
From: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Sent: 29 June 2016 08:50
To: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Subject: RE: NNU Concerns

Sensitivity: Confidential

Hi Karen,

Apologies if my emails yesterday were a little short. As you might have guessed, I am unhappy with the way it has been managed this week. To make decisions against the wishes and concerns of the clinicians involved without discussing it with any of us first for a week seems a little odd and disrespectful.

Steve

From: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Sent: 29 June 2016 08:28
To: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Subject: RE: NNU Concerns
Importance: High
Sensitivity: Confidential

Hi Steve

I have attached the e-mail I sent earlier yesterday to confirm the meeting with Ian and Alison for Friday 1st July however if you feel there is sufficient concern/evidence and your discussion should be brought forward can I suggest you speak directly with Ian as Medical Director

With best wishes
Karen

Karen Townsend
Divisional Director
Division of Urgent Care
Countess of Chester

Telephone number: I&S
karentownsend@ I&S

From: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Sent: 28 June 2016 15:29
To: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Cc: Jayaram Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Powell Eirian Lloyd (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)
Subject: RE: NNU Concerns
Sensitivity: Confidential

Thanks Karen.

It helps to be kept informed of the plan.

Just to confirm then, Ian and Alison are happy for LL to work on NNU in the same capacity as last week despite the paediatric consultant body expressing our concerns that this may not be safe and that we would prefer her not to have further patient contact?

Furthermore, they are happy to wait til Friday before we can discuss this in person?

In the meantime, I'll try to get together with Eirian and review the mortality cases. Eirian, do you have time this week? The next 2 days for me is looking very full.

Steve

From: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Sent: 28 June 2016 12:51

To: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Subject: RE: NNU Concerns

Importance: High

Sensitivity: Confidential

Hi Steve

Thank you for your e-mail and I am aware of the issue as raised by Ravi to me at our 1:1 Friday last week.

I understood the actions to be as follows:

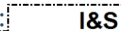
- Microbiology/infection control review to be undertaken within the NNU - IH to approach Sam Walker and Jeremy Gardner/Ildoko to undertake this. ? To undertake Deep Clean of the unit. IP&C Team to meet with EP to arrange
- IH & AK to meet with Consultant group re their concerns - DD to liaise with Ravi and team to arrange – dates I have sent in previous e-mail
- IH to identify Royal College Lead to facilitate External NNU review (multi disciplinary)
- EP to check Datix submitted from the unit, AK to also request a Datix report from Ruth Millward re recent NNU submissions to identify any trends
- AK to contact NMC Professional support line to gain any further professional advice re current situation
- LL to remain on days for support, on Annual leave next week. EP, IH, AK, KR & AM to undertake a review of actions on Friday 1st July
- EP arranging de-brief for unit staff this week following recent deaths x 2, usual practice for the unit in these circumstances.
- Mortality reviews to be undertaken next week (as usual in these circumstances)
- *Eirian, can you also review staff competences re skills and knowledge to support sick babies of varying levels of dependency. I know you will have this but would be good to undertake a review.*

Hope this helps and if there is anything else I can do to offer support please let me know

With best wishes

Karen

Karen Townsend
Divisional Director
Division of Urgent Care
Countess of Chester

Telephone number: 
karentownsend@i&s

From: Brearey Stephen (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Sent: 28 June 2016 12:08

To: Townsend Karen (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Cc: Jayaram Ravi (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Gibbs John (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Harvey Ian (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Kelly Alison (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Powell Eirian Lloyd (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Murphy Anne (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Subject: RE: NNU Concerns

Hi Karen,

I thought it might be helpful to put down in an email what was discussed at the senior paediatricians meeting yesterday lunchtime.

We have significant concerns about the increased mortality on NNU, the sudden deterioration of apparently well babies with no cause identified and the presence of one member of nursing staff at these episodes.

There has been a watchful waiting approach since our last meeting with Ian and Alison in March. However, since the episodes and deaths last week there was a consensus at the senior paediatricians meeting that we felt that on the basis of ensuring patient safety on NNU this member of staff should not have any further patient contact on NNU.

We entirely agreed with Ian's suggestion for an external peer review and the RCPCH have undertaken these in other units recently. However, it does not address our immediate concerns regarding patient safety.

Other measures I think would be helpful would include a deep clean and reducing the number of allocated cots on NNU at least temporarily. 2 ICU cots and 3 HDU cots (rather than 3 and 4) would improve nursing staffing ratios and reduce the risk of nosocomial infection by making the space around the cots closer to BAPM standards.

I have discussed with Jo Davies, obstetric lead, to keep her in the picture and she is entirely in agreement with our proposed actions. I will need to discuss with Julie Maddocks, lead for the NW neonatal ODN, at some stage but it would be preferable if the Trust can confirm a plan of action first.

I understand Ian and Alison met with Eirian and Anne yesterday afternoon, and that the outcomes from that meeting don't entirely fit with what was suggested at our senior paediatricians' meeting yesterday. Hence, it would be helpful to meet sooner rather than later, with nursing and medical colleagues together.

Thanks for your help.

Steve

From: Brearey Stephen (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Sent: 28 June 2016 09:11

To: Townsend Karen (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Cc: Jayaram Ravi (COUNTRESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); Gibbs John (COUNTRESS OF CHESTER

COCH/117/691/000004

HOSPITAL NHS FOUNDATION TRUST)

Subject: RE: NNU Concerns

Hi Karen,

Today would be best for me. John Gibbs is free this morning and after 4pm.

Steve

From: Jayaram Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Sent: 28 June 2016 09:06

To: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Cc: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Subject: Re: NNU Concerns

I have no problem at all with that Steve

Sent from my iPhone

On 28 Jun 2016, at 08:55, Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

<stephen.brearey@i&s> wrote:

Hi Karen,

I am free all day today. I could manage tomorrow (Wed) morning too. I would very much like to have this meeting before Thursday, when there is a neonatal network meeting. This needs to be discussed with the network lead and I would like clarity regarding the Trust's position beforehand.

Ravi, if Alison and Ian were free today, would you mind if I went along maybe with John or one of the other consultants?

Steve

From: Jayaram Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Sent: 28 June 2016 08:40

To: Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Cc: Brearey Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

Subject: Re: NNU Concerns

Karen, probably needs to be me and Steve. I could do anytime tomorrow or else Friday morning before 1pm.

Copied in Steve so he can let you know his availability.

Ravi

Sent from my iPhone

On 28 Jun 2016, at 08:14, Townsend Karen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) <karentownsend@i&s> wrote:

Hi Ravi

Can I ask when you and your colleagues would be available to meet with Ian Harvey and Alison Kelly to discuss concerns in regards to the above?

COCH/117/691/000005

If you can offer a few times during this week and next and I will try and facilitate arrangements

Please contact me if there is anything I can do to support you and the team?

With best wishes

Karen

Karen Townsend
Divisional Director
Division of Urgent Care
Countess of Chester

Telephone number:

[karentownsend@](mailto:karentownsend@I&S)