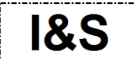


The Countess of Chester Health Park
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01st December 2016

STRICTLY PRIVATE & CONFIDENTIAL

Miss L Letby

PD

Dear Lucy,

Firstly thank you for your time today, I appreciate how difficult and challenging this situation has been.

As outlined, the purpose of the meeting was to discuss your grievance and this letter is to confirm my findings as detailed below answers relating to all points raised in your grievance

1: The proposed plan of supervision of practice and repetition of competencies was not followed for any other member of staff, nursing or medical, and I wish to know why and if this was ever a true intention of the Trust.

I accept that there may have been a challenge with skill set, however numbers available according to the rotas I reviewed, demonstrated that this was an option, therefore I support this part of the grievance.

2: The reasons for me being instructed not to have contact with my NNU colleagues for an extended period of time.

I conclude that this was said with intention, however on reflection Karen Rees intended this to mean on a professional basis only, and not socially. This then led to miscommunication and misunderstanding, and therefore I uphold this part of the grievance.

3: Was I being investigated on a personal level and what is it that the external review may indicate in relation to me returning to NNU, and Why the external review panel did not know about my circumstances, and why so much emphasis has been put on waiting for the review when it is not looking at anything pertinent to my situation



Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers



I conclude that there was no personal investigation, but the Executive team have not been clear on what they expected the external review to demonstrate or not in relation to Lucys situation, nor did they advise her of this.

4: I would like the Trust to outline to me how its values such as being 'open and honest' and we 'respect each other' have been adhered to in my situation

Whilst I recognise that the Board found themselves in a difficult position, I conclude that the trust have not been open and honest with Lucy in relation to the circumstances surrounding her.

5: I also wish to be informed of any evidence the Trust may have and the process they have followed.

During the course of this investigation I have not been made aware, nor has there been any allusion to, any evidence relating to any alleged wrongdoing by Lucy. There has been repeated reference to a commonality between the dates and times that Lucy was on duty and the collapse / deaths of a significant number of babies, but there is nothing to support that there is additional information or data beyond this, that has not been shared with Lucy.

6: I would appreciate assurances from the Executive team that this has been dealt with appropriately and that my confidentiality is being maintained.

I conclude that the trust has not failed to protect Lucy's confidentiality with regard to the circumstances regarding her employment, that reasonable steps were taken to maintain confidentiality but as with any large organisation, employees do talk despite the best efforts of management.

7: I would like to know exactly what I have been accused of / what allegations have been made and by who and how the Trust has dealt with this.

I conclude that I fully support the conclusion that Chris Green came to and uphold this part of the grievance

8: How will the Trust support me to return to NNU on a personal and professional level?

- The CEO and a Non-Executive representative, to apologise to Lucy in the presence of her parents.
- After the final report is received and provided there are no references made to Lucy, it is therefore put in writing that she has no case to answer.
- Mediation for Lucy with both consultants, and also an apology from both consultants. This will provide support and reassurance to her when she returns to her role in NNU.



Chairman Sir Duncan Nichol CBE

Chief Executive Tony Chambers

