

From: [Rachel Scarrabelotti](#)
To: [Henry Staunton](#); [Benjamin Tidswell](#); [Brian Gaunt](#); [Saf ismail](#); [Elliot Jacobs](#); [Amanda Burton](#)
[Alisdair Cameron](#); [Nick Read](#); [Simon Jeffreys](#); [Lorna Gratten](#); [Andrew Darfoor](#)
Cc: [Rubia Khanom](#); [Kathryn Sherratt](#); [Owen Woodley](#); [Diane Blanchard](#)
Subject: A message from the Chairman - SID Appointment
Date: 25 October 2023 07:43:00
Attachments: [image001.png](#)

Dear Board Members,

The Chairman has asked me to write to you to advise of the outcome of views in respect of the appointment of the incoming Senior Independent Director, following the Chairman having met with all directors, save the incumbent SID and Al Cameron.

In respect of the preference for an internal versus external appointment of the incoming SID, the views of directors were equally divided. Given this, the Chairman has decided on balance, noting the views of the Shareholder expressed on this point, that the SID should be an external appointment.

As to the skills and competencies of the incoming SID, again there was a division of opinion with around half of directors favouring the appointment of a senior corporate seasoned Non-Executive Director as against an appointee with an understanding and experience of Whitehall. In interpreting these views, the Chairman has decided to proceed with the marginal preference of an appointee with Public Sector experience gained at an executive or Non-Executive Director level (for example at the FCA, BBC or Ministry of Defence). Directors also expressed a strong desire for depth of diversity in characteristics across the shortlist for the appointee, particularly gender.

During the meetings with directors there was discussion as to whether the Board size needed to be reviewed and an additional independent Non-Executive Director appointed. Whilst director's thoughts on this were varied, the Chairman accepts the view that the Board size should remain as is, given the recent and impending changes to Board membership, in order to maintain continuity and build stability.

If you have any strong objections to the above proposals, I would be grateful if you could please advise the Chairman. In the absence of alternative views materials will be taken to the Nominations Committee meeting at the end of November seeking approval to progress to obtaining Shareholder consent to commence the recruitment process for an external SID with professional experience as above.

Best,

Rachel

Rachel Scarrabelotti
Group Company Secretary
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See the Company Secretariat Intranet Page for: [Our Group Governance Framework](#), [Post Office Group Board & Committee Dates & Deadlines](#), [Board Paper Templates & Guidance](#), [CoSec Training Dates and Sign Up](#) & [Guidance on the Contract Approval Process](#).

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