

pressures whilst keeping patients safe – working with social care and community colleagues across the system, restructuring of leadership roles and focusing on clinically led services, implementing the new Revalidation process for registered nurses, organising a Flu Pandemic exercise and dealing with a number of complex complaints during this time.

255. On 5 May 2016, Eirian Powell met with Karen Rees as I had requested her to do the day before. I am unaware of the precise detail of the conversation which took place but I can recall Karen Rees conveying to me that Eirian did not feel that there were any issues of concern with Letby and that she had changed her shifts for reasons connected to her wellbeing rather than anything more serious.
256. Following the meeting with Karen Rees, I understand that Eirian Powell sent an email on 5 May 2016 to Karen copied into Yvonne Griffiths, Dr Brearey and Anne Murphy who were all involved in the Thematic Review [INQ0003115]. In that email, Eirian attached four documents (*“Lucy’s shifts, NNU Mortality document, Continued NNU Monitoring process, and Neonatal Unit review assurance”*) and she stated: *“Obviously we would like to have a meeting with Alison Kelly and Ian Harvey as a matter of urgency primarily for reassurance and to ensure that we have covered all the relevant actions”*. This meeting was already in the process of being rearranged following Dr Brearey not being able to attend the previously scheduled meeting. I also note that whilst this refers to wanting a meeting urgently, it was more so that the team involved in the Thematic Review gained reassurance with regard to the actions arising from it.
257. I believe that this email and the four attachments may have been forwarded to me on 6 May 2016 at 08:11 by Karen Rees [INQ0044674]. I then asked for all the documents to be printed off for discussion at a one to one meeting with Ian Harvey on 9 May 2016 [INQ0044728].
258. One of the documents was titled ‘Neonatal Unit review 2015-16’ and was drafted by Eirian Powell on 5 May 2016 [INQ0003243]. When I attended the meeting on

11 May 2016 (see below) I recall Eirian Powell talking myself and Ian Harvey through this document and her views on the situation. The overall impression I got from this note was that there was a reasonable explanation for Letby being on shift for more of the deaths than other nurses due to the hours she worked and that she was a well-regarded nurse.

259. Also attached was a document described as 'Neonatal Mortality January 2015-March 2016' and again this had been prepared by Eirian Powell. Within this document, there was a table showing the names of all the babies who had died during this period, the cause of death and the names of the staff on duty. Within this version two of the staff member's names were in red text (Letby and Dr Harkness).
260. Also attached was a Mortality Review for a baby who died on 7 February 2016 and a letter to the child's parents from Dr Gibbs about the death from overwhelming infection [INQ0005115].
261. Finally, I understand that the email forwarded to me on 6 May 2016 included a document titled "Additional Information Monitoring" [INQ0006951]. This document identified three children in relation to whom there had been incidents on the NNU, but whose details were not included in the Appendix 1 to the Thematic Review of Neonatal Mortality document as those incidents post-dated that document. For two of these three children, Letby was identified as being involved in their care around the time of the incident. I note that Dr Gibbs' name appears twice (in red text) for two of the cases. In addition, Nurse Lappalainen's name also appears in respect of two of the three cases. In respect of Child M the note of the incident suggests that Letby "*immediately responded and also summonsed urgent assistance*". There was nothing within this document that would have caused me any immediate cause for concern about Letby.
262. I emailed Ian Harvey on 6 May 2016 [INQ0005724] sharing Dr Brearey's email of 4 May and noting that it had "*alarmed me!!*" due to the fact that I had not