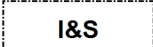




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14th July 2016

STRICTLY PRIVATE & CONFIDENTIAL

Miss L Letby

PD

Dear Lucy,

Thank you for coming to see me today with your Line Manager, Eirian Powell.

I explained that the purpose of the meeting was to discuss the recent events in the Neonatal Unit (NNU). As you have been away for a few weeks, I wanted to bring you up-to-date on the current position.

You explained that you were aware that there had been an increase in mortality rates on the NNU and as a result, some of the cot spaces had been closed. I explained that this was correct and that the Trust was currently undertaking an in-depth review of the NNU, including a number of factors such as dependency, acuity, safety and staffing.

The review which has been undertaken to date has been unable to explain the collapse or deterioration of babies on the NNU in a number of cases. Clearly, this is of serious concern to the Trust, our clinicians and is something that needs to be investigated further.

The review which has been undertaken to date has revealed that a small number of staff were regularly involved in the care of the babies concerned. Their involvement was either on the shift, or the shift before, a baby had unexpectedly collapsed or deteriorated. As we discussed during our meeting, you have been identified as one



Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers

