
From: Jane Davies [GRO]
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To: Nick Read [GRO]

Spoken to Z, I am going to speak to Sonal myself tomorrow to try to secure her on PAYE employee and give her a pay increase. I will also speak to Morson to understand why they recommended a ridiculously high rate (and who internally supported this). It feels my team have allowed other people to move out of the HR function into Z's contractor population (which I was not told about), but nevertheless as a rule, we need to put a stop to moving all PAYE into contractor positions, we need to proactively plan for resources (and recruit them with good governance) and we need to get Morsons to step up. If I cannot get Sonal to move as an employee (with protection of employment etc etc) I have agreed to appoint her on a day rate (against my better judgment) to get this sorted. Z agrees Nic Marriotts appointment (and a new recruitment head, who I have lined up) will be fundamental to changing the approach we have on contracting v employment. It's 8 weeks in, and I am starting to feel like POLs Lara Croft! Everyday is a battle! I need a strong team to fix it. Lee needs to go, I am pondering over Helen, and I also need to have a strong (but small) internal comms team to ensure I can drive a solid cultural change programme across the whole business (Richard has to relinquish this - we can discuss this Friday, but it has to be one of the fundamental things that changes - we are too sedentary and opaque in our internal comms / marketing); we need clever campaigns, energy and some fun, as well as a continued focus on our plans/strategy/response to feedback and shouting about all the good things...it is letting us down).