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**From:** GIBBS, John (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Sent:** 16 April 2018 17:36  
**To:** JAYARAM, Ravi (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); **Doctor V** (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); BREAREY, Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); SALADI, Murthy (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); **Doctor ZA** (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); HOLT, Susie (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); MCGUIGAN, Michael (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** Meeting with Sir Duncan Nichol  
**Attachments:** RE: Letter to Sir Duncan draft

Dear All,

Ravi suggested I circulate the actions that Sir Duncan proposed taking at the end of our meeting. I scribbled these down but didn't quite keep up so, hopefully, I've included all the proposed actions (not necessarily in the order Sir Duncan ran through). Please speak up if you feel I've not described these actions properly (or if I've missed any out).

I didn't take notes during the meeting (I think you two **Doctor ZA** and Susie – were taking some notes but we hadn't arranged for anyone to take formal minutes). As we know (except for Ravi, of course, who couldn't make the meeting), the areas covered were roughly those listed in the earlier email discussion regarding 'mediation' (attached).

Sir Duncan repeated several times that he had come to listen and that he understood what we were saying but it was not his role to take sides. He thought it was highly regrettable that there had been a breakdown in the relationship between ourselves and senior managers. Sir Duncan urged us to try to repair these relationships for the future, especially given the challenges of the forthcoming re-organisation of Women and Children's services in Cheshire and Wirral, although he was not sure to what extent this would be possible with Ian Harvey given that he is leaving in a few months.

The actions Sir Duncan proposed taking at the end of our meeting today were:

1. For communication and trust between senior managers and Paediatricians to improve – specifically, to involve us prior to press releases involving Neonates (or Paediatrics), and when there were meetings with other bodies regarding our services.
2. To investigate the communications sent to parents regarding the Police investigation into the increased neonatal mortality in 2015-16.
3. Sir Duncan offered to be our Executive Children's Champion and that we should use him in whatever way we felt appropriate – but he would intend to work with Rachel who will remain our non-Executive Children's Champion.
4. Tony Chambers has offered to meet each of us individually. He is not prepared to meet us collectively until after the individual meetings.
5. Sir Duncan will feedback the views expressed in this meeting to Tony Chambers and Ian Harvey and obtain their views on the issues discussed (Sir Duncan felt that they are likely to have their own perspective on the issues raised).