse.

My concerns are more to do with processes, what process has been followed in this instance and how has the Organisation come to the conclusion it has. I would like to see evidence of an investigation into these allegations and the subsequent outcome. Who was the

investigation officer. What evidence is there to suggest that our member may be linked to these unexplained mortality rates. Given the gravitas of what is being alleged by the organisation, I feel that it is imperative that I attend any form of meeting that our member is requested to attend, be it informal or formal.

I believe our member has a right to be fully consulted and a full and frank explanation is given by the organisation into my concerns. If you wish to discuss this any further then please do not hesitate to contact me on 0 [redacted] I&S. I will be accompanying our member to the meeting on Monday as I believe our member is being treated unfairly by the organisation.

Regards.

Tony Millea RCN Officer.

From: Edwards Clare (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [mailto:clare.edwards5@[redacted] I&S]
Sent: 15 July 2016 16:30
To: Tony Millea <Tony.Millea@[redacted] I&S>
Cc: Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) <sue.hodkinson@[redacted] I&S>
Subject: Staff member

Dear Tony

I am deputising for Mrs Rees, Head of Nursing for Urgent Care, who is on annual leave this week.

I have been contacted this afternoon by Sister Yvonne Griffiths, Neonatal unit. Regarding your phone call to her. I understand that you have concerns about a meeting with your member which is scheduled for 18/06/16

Whilst I do not have the details of the meeting, I can confirm that there will be no HR representative at the meeting and as such I would consider the meeting to be informal .

Should you wish to discuss this, could you please contact Sue Hodkinson, Director of HR on Monday.

Kind regards
Clare Edwards
Matron, Urgent Care