



Our Ref: SH/AK/LL

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

**PRIVATE & CONFIDENTIAL**

Direct Dial: 01  
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I&S

Lucy Letby

PD

11<sup>th</sup> October 2016

Dear Lucy,

Following your meeting on Wednesday 5<sup>th</sup> October 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. We explained that this was an informal meeting and that a separate process was underway to address the points raised in your Grievance submission.

Alison and I explained the current position that we were awaiting the findings of the formal review into the Neonatal Unit (NNU) and that the current position would remain, with you being temporarily redeployed into the Risk Team, with weekly support meetings in place with Karen Rees, Occupational Health support available and Clinical meetings with the NNU senior team.

We agreed that it was helpful for you to receive weekly updates on any changes to the current position; in particular further updates, as appropriate, on when the final review report would be received. Alison advised that she was obtaining a further update from Mr Ian Harvey, Medical Director, following an Executive team discussion earlier that day. You pointed out that this was going on and on and that knowing about potential timescales would be helpful.

We also discussed whether any further support was required for you during this time; you advised that you were happy with the support currently in place and that you were also now meeting with Eirian and Yvonne to receive clinical updates from the unit. Hayley reiterated that both she and Tony Millea were representing you from a Royal College of Nursing (RCN). She advised that Tony was currently I&S and that all relevant letters should be copied to her as well, which I agreed to ensure took place.

Alison and I advised that the best outcome would be to get you back working on the Neonatal Unit. Karen reiterated not to worry about how this would happen; she reassured you that a robust supportive plan would be put in place to facilitate this. You were committed in getting back on the unit but questioned what the review report will tell us. Hayley advised that there was concern that no-one had really explained to you why you had been pulled out of the unit. You advised that you had heard from colleagues that consultants had raised concerns about you but had not been told formally. I advised that temporarily redeploying you from the unit was a supportive measure but recognised that it may not feel like this. I also mentioned that you may want to raise further points in respect of this within the Grievance hearing.

I asked if the concerns that had been previously been raised by Mr Millea from an RCN perspective and the concerns raised within your grievance were still to be dealt with under the grievance process, as both Alison and I had previously been advised. You advised that this was still required. In addition, I acknowledged the delays in receiving confirmation of the Grievance process; explaining the reasons why, in particular, in identifying an independent chair for the hearing (as Alison had explained at the start of the meeting) to provide objectivity and independence to the process. I advised that we anticipated that the hearing would be heard in early November and that we were keen to get this date confirmed to you as soon as possible. We explained that Dr Chris Green, the

Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers



Trust's Director of Pharmacy, would be investigating the points you have raised and that a letter had already been issued to you that day advising you of the details of the Grievance process and meeting with Dr Green.

Both Alison and I acknowledged that this is an extremely stressful situation for you and we both agreed we would be available to meet with you again if required. Whilst we know that you have support already available from Occupational Health, please be aware that the service can be accessed at any time by telephoning them direct on 01 I&S

Yours sincerely,

PD

**Sue Hodgkinson**  
Director of People & Organisational Development

To contact my PA, please contact Debbie Cleverley on:

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cc: Alison Kelly, Director of Nursing & Quality  
cc: Hayley Cooper, RCN Representative & Staff Side Chair  
cc: Tony Millea, RCN Regional Officer