

---

**From:** JAYARAM, Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
<ravi.jayaram@ I&S >  
**Sent:** 02 March 2017 10:59  
**To:** HARVEY, Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Cc:** BREAREY, Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** RE: NNU Meetings  
  
**Sensitivity:** Confidential

Thanks Ian

I am still very uncomfortable with this. As I understand things from Tuesday's discussion, the reasons for myself and Steve being invited to the mediation process are as follows

- During the course of the fact-finding process for the grievance, someone reported that I and two other consultants had been heard to say potentially slanderous things about LL.
- You yourself have not seen in writing what is alleged to have been said (due to the documents being confidential), have no knowledge of who reported this nor of who subsequently fed this back to LL. It is unclear as to whether these were remarks made in formal minuted meetings or remarks made in private that were overheard and reported back or both. It is also unclear, as you have not seen the grievance report, how accurate these reports may be and how much may have been lost or exaggerated in translation.
- As Steve and I are the only paediatricians named in the grievance, we alone have been asked to engage in mediation process. However if the mediation process is to facilitate the reintegration of LL and to be an enabler for safe team-working, we suggested that all 7 consultants should be part of the process as all of us have expressed the same sentiments explicitly. You explained that the recommendation for only two of us to be involved came from the external person who had been asked to review the whole grievance.

At the start of the meeting I expressed concern that two of us were being scapegoated but you explained things as above.

After our meeting, it has become clear that there are still no clear explanations for at least 8 of the unexplained collapses and deaths and possibly more cases that have not yet been reviewed. The concerns we raised 8 months ago are still present and we wondered whether it would be appropriate for mediation to proceed at this stage in view of this. I think you understood where we were coming from but as you say in your email below, your feeling is that we should still engage at this stage if only for self-protection. I really can't see how any effective mediation could take place at the present time but if you feel it is the right thing to do then I will attend the preliminary meeting after seeking advice from my BMA representative.

Thanks again for your support. Please correct anything I have said above that may be inaccurate as my fuzzy sleep-deprived brain may well have misinterpreted things.

Ravi

**From:** HARVEY, Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Sent:** 01 March 2017 13:41  
**To:** JAYARAM, Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** NNU Meetings  
**Importance:** High  
**Sensitivity:** Confidential

Dear Ravi

I just wanted to follow up yesterday's meeting. Firstly, thank you for coming in, I was impressed by the visible absence of jet lag, and for your contributions. Whilst we haven't reached an end it has certainly given more focus.

I gather that an apology letter was forwarded to Lucy today and I would also like to thank you for that. I repeat my comments of yesterday that we must separate the concerns raised and the reviews from the grievance procedure.

On a related note, please could I counsel you to make every effort to attend the preliminary meeting with the facilitator next week, the 7<sup>th</sup> March. You may have already noted but this is an initial meeting, just with the facilitator, and will enable you to address some of the issues that you called out yesterday. I think that this gesture would also go a long way to protect you from a possible referral to the GMC from other parties which, having supported many doctors who have done no wrong through, even then isn't a comfortable process.

As previously my door is open to discuss any issues

Regards

*Ian*

Ian Harvey  
Medical Director  
Countess of Chester Hospital NHS FT

 I&S / Ext I&S  
 [i.harvey@](mailto:i.harvey@) I&S