

COUNTESS OF CHESTER NHS FOUNDATION TRUST

CONFIDENTIAL: Correspondence involving Lyn for the period September 2018

Date	From	To	Correspondence
19/9/18			<p>Telephone call held between Lyn Simpson and the Chair of Countess of Chester, Duncan Nichol</p> <p>Lyn Simpson (LS) advised Duncan Nichol (ON) that it was in no-ones interest to go ahead with the vote of no confidence against the CEO and that it would be helpful if it could be prevented. The following steps were considered on the call:</p> <ol style="list-style-type: none"> 1) LS suggested ON would need to identify someone to act up into the CEO post as it was recognised that Tony Chambers (TC) could not continue in his current role. LS advised to look for an alternative placement for TC but there would be an expectation that the trust (Countess of Chester) would fund this. 2) ON confirmed that 72 hours previous to this call the clinicians brought to his attention that they wished to press on with the vote of no confidence. ON convened the NEDs and they were made aware of the emerging position. LS was made to believe that there may be a secret ballot of the members this afternoon. 3) LS and DN agreed the suggested way forward was; <ol style="list-style-type: none"> a. to prevent the vote of no confidence and ON to take this forward b. to ensure that TC does not go back on site and perhaps works from home for the next week, whilst LS considers alternative options c. to agree that if an alternative option for 6 months could be found that TC would not go back to Countess of Chester d. that if a substantive post could not be found then TC would need to be made redundant from the trust e. for LS to secure some expert HR advice over the next few days to assist in the deliberations 4) LS would talk to TC to outline the conversation had as above 5) ON would let LS know the outcome in terms of whether he could avoid the secret ballot and advised he was keen to prevent this happening. 6) LS to contact Maria Robson to discuss ongoing HR advice.
19/9/18	Lyn Simpson	Ian Dalton	<p>LS text ID to advise of the conversation held with ON as above</p>
19/9/18			<p>Telephone call held between Lyn Simpson and the Chief Executive of Countess of Chester, Tony Chambers</p> <p>LS held a telephone call with TC to advise of the above call held with ON.</p> <p>LS informed TC that she had a call from Ian Dalton (ID) on Monday 17 September to advise that the situation at the Countess of Chester was getting difficult and potentially a vote of no confidence. ID asked LS to contact ON to outline a potential way forward.</p>

LS recognised that the investigation piece was going down its own route with the police involved etc. and that was separate to the vote of no confidence issue.

The paediatricians are keen to go down the route of a vote of no confidence and ON was trying to prevent this. DN advised LS that he was aware that TC would not be able to continue in the trust.

LS advised TC of the suggested next steps, which LS had shared with DN:

- 1) TC to work off site (Orking from home) over the next week or so, which would give LS time to look at alternative options for TC. (LS to talk to TC about this as not sure another CEO post would be right or bringing TC into NHS). LS to look at STP possibilities and somewhere in which TC could add value and additional high level support. LS agreed to look at this and come back to TC over the next week and ahead of the 28 September).
- 2) LS advised that the alternative role would be a staging post with the opportunity for TC to look at something else. It was agreed that TC would not go back to Countess of Chester.
- 3) TC confirmed he would step aside and be as flexible towards this as he can be, however TC advised he would not want this to be a cost towards his career and would want to maintain his status of CEO.
- 4) LS advised that DN has a meeting with the clinicians today and that he would be looking to get them to pull back from the vote of no confidence.
- 5) LS advised she would seek senior HR advice for both LS and TC as there would need to be clarity on next steps at the end of the time period if TC would not be going back to Countess of Chester.
- 6) LS has asked DN to arrange some acting arrangements in the trust in the meantime.
- 7) TC to discuss with DN and LS to follow up in the next few days.