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**From:** Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [sue.hodkinson@I&S]  
**Sent:** 03/10/2016 11:02:33 AM  
**To:** Appleton-Cairns Dee (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [dee.appleton-cairns@I&S]; KELLY, Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [alison.kelly9@I&S]  
**CC:** Harvey Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [i.harvey@I&S]; Guatella Linda (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [lguatella@I&S]  
**Subject:** RE: LL - brief  
**Attachments:** image001.png; image002.png; image003.png

Hi Dee,

Thanks for this brief and I have spoken with Alison, and due to capacity issues, Sandra Flynn isn't available to do this at present. However, we discussed an alternative which was Chris Green. I have since spoken with Chris and he has agreed to take this forward and be the Investigating officer from a Trust perspective.

Chris and I will be meeting later this week but he will need support from our team. This is time-pressured as you say so please can we now confirm this in writing to LL, alongside the dates Alison has previously provided re the Independent Chair.

Thanks,

#hello my name is...

PD

**Sue Hodkinson MCIPD**

**Executive Director of People & Organisational Development**

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**To contact my PA, please contact Debbie Cleverley on:**

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**From:** Appleton-Cairns Dee (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

**Sent:** 28 September 2016 17:05

**To:** Hodkinson Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); KELLY, Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

**Cc:** Harvey Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Guatella Linda (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

**Subject:** LL - brief

Without prejudice

Hi Sue / Alison

I have spent some time this afternoon reviewing the LL case and her grievance.

The key questions she wants answering are:

1. What are the issues the Consultants have raised about her and her professional responsibilities?
2. What is the Trust doing about it?
3. What evidence does the Trust have in regards to the above?
4. If there is to be an investigation into her practice – then what are the grounds?
5. Does she have to undertake supervised practice and redo competencies?
6. Who else has to undertake supervised practice and redo competencies?
7. If no one else, why not?
8. Why has she been singled out for redeployment?
9. When can she return to the NNU

The outcome she is seeking is to be reinstated into her full time position as a Registered Nurse on the NNU.

We already have our independent Chair to hear it, but at the moment we do not have a modicum of a defence for this. I propose we appoint an Investigating Officer – I suggest Sandra Flynn

Whoever the Investigating Officer is will have to ask very difficult questions of the Consultants, I understand you were considering asking Ian Harvey to speak to Steven Brierley and the other Consultants and ask them to explain their concerns in writing under Speak Out Safely.

This would then give us the answer to Q 1. and is probably a softer approach than having Sandra or whoever question them via the grievance procedure.

Then we can investigate any statements of evidence and be able to respond to LL.

The answers to the other questions should then fall out of that.

This is now time pressured as we are failing to respond under our own policy timeframes which is an unnecessary risk should it go further.

Kind Regards

*Dee*

Dee Appleton Cairns  
Deputy Director of HR

X: I&S

