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**From:** HODKINSON, Sue (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [/O=MAIL/OU=NHSFB08/CN=RECIPIENTS/CN=KN18CX4F]  
**Sent:** 25/01/2017 16:57:26  
**To:** HARVEY, Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [i.harvey@I&S]  
**CC:** KELLY, Alison (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [alison.kelly9@I&S]  
**Subject:** Private & Confidential - Grievance recommendations

Ian,

In preparation for the meeting tomorrow, please find below the recommendations & additional elements from the grievance hearing which you can add to the briefing paper for the meeting:

- The CEO and a Non-Executive representative to apologise to you in the presence of your parents.
- After the final report is received and provided there are no references made to you, it is therefore put in writing that you have no case to answer.
- Mediation for you with both consultants and also an apology from both consultants. This will provide support and reassurance to you when you return to your role in NNU.
- Head of Nursing for Urgent Care, Karen Rees will be assigned as your Mentor, a point of reference should you have any concerns once you are returned to the unit.
- There will also be CPD support from the organisation in completion of a Masters programme or Advanced Neonatal course – this is in recognition of the time lost from clinical practice through secondment.

“...it is clearly evident within the witness statements that your movement from the unit was orchestrated by the consultants with no hard evidence to support this action. Their behaviours and comments, as witnessed by a number of Senior Managers and Executive staff fall far short of what is expected by the Trust and professional standards.

This behaviour has directly resulted in you, a junior colleague and fellow professional, feeling isolated and vulnerable, putting your reputation in question. This is unacceptable and could be viewed as victimisation.

Immediate steps need to be taken to address these behaviours, ideally through mediation with Dr Brearey and Dr Jayaram and with apologies from all of the named consultants who made unsubstantiated comments. (Mr McCormack, Dr Brearey, Dr Jayaram and **Doctor V**)

It is hoped that these measures will support you back into the NNU and achieve a harmonious working environment for everyone. Failure to comply with these reasonable measures from the named parties, should result in disciplinary action taken by the Trust.

#hello my name is...



**Sue Hodkinson MCIPD**

**Executive Director of People & Organisational Development**

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