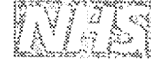


Countess of Chester Hospital



NHS Foundation Trust

Our Ref: SH/AKLL

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

PRIVATE & CONFIDENTIAL

Direct Dial: 01
Exec Office Fax: 01

I&S

Lucy Letby

PD

11th November 2016

Dear Lucy,

Following our meeting on Wednesday 2nd November 2016 with Karen Rees, Head of Nursing Urgent Care, and Hayley Cooper, RCN Representative & Staff Side Chair, where Alison Kelly, Director of Nursing & Quality and myself were also in attendance, Alison and I would like to provide a summary of the points we discussed within the meeting. This was a continuation of our meetings with you on Wednesday 5th and Thursday 20th October 2016. As per our previous meetings, we again explained that this was an informal meeting and that a separate process was underway to address the points raised within your grievance.

Alison firstly thanked you for meeting with us and hoped that you found these meetings useful, which we all agreed. She advised that the draft external review had been received and had now been circulated to the Executive Team, to check for factual accuracy. In addition, Mr Harvey, Medical Director, was in the process of arranging a facilitated session where key clinical leads would be able to review the factual accuracy with a view to this being concluded as quickly as possible to produce the final report.

Alison then explained that the draft response to the review of the clinical notes had also just been received by Mr Harvey. This second report contains a significant level of clinical detail but further detail was required, which Mr Harvey would be facilitating through a conversation with the external reviewer.

You asked if the external review would be shared with you when it was finalised and we both assured you that this would happen. However, we all agreed that we would need to ensure that you were supported when reading the report, which both Karen and Hayley said they would facilitate. Alison and I advised if there was further support that you needed at this point, then you should raise it either with Karen or Hayley, or through our meetings.

Hayley advised that she would not expect any information contained within the draft report to be shared with you and that she was not expecting any texts or other ways of the information being circulated. Alison reassured both yourself and Hayley that Mr Harvey was very clear around the confidentiality of information contained within the draft report and does not want to cause you or any member of staff more distress. Therefore, the process of factual accuracy review would be strictly managed by him. I added that if either yourself or Hayley become aware of anything untoward, then you need to advise, Karen, Alison or myself immediately.

Furthermore, Hayley explained that she had observed that the latest Trust weekly roundup referenced that the draft report had been received and that she did not think this was appropriate. Alison advised that she would follow up on this.

I then explained that there may be a need to reschedule the grievance hearing and I understood Dr Chris Green, who was coordinating the hearing as the Investigating Officer, had already spoken with you about this. I added that we would look to reschedule the hearing as quickly as possible. Hayley asked what would happen if members of staff who were important to the process would not attend a

Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers



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