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**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 for you.

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 the nursing 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**