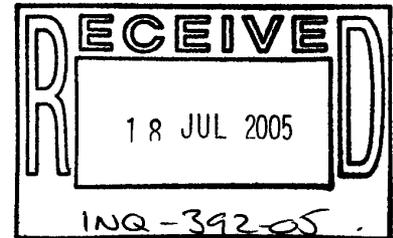




**Newry and Mourne  
Health and Social Services Trust**  
5 Downshire Place, Downshire Road, Newry, Co. Down, BT34 1DZ  
Telephone: [REDACTED] Fax: [REDACTED]  
Email: Trust.Headquarters@[REDACTED]

15 July 2005

Ms Fiona Chamberlain  
Solicitor to the Inquiry  
The Inquiry into Hyponatraemia-related Deaths  
3<sup>rd</sup> Floor  
20 Adelaide Street  
BELFAST BT2 8GB



Dear Ms Chamberlain

**Re: Inquiry into Hyponatraemia-related Deaths**

I refer to your letter dated 17 May 2005 passed to me by Chief Executive on 24 May 2005. I have circulated to my colleagues chiefly Director of Acute Services and Director of Nursing to enable a response. I will respond to your points in the order they were raised:-

1. In the broadest terms the role of the Trust is to provide Health and Social Care to the population of the Newry and Mourne area;
2. Newry and Mourne HSS Trust is a combined Acute and Community Trust within the SHSSB area. The Board commissions services from each of the Trusts. Also, I would advise some services are provided on an area-wide basis, where one Trust employs the member of staff, but they provide the service throughout the Board area.

Some professional groups (eg. Nursing) across all the Trusts often work together on a range of areas, including:-

- Audit
- Protocols
- Service-development



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- Training of staff, and
- Provision of specialist services eg continence advice;

3. I attach copy of nursing Induction Pack.

The Individual Performance review is used to identify and monitor the education and continuous development of nursing staff. In addition the NIMS information system captures this (only in the acute sector) at present;

I have forwarded your request for Induction Pack for Doctors to our Director of Acute Services and you will receive directly from him;

4. Same Induction Pack attached (for Nursing).

Prior to their commencement 'on the ward' the overseas nurses have a week long induction organised exclusively by the nursing directorate and separate to the general induction provided to all staff. They are allocated a 'mentor' to work with them and supervise them until full registration is obtained with the NMC. This is usually obtained within 3-6 months and only when they have attained the level of competency required. Following this, they will continue to have their continuous education and development identified and monitored through their line manager.

In Newry and Mourne HSS Trust all nursing staff including the overseas nurses have 24 hour access to a computer suite and the services of the Practice Development Facilitators to assist them with research and evidence based practice, etc.

Agency Nurses are 'twinned' with an existing member of staff for an appropriate period. The Trust has a contract specification with all the agencies that it uses with regard to the ongoing professional development requirement that Agency Nurses require;

5. The process in respect of information learned as a result of Coroners inquests is that the appropriate Director/Manager is made aware of findings of any investigation into a serious incident and the Clinical and Social Care Governance office would be advised by the Director in terms of follow-up and audit.

I trust this is helpful. If you require more information, do not hesitate to contact me.

Yours sincerely



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Anita Carroll (Mrs)  
Director of Administrative  
and Support Services

Enc

AC/lk