
From: Saf ismail [GRO]
Sent: 8/4/2024 4:53:26 PM
To: Amanda Burton [GRO]
CC: Elliot Jacobs [GRO]
Subject: Re: Remco Pay

Hi Amanda

Thank you for your email and the update. Bolton was scary they were gathered outside the branch, worrying times in our country.

Stay safe

Thanks

Saf

Sent from [Outlook for Android](#)

From: Amanda Burton [GRO]
Sent: Sunday, August 4, 2024 5:21:39 PM
To: Saf ismail [GRO]
Cc: Elliot Jacobs [GRO]
Subject: Re: Remco Pay

Hi Saf, I'm good thanks. Just been with family in an area that doesn't have very good phone signal (which can be a good thing!) so apologies for not replying earlier. I hope you are ok and all safe in Bolton? The riots are appalling.

I am just waiting for Nic Marriott to send me some information. So I should be able to pull everything together in the next couple of days.

Best wishes, Amanda

Sent from [Outlook for iOS](#)

From: Saf ismail [GRO]
Sent: Sunday, August 4, 2024 2:12:47 PM
To: Amanda Burton [GRO]
Cc: Elliot Jacobs [GRO]
Subject: RE: Remco Pay

Hi Amanda

I hope all is well, have you had a chance to pull the information together that I have requested?

Thank you

Regards

Saf Ismail

Non-Executive Director

100 Wood Street,
London, EC2V 7ER
postoffice.co.uk

From: Amanda Burton <[REDACTED] GRO>
Sent: Friday, July 26, 2024 4:35 PM
To: Saf ismail <[REDACTED] GRO>; Ian Rudkin <[REDACTED] GRO>
Cc: Elliot Jacobs <[REDACTED] GRO>; Karen McEwan <[REDACTED] GRO>; Nicola Marriott <[REDACTED] GRO>
Subject: Re: Remco Pay

Ian, I have just spoken to Saf. I am going to reflect on how best to do this. Best wishes, Amanda

Sent from [Outlook for iOS](#)

From: Saf ismail <[REDACTED] GRO>
Sent: Friday, July 26, 2024 3:35:31 PM
To: Ian Rudkin <[REDACTED] GRO>
Cc: Elliot Jacobs <[REDACTED] GRO>; Amanda Burton <[REDACTED] GRO>; Karen McEwan <[REDACTED] GRO>; Nicola Marriott <[REDACTED] GRO>
Subject: Re: Remco Pay

Hi Ian

In terms of SEG/GE, could you please provide me specific remuneration details from 2019 for the following;

Ben Foat
Zdravko
Geoff Smith
Angela Williams

I would like to see the pay structure in January 2019 and each year, to date, including increases or changes to salary, including bonus plans, LTIP plans and side bonus arrangement.

I was made aware during 2023, at a Board meeting, that all the above had received salary changes, bonus payments, LTIPs, side bonus letters and / or agreed post-employment benefits and I am not seeing that reflected on the data you have sent.

I am aware Geoff Smith was due to receive a bonus if he delivered Belfast exit (which he didn't and was a waste of public money). I am keen to understand other deals/incentives for these individuals that have been offered but not necessarily paid.

I would like to see what was the max % or £ to all bonus payments and what was actual.

Could you let me see the side letters in relation to the above.

Thank you

Saf

Sent from [Outlook for Android](#)

From: Ian Rudkin <[REDACTED]>
Sent: Friday, July 26, 2024 10:54:08 am
To: Saf ismail <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]>; Amanda Burton <[REDACTED]>; Karen McEwan <[REDACTED]>; Nicola Marriott <[REDACTED]>
Subject: RE: Remco Pay

Hi Saf

Apologies for the delay in sending this over, but it has taken longer than expected to pull some of this together.

In relation to your request for information relating to Exec pay since 2018, and in agreement with Amanda, I have pulled together the attached, which is presented over 5 tabs.

This shows the annual % increases applied to CEO, CFO and GE (now SEG) in relation to the wider colleague population for each year in the period.

I have also included information on national UK salary trends and how POL compared, plus the movement in National Minimum Wage and Average UK salaries, to show overall growth in average UK pay over the same period. Finally, I have overlayed this with changes in PM Rem for each of the years. Using a baseline of '1' I have shown in a table and graph how the growth in Exec pay relates to growth in Postmaster rem.

I have also copied the latest reported CEO pay ratio (taken from last year's DRR), which might be helpful context for you.

Other than the CEO and CFO's pay which is published in our annual report and accounts, due to GDPR I am unable to share the individual salaries of any other POL colleagues, as this is confidential information and we do not have their consent to share it.

I have also shown a summary table of leavers at Remco Grade (historically, GE) by leaving reason, by year.

I appreciate you may have been looking for greater detail in some aspects, but I'm sure you can appreciate our obligations under GDPR to protect colleagues' personal data- but I do hope that what I have provided gives you some helpful context.

Thanks

Ian Rudkin
People Director – Reward and Recognition

People Team

postoffice.co.uk



From: Saf ismail <[REDACTED]>
Sent: Thursday, July 25, 2024 6:01 PM
To: Ian Rudkin <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]>; Amanda Burton <[REDACTED]>; Karen

McEwan <[REDACTED]> [REDACTED]; Nicola Marriott <[REDACTED]>

Subject: RE: Remco Pay

Hi Ian

Any luck with the info?

Thank you

Regards

Saf Ismail
Non-Executive Director

100 Wood Street,
London, EC2V 7ER
postoffice.co.uk

From: Ian Rudkin <[REDACTED]>
Sent: Wednesday, July 24, 2024 9:17 AM
To: Saf ismail <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]> [REDACTED]; Amanda Burton <[REDACTED]> Karen
McEwan <[REDACTED]> [REDACTED]; Nicola Marriott <[REDACTED]>
Subject: RE: Remco Pay

Hi Saf

Yes, we've been working on pulling it together for you.

I should have something for you later today or tomorrow morning, thanks.

Ian Rudkin
People Director – Reward and Recognition

People Team

postoffice.co.uk



From: Saf ismail <[REDACTED]>
Sent: Tuesday, July 23, 2024 5:47 PM
To: Ian Rudkin <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]> [REDACTED]; Amanda Burton <[REDACTED]> Karen
McEwan <[REDACTED]> [REDACTED]; Nicola Marriott <[REDACTED]>
Subject: RE: Remco Pay

Hi Ian

Has there been any progress with my request?

Regards

Saf Ismail
Non-Executive Director

100 Wood Street,
London, EC2V 7ER
postoffice.co.uk

From: Ian Rudkin <[REDACTED]>
Sent: Thursday, July 18, 2024 11:03 AM
To: Karen McEwan <[REDACTED]>; Saf ismail <[REDACTED]>; Nicola Marriott <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]>; Amanda Burton <[REDACTED]>
Subject: RE: Remco Pay

Hi Saf

Let me see what I can pull together, although this might take a few days to produce.

Thanks

Ian Rudkin
People Director – Reward and Recognition

People Team

postoffice.co.uk



From: Karen McEwan <[REDACTED]>
Sent: Wednesday, July 17, 2024 4:01 PM
To: Saf ismail <[REDACTED]>; Nicola Marriott <[REDACTED]>; Ian Rudkin <[REDACTED]>
Cc: Elliot Jacobs <[REDACTED]>; Amanda Burton <[REDACTED]>
Subject: RE: Remco Pay

Hi Saf

Leave with me, I will ask Ian to help.

Please bear with us as we are fielding a bit of an issue today and the team are snowed, we will come back as soon as we are able.

@Ian Rudkin could you help when you get time please?

Thanks for bearing with us Saf

K

Karen McEwan

Group Chief People Officer

People Team

GRO

PA: GRO

100 Wood Street, London, EC2V 7ER
postoffice.co.uk

From: Saf ismail (GRO)

Sent: Wednesday, July 17, 2024 3:02 PM

To: Karen McEwan <(GRO)>; Nicola Marriott <(GRO)>

Cc: Elliot Jacobs (GRO); Amanda Burton (GRO)

Subject: FW: Remco Pay

Hi Karen / Nicola

I hope all is well, please can you provide me information on executive pay on the Remco grade since 2018.

Please can you also provide information on leavers packages paid to Remco grade individuals since 2018.

I am keen to understand how this compares to postmaster rem hence the question.

I have asked Amanda and she advised me to email you as she doesn't have it.

Regards

Saf Ismail
Non-Executive Director

100 Wood Street,
London, EC2V 7ER
postoffice.co.uk