

Dear Gareth,

In response to your request I write to give you **an** outline of the deliberations **at** our Remuneration Committee **meeting on 29 January 2003**, when we convened to discuss the current situation with regard to our Chief Executive, Ian Piper.

**Prior to the meeting I had received a detailed briefing paper from our solicitor, Jane Hayden Smith, which I circulated to all the non executives in advance and Jane was also present at the meeting to answer any questions which might arise.**

The Committee was **aware that** the police had **requested verbally that** the management investigation into the events surrounding the GWMH be suspended pending the outcome of their criminal investigation, **and that we were likely to agree to that request, subject only to receiving written confirmation of the police's position. Our debate therefore assumed that no management investigation would take place for the foreseeable future.**

The options **considered by** the committee were **either** to continue the redeployment or to **bring his redeployment to an end and ask Mr Piper to return to work.**

The members considered the issues surrounding this case very carefully for two hours. We discussed the risks of **both options**, **and debated at some length** the possible impact upon public confidence in our services if we brought Mr Piper back to work now **whilst the police investigation was still ongoing.** We also considered the possibility that at some stage in the future a case for wrong doing might be established and what impact this might have upon our credibility.

It was the considered view of the Committee that **the fact that the police had indicated that they had no objection to Mr Piper returning to work whilst the criminal investigation continued was a very significant factor which would greatly assist in maintaining** public confidence in the Trust, **provided we also took** steps to explain the safeguards that would be put in place to ensure that Mr Piper has no role in any discussions about the ongoing investigation at GWMH. We would also want to highlight the findings of the CHI report from last year, which stated that current practices and procedures at the hospital were safe.

On balance, the Committee took the view that the preferred option was to re-instate Mr Piper, given the risks to the organisation of continuing the redeployment, which included a legal challenge by Mr Piper (with potential liability for damages and possibly costs) and the risks to the proper performance management of the Trust of continuing with acting up arrangements for **the duration of what seems likely to be a two year period of the police investigation.**

We believe that with careful consideration of and planning for both the timing and content of the announcement of this decision to the public, **such concerns as there may be could be minimised.**

I hope this is helpful. Should you have any queries then do please give me a ring.