
From: Nick Read [GRO]
Sent: Mon 02/12/2019 8:39:53 PM (UTC)
To: Cooper, Tom - UKGI [GRO] Ben Foat [GRO]
Cc: Watson, Richard - UKGI [GRO] Patrick Bourke [GRO]
Subject: Re: GLO Mediation Update - Day 4 - Highly Confidential & Legally Privileged

Indeed Tom. A curious request.

You can understand the principle - those involved day to day having more input into the strategic and then tactical implementation of branch based initiatives, but little thinking has gone into the practicalities of such a request.

Where do the NFSP or even CWU fit in ? Is it an advisory only role ? Is it the fore runner to a workers council ?

What authority and teeth might it have ? How would representation works ?

I have experienced something similar at Nisa. Delivering genuine value is very difficult, without the GLO overtures....

Nick

Get [Outlook for iOS](#)

From: Cooper, Tom - UKGI [GRO]
Sent: Monday, December 2, 2019 8:14:46 PM
To: Ben Foat [GRO]
Cc: Watson, Richard - UKGI [GRO] Nick Read [GRO] Patrick Bourke [GRO]
Subject: Re: GLO Mediation Update - Day 4 - Highly Confidential & Legally Privileged

Thanks Ben.

Is the idea for postmasters who are no longer involved in the business to have a role being consulted on change and the future of Post Office? Most of the claimants are no longer with us are they? Seems a slightly odd request.

Tom

Sent from my iPhone

On 2 Dec 2019, at 19:26, Ben Foat [GRO] wrote:

Evening Tom & Richard

The parties focused on the non-financial aspects of the proposed settlement and therefore no further offers were made today. A significant amount of time was spent between the mediators and the claimants in getting them to articulate the settlement structure. At the end of Day 3, the non-financial aspects of the settlement from the Claimants' perspective included:

- o Agreed statement by the parties (which we will reviewed from both a legal and comms perspective)
- o POL's approach to the convicted claimants (not that we "consent" to their applications to the Court of Appeal to have their convictions overturned but more to do with our approach ie that we would take external QC expert advice on our ensuring that we comply with our

legal obligations (for eg. disclosure obligations in respect of the Horizon issues judgment to the CCRC).

- o POL would assist those claimants who wish to exit the business post settlement.
- o POL would waive or withdraw the proof of debt for those insolvent claimants.

In addition, the claimants have asked today for:

- A support programme for claimant SPM and SPM in similar position of the claimants including mental health support for claimants
- POL to consult claimant group on the change process and for them to have some form of consultancy role advising the business, which would include input to consideration of the future of the Post Office
- POL not to enforce SPM debts pending implementation of the settlement agreement
- Emergency funding for hardship cases (taken out of the funds of the settlement)

These points are up for negotiation and the devil will be in the detail. The parties are going to have a discussion tomorrow to better understand what the claimants envisage as they have not really explained these additional requirements but also for us to socialise operational challenges. For example, there may be some things we can give assurance on such as some form of consultation but as Nick pointed out we need to be careful not to undermine the existing NFSP or CWU although we may consider what changes could be made to the NFSP. We also need to keep in mind any potential impact to the Starling project (if prospectively some of these concessions appear to indicate that SPM are workers).

After the meeting on Tuesday afternoon, we will finalise our settlement draft and circulate to the other side on Wednesday for review. The parties will then meet again on Thursday to continue the financial aspects of the settlement. It is therefore likely that Nick and I will need to reach out to Tom and Tim on Thursday / possibly Friday.

I hope we will be in a position to provide further clarity on the Claimants additional proposals late tomorrow night/ early Wednesday.

Do let me know if you have any questions in the meantime.

Kind regards
Ben



Ben Foat

Group General Counsel
Ground Floor
20 Finsbury Street
LONDON
EC2Y 9AQ

Mobile :

GRO

This email and any attachments are confidential and intended for the addressee only. If you are not the named recipient, you must not use, disclose, reproduce, copy or distribute the contents of

this communication. If you have received this in error, please contact the sender by reply email and then delete this email from your system. Any views or opinions expressed within this email are solely those of the sender, unless otherwise specifically stated.

POST OFFICE LIMITED is registered in England and Wales no 2154540. Registered Office: Finsbury Dials, 20 Finsbury Street, London EC2Y 9AQ.

“Post Office Limited is committed to protecting your privacy. Information about how we do this can be found on our website at www.postoffice.co.uk/privacy”

This email and any files transmitted with it are intended solely for the use of the individual(s) to whom they are addressed. If you are not the intended recipient and have received this email in error, please notify the sender and delete the email. This footnote also confirms that our email communications may be monitored to ensure the secure and effective operation of our systems and for other lawful purposes, and that this email has been swept for malware and viruses.