

ALLEGATIONS AGAINST AN ADULT WHO WORKS WITH CHILDREN

STRICTLY CONFIDENTIAL

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REFERRAL FORM

Once completed please email directly to the Children's Safeguarding Unit within 24 hrs of the allegation being made.

E-mail: Internal: Safeguarding LADO (West) Internal or

External: safeguardinglado@cheshirewestandchester.gcsx.gov.uk

1. ADULT AGAINST WHOM THE ALLEGATION HAS BEEN MADE

NAME	Lucy Letby		
D.O.B	DD/MM/YYYY		
ADDRESS	Personal Data		
JOB TITLE	Registered Nurse		
EMPLOYER	Countess of Chester NHS Foundation Hospital Trust		
EMPLOYER ADDRESS & CONTACT DETAILS	Liverpool Road, Chester. CH2 1UL		
	TEL:	01 I&S	EMAIL: Alison.kelly9@ I&S

2. REFERRER

NAME	Alison Kelly		
JOB TITLE	Director of Nursing & Quality		
ORGANISATION	Countess of Chester NHS Foundation Hospital Trust		
CONTACT DETAILS (Telephone and E-Mail)	Tel:	01 I&S	Alison.kelly9@ I&S

Address)	
DATE OF REFERRAL	27 th March 2018

3. CHILD'S DETAILS

NAME	N/A (Please see section 4)	
D.O.B		
ADDRESS		
IS THE CHILD KNOWN TO CHILDREN'S SOCIAL CARE?		Liquid Logic Number if known
IS THE CHILD IN THE CARE OF THE LOCAL AUTHORITY?		

*****If there is more than one child directly involved please copy and paste the above so that all relevant children are identified.**

4. NATURE AND DETAILS OF ALLEGATION

PLEASE PROVIDE DETAILED INFORMATION ABOUT THE ALLEGATION AND ANY ACTIONS YOU HAVE ALREADY TAKEN. (Please do not refer to individuals by their initials)

Special chronology relating to Lucy Letby only.

27 June 2016: Concerns raised formally by Paediatricians regarding increased neonatal mortality on the Neonatal Unit at the Countess of Chester Hospital – monitoring undertaken of the unit. Individual named at the time (Lucy Letby) as being allegedly being on duty a number of times when incidents had taken place. No evidence to suggest that this was a contributing factor to increased mortality.

29th June 2016: External review commissioned (no definitive conclusions could be drawn from the Royal; College Review)

6th July 2016: Neonatal Unit designation reduced to a Level 1 unit (from Level 2)

14th July 2016: Lucy was moved from nights to day duty to support her well-being; she also was stepped down from looking after intensive care level babies. Clinical competencies were reviewed of all staff on the unit. Period of 2 weeks annual leave undertaken during this time.

18th July 2016: Lucy redeployed to a non-clinical department whilst external review undertaken.

May 2017: CoCH requested support from Cheshire Constabulary to further investigate increased mortality.

Since 18th July 2016 to date, Lucy has not undertaken any clinical duties or been permitted to go onto the Neonatal Unit. She has however been supported She has remained in work (with the exception of recent months when [I&S]).

Lucy has had (and continues to have) significant support through her time off the unit and in particular whilst the Police investigation continues. Support is being provided from a union (RCN) perspective, Occupational Health, exec support from Director of Nursing and Director of People and Organisational development as well as the Divisional Associate Director of Nursing for Urgent Care.

She has continued to be briefed on the Police investigation (as and when updates have been provided to the Trust).

Additional Information:

Lucy Letby lives on her own, she has no children

OUTCOMES

For use by the Safeguarding and Quality Assurance Unit only

5. DISCUSSIONS AND ACTIONS

BRIEF RECORD OF DISCUSSION AND ACTIONS

06.04.18

Discussion with Paul Jenkins Senior manager. He advised case meets threshold for LADO given the potential risks. Advised that investigation has been discussed at length at LSCB but concerns regarding a staff member have never been considered. Agreed that given the ongoing police investigation, the safeguards implemented by the COCH and the support offered to the employee, there would be not value holding a retrospective strategy discussion. Agreed we would convene on completion of the police investigation.

11.04.18

TCT Alison Kelly advised of the above. Agreed that the case would remain open to me and that any developments would be communicated. Agreed that a strategy meeting would be held on completion of the police investigation.

6. DECISION

DOES THIS MATTER MEET THE CRITERIA FOR INVESTIGATION UNDER LADO PROCEDURES	Yes
PLEASE CLEARLY RECORD FINAL OUTCOME AND RATIONALE See above.	

LADO OR THEIR REPRESENTATIVE WHO HAD OVERVIEW OF THE ALLEGATION	Allison Roberts	DATE:	11.04.18
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