

Notes of a meeting held on 6 February 2017 at 3.10pm in Chief Executive Office, Countess of
Chester Hospital

Present: Sue Letby (SL)
John Letby (JL)
Lucy Letby (LL)
Hayley Cooper (HC) F.CN Representative
Karen Rees (KR) Head of Nursing, Urgent Care
Tony Chambers (TC) Chief Executive
Ian Harvey (IH) Medical Director/Deputy Chief Executive
Alison Kelly (AK) Director of Nursing & Quality
Sue Hodgkinson (SH) Director of People & Organisational Development

TC Welcome everyone to the meeting. We promised we would regroup when we had the final report. We have received all of the outcomes for the reviews of all outcomes, 13 babies, over an 18 month period. We have explanations for the majority, but sometimes we don't get answers.

We have held a Board meeting, reviewed the information and shared your statement. It was a tough meeting. We also met with the paediatricians, sharing the headlines of the report and your statement. It was a similar meeting. They will receive a copy of the report, as will the families. The report was leaked to the Sunday Times; which is understandable, as the families of the 13 babies felt they were in the dark.

All aspects are coming together.

It has been very tough for everybody, especially you Lucy. The paediatric doctors raised concerns, we have discussed the way those concerns were raised and the unprofessional behaviour; your statement said it all. We are now ready to share the report. We have a clear assurance from the paediatricians that they will write an apology to you.

LL Will this be from all 7 consultants?

TC An apology from the whole consultant team, it will be done as a group.

LL Why is that?

TC It is thought to be the most sensible. We have recognised some of their behaviour was not appropriate. This is acknowledged and we need to get to a position where we can move forward and get you back to work within the

longer. Ian as Medical Director is advising the Board on this, only within the last 2-3 weeks more detail. A more definitive explanation, but it's a bitter pill to swallow, lots of learnings for everybody. It's only vindicated you. What would have been the headlines?

JL But Lucy would have been legally vindicated.

TC But it would follow you for the rest of your career. The easy thing would have been to phone the police, but that could have been the end of your career.

JL/SL No it wouldn't.

TC Elsewhere, this has been the end of nurses careers, please work with us, please work with this transition. You can help to shape and influence the unit; it won't be the unit you left.

AK The team are supporting the transition.

SL When is the mediation?

SH About 4 weeks, early March due to annual leave and working with CWP.

JL You mentioned our statement. It was not read out.

TC It was never about your statement, it was about Lucy's statement.

SL We want something on record.

LL But what if I leave?

SH There will be nothing on your record; it will not affect your reference or any other matters.

HC The evidence is the grievance, that this has happened.

TC Do you have anything to add Lucy?

LL Why they don't have to apologise.

SH Within the mediation process, you can reiterate this.

LL Don't know whether we want something in writing.

HC We need to think about it.