

Our Ref: SH/CJ/LL

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

PRIVATE & CONFIDENTIAL

Direct Dial: 01244 373333
Exec Office Fax: 01244 373333

I&S

Lucy Letby

PD

27th April 2017

Dear Lucy,

Further to our meeting at 2.05pm on 18th April 2017, please find this letter as a summary of the notes taken at the meeting. In attendance was 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 myself.

Alison started the meeting by providing an update following our meeting on 5th April 2017. She advised that in our last meeting, you were advised that we had taken the decision to pause your return to the unit at this time due to the work on-going in relation to the clinical concerns that have been raised. She explained that as an Executive team, we felt we had addressed all issues however, there were still some outstanding concerns which had been raised and further discussion had been undertaken, which had included a discussion with the Board.

Alison went on to add that Ian Harvey, the Medical Director, was facilitating further discussion with the doctor who had undertaken the external clinical case review, as more detail was required to inform the next steps.

You asked if you can return to the unit and both Alison and I explained that at this time, the Trust decision was that your return to the unit had been paused. We recognised that it was difficult that we couldn't provide you with a date on when you could return to the unit and when the actions required would be completed. However, we assured you that we would continue to keep you informed and updated through our meetings.

Karen raised concerns in relation to how long this decision would be in place for, when was this going to end and the impact this was having on you. In addition, Hayley added that this was persecution for you and that at some point, we have to be able to draw the line under this.

Both Alison and I acknowledged how difficult the situation was for you and that we would put in place the necessary support for you that was needed. Alison added that we do have to get to a point where we draw the line but there were extra points of clarification required, which informs whether a deep-dive is needed into a few cases. I also explained that it was recognised that this needed to be resolved as soon as possible, particularly for the parents and families involved.

Hayley requested that the letter detailing the notes of our last meeting was amended as it wasn't clear whether it was a management instruction that you could not return to the unit or visit colleagues and friends on the unit. Alison and I explained that it was agreed that it was an

instruction and I agreed to amend the letter accordingly, so that this was clarified. The revised letter has since been sent to yourself on 25th April 2017.

Alison explained that as your professional lead, she did want you to return to the unit. However, she acknowledged again that this position is very difficult for you and that we will get there. She reiterated that Mr Harvey is facilitating the discussion in relation to the clinical case review and requesting an urgent meeting with the consultants. In addition, it was imperative that we ensured the parents were kept updated.

You advised that you were concerned that you had been out of practice for so long and that it would soon be over 12 months. Alison explained that within the plan that you had already worked through with Karen, there was support agreed around supervision, reviewing your competencies, ensuring that you were skilled up appropriately and that you would be visiting another unit. This would still remain in place when the date for your return to the unit was agreed. Both Alison and Hayley added that this was similar to the set of actions the Trust would put in place when a member of staff returns from a period of maternity leave.

You also added that you felt the additional clinical concerns that had now been raised were in relation to yourself and that there was an issue with you. Alison advised that there isn't an issue with yourself. You also asked where you would now be working. Alison explained that she would speak with Jan McMahon, so that you would continue supporting complaints. It was also agreed that Hayley would discuss this with Jan on your behalf.

We agreed to continue to meet on a regular basis and we have arranged to meet again on Thursday 27th April (4.30pm).

Alison and I thanked you again for your time and the meeting closed at 14.40pm.

I trust this provides an accurate reflection of the points discussed in our meeting and both Alison and I continue to recognise that this remains a particularly 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 (ext .

Yours sincerely,

Sue Hodgkinson
Executive Director of People & Organisational Development

To contact my PA, please contact Claire Jones on:

☎ 01
✉ claire.jones28@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