

Our Ref: SH/CJ/LL

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

**PRIVATE & CONFIDENTIAL**

Direct Dial: 01  
Exec Office Fax: 01 **I&S**

Lucy Letby

**Personal Data**

5<sup>th</sup> April 2017

Dear Lucy,

Following the meeting with Alison Kelly, Director of Nursing & Quality, Karen Rees, Head of Nursing Urgent Care, Hayley Cooper, RCN Representative and Staff Side Chair, Kathryn de Beger, Occupational Health and Wellbeing Manager, and I, at 12.30pm today, please find this letter as a summary of our discussion.

Alison provided an update following our meeting on 30<sup>th</sup> March 2017. She advised that work has been on-going regarding the clinical concerns raised. She had met with Karen earlier today and that after further discussions, it was felt that we should pause your return to the Neonatal Unit at this time and to review the position after the Easter break. Alison explained that there had been reflection on the meeting that Tony had undertaken with yourself and your parents, articulating it was important that we got everything right, both in terms of timing and process, to ensure that your transition back to the unit was successful and supported you. However, due to the work on-going in relation to the clinical concerns that have been raised, we could not guarantee a successful transition at this time.

Both Kathryn and Karen explained how this was difficult for you in preparing to return to the unit and that things had changed at short notice. Kathryn explained her concern in relation to your health and wellbeing, both from a mental and physical health perspective. Alison apologised for this and added that we are receiving daily updates and wanted to ensure you knew at the earliest opportunity.

Hayley advised that this would now mean that you would have been approximately 40 weeks deployed from the unit and did we believe that was acceptable for you. She added that your grievance hearing took place on the 1<sup>st</sup> December 2016, which supported your transition back to the unit and yet you remained in position of redeployment.

You asked if it was guidance that you shouldn't return to the unit at this time or a management instruction. Alison explained that to support a successful transition back to the unit and with the on-going actions in place, it would mean that you wouldn't be returning to the unit at this time. I advised that with a number of us having annual leave over the Easter period, it would be advisable to re-group after Easter and we all agreed that we would arrange a meeting for the afternoon of Tuesday 18<sup>th</sup> April 2017. In addition, Kathryn asked if work would be on-going around the actions whilst individuals were on leave and I explained that it would be, as we were not undertaking all of the actions involved.

You asked if you could continue to visit the unit and we advised that we would consider whether this was possible. After reflecting on this further, and to support your successful transition back to the unit, we would recommend that we again pause with these visits at this time.

I trust this provides an accurate reflection of the notes points discussed in today's meeting and both Alison and I continue to recognise that this remains a difficult time for you. Consequently, we would again like to reiterate our support for you and that you can access Occupational Health and Wellbeing support, either via Kathryn de Beger, Occupational Health and Wellbeing Manager, or via the wider service. This can be accessed by contacting 01 [redacted] (ext [redacted]).

Yours sincerely,

**Sue Hodkinson**  
**Executive Director of People & Organisational Development**

To contact my PA, please contact Claire Jones on:

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

cc: Alison Kelly, Director of Nursing & Quality

cc: Hayley Cooper, RCN Representative & Staff Side Chair

cc: Karen Rees, Head of Nursing – Urgent Care

cc: Kathryn de Beger, Occupational Health & Wellbeing Manager