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**From:** CHAMBERS, Tony (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
[mailto:MAIL/ou=NHSFB10/cn=Recipients/cn=DWJ9008B]  
**on behalf of** CHAMBERS, Tony (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
[mailto:mail/ou=nhsfb10/cn=recipients/cn=dwj9008b]  
**Sent:** 19/07/2018 11:45:37  
**To:** CROSS, Stephen (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST) [stephen.cross1@i&s]  
**Subject:** FW: Medical Staff Committee Countess of Chester Hospital. ~[OFFICIAL]~

fyi

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**From:** NICHOL, Duncan (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Sent:** 19 July 2018 12:19  
**To:** CHAMBERS, Tony (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST); HARVEY, Ian (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** Fwd: Medical Staff Committee Countess of Chester Hospital. ~[OFFICIAL]~

I have only just seen this email trail, so apologies for the delay in forwarding to you.  
Duncan

Sent from my iPad

Begin forwarded message:

**From:** "JAMESON, Paul (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)"  
<p.jameson@i&s>  
**Date:** 16 July 2018 at 15:11:49 BST  
**To:** "NICHOL, Duncan (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)"  
<duncan.nichol@i&s>  
**Subject:** FW: Medical Staff Committee Countess of Chester Hospital. ~[OFFICIAL]~

Dear Duncan,

Further to our discussion on Friday I am forwarding the reply from the Police as I feel transparency and openness are vital: see below.

It is clear the police are happy and encouraging for the MSC to call an extraordinary meeting to discuss the loss of Trust between staff groups.

Importantly I think paragraph 2 is particularly important in that they make it clear that they expect a Public Inquiry to follow any investigation and that this will have far reaching implications for the Trust and all involved particularly related to relations between staff groups.

It has been my view for a while that a Public Inquiry is inevitable.

I will discuss with you exactly what the MSC will and will not discuss prior to arranging a meeting and also what actions the MSC may or may not wish to ask for.

These of course are up to the MSC and as Chair I would see my role to facilitate an open discussion while making it clear what areas we cannot discuss.

I think your presence and if we have a new Medical director on the date may be useful but will talk this through with you.

If the Police expect a Public Inquiry are there any actions you feel we should be pushing forward now prior to a meeting?

I am awaiting advice from the BMA and then we will go forward with organising an Extraordinary MSC.

When we go forward with the meeting I will make it clear that a Public Inquiry is highly likely to take place.

The meeting will take a time to arrange as I and the MSC need to make certain that as it is of the highest importance that the organisation and due process are all correct.

Best Wishes  
Paul Jameson

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**From:** Paul Hughes [<mailto:paul.hughes@> I&S]  
**Sent:** 16 July 2018 14:31  
**To:** JAMESON, Paul (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)  
**Subject:** RE: Medical Staff Committee Countess of Chester Hospital. ~[OFFICIAL]~

Dr Jameson,

Thank you for your e-mail, I am aware of the breakdown in relationship between some Doctors within your organisation and the trust. This breakdown has been evident from the beginning of our investigation and I have been informed of this by the Paediatricians and the Trust at various times.

It seems that both sides have their own opinion as to what has developed, and of course I wish to offer no view in respect of this. I am quite sure at the conclusion of this investigation a Public Inquiry could well be commissioned and I am certain most of these concerns will be raised in that format.

Obviously if you feel that there is a patient safety issue ongoing or indeed patient safety has been previously compromised then it is vital that it is discussed, and recorded. We will then need to be made aware of it, so that a decision can be made as to whether these same 'safety' concerns could explain the rise in deaths and collapses that is the centre of our investigation.

So I am happy that your meeting continues, if there are issues that reflect on patient safety then of course these should be addressed. I would just ask that as you have stated, the meeting does not discuss any ongoing investigation, and that when your meeting is complete you let me know of any concerns identified that may impact on the current investigation or may have compromised patient safety previously.

I have understood that some paediatricians have been concerned that they have not been updated by the trust as much as they should be. If I can answer that at all, then we update the trust on what they need to know via confidential updates. The paediatricians are witnesses and as such we would look to maintain an evidential sterile corridor as much as possible, as we try to avoid witness contamination, I hope that my team have communicated this effectively.

I have tried to call you but appreciate that you are a busy person, if you wish to discuss anything prior to your meeting then please call me on the below mobile number.

Kind Regards Paul

**Paul Hughes – Detective Inspector**

Cheshire Constabulary Major Crime Directorate | Chester Police Station | Blacon Avenue | Chester | CH1 5BD

Phone: 01[ ] I&S [ ] | Mobile: 07[ ] I&S [ ] | Email:

[paul.hughes@\[ \] I&S \[ \]](mailto:paul.hughes@[ ] I&S [ ])

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**From:** JAMESON, Paul (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

[\[mailto:p.jameson@\[ \] I&S \[ \]\]](mailto:p.jameson@[ ] I&S [ ])

**Sent:** 16 July 2018 13:57

**To:** Paul Hughes

**Cc:** NICHOL, Duncan (COUNTESS OF CHESTER HOSPITAL NHS FOUNDATION TRUST)

**Subject:** Medical Staff Committee Countess of Chester Hospital.

Dear Mr. Paul Hughes,

I have been asked to contact you by the Chairman of the Countess of Chester Hospital NHS Foundation Trust, Sir Duncan Nichol.

I am a consultant at the Countess of Chester Hospital NHS Foundation Trust and I am Chairman of the Medical Staff Committee (MSC) within the Countess of Chester Hospital NHS Foundation Trust.

One of the roles of the MSC committee is to allow members of the permanent Medical staff to highlight and confidentially discuss areas of concern that may affect members of the Medical staff or be related to patient safety.

The paediatricians have approached me as Chair of the MSC and asked if I can call an Extraordinary Meeting of the MSC to discuss concerns they have due to the way they have been treated by senior management over highlighting issues related to patient safety and the Neonatal unit.

I am very conscious that there is an ongoing investigation by your team into the unexplained deaths on the Neonatal unit and that of course there are a number of grieving families awaiting answers.

The care of the families and your investigation are our highest priority.

But the paediatric department has major concerns in the way they have been treated when they highlighted their concerns about patient safety and are concerned that this may also affect other departments within the Countess of Chester Hospital NHS Foundation Trust. They correctly feel that in the interest of all patient safety within our Hospital this should be discussed at the MSC.

The meeting will not discuss any issues related to the Neonatal investigation, patients or staff involved. It will be strictly limited to the breakdown in Trust, communication and the relationship between the paediatric medical staff and senior management and their concerns.

When we discuss this matter it will be made clear to all present that this is a confidential meeting and no discussion should take place related to the patients and families involved or the investigation or any staff who may be involved in your investigation.

I would welcome your view on the MSC discussing this matter. But as Chair it is my view, if requested by a whole department to discuss something as important as a breakdown in trust related to patient safety, it is of the utmost importance that we discuss this as a group of professionals in a timely manner.

I have also asked for the advice of the BMA related to this meeting.

I am happy to discuss this with you at any point my Mobile Number is 07[ ] I&S [ ]

I look forward to your reply.

Yours sincerely,

Dr Paul Jameson,