

Message

From: Henry Staunton [GRO]
Sent: 14/01/2023 13:19:17
To: Jane Davies [GRO]
Subject: Re: CONFIDENTIAL - Follow up actions

Jane ,
Were you able to speak to Tom yesterday ?
Henry

Sent from [Outlook for iOS](#)

From: Jane Davies [GRO]
Sent: Friday, January 13, 2023 12:49:38 PM
To: Henry Staunton [GRO]
Subject: RE: CONFIDENTIAL - Follow up actions

Hi Henry,

Thanks for your email.

There is clearly going to be a huge gap in what was proposed in December versus the new proposal from Tom. I am worried that Nick is feeling incredibly despondent, so we will need to manage this. Nick is also asking me to meet strong external candidates for a COO position (which we will be talking to you about in due course) and I feel that this preparation for his succession which is healthy, but a worry too.

I do not know whether you have gone back to Tom, but I would like to have a further discussion with him, to request that he tailors the retention payment to a shorter period ie the next 12 months (to get us through the Inquiry).

I anticipate that if we cannot achieve anything on his [GRO] he will be wanting to have a formal discussion with us regarding his future.

Are you happy I that pick up with Tom, or would you want to do this?

Kind regards,

Jane

From: Henry Staunton [GRO]
Sent: 12 January 2023 11:38
To: Jane Davies [GRO]
Subject: Re: CONFIDENTIAL - Follow up actions

Jane ,

GRO

Many thanks ,

Henry

Sent from [Outlook for iOS](#)

From: Jane Davies [GRO]
Sent: Thursday, January 12, 2023 8:57:29 AM
To: Henry Staunton [GRO]
Cc: Cooper, Tom - UKGI [GRO]; Arasaratnam, Roshana - UKGI [GRO]
[GRO]; Lisa Harrington [GRO]
Subject: CONFIDENTIAL - Follow up actions

Morning Henry,

Hope all is well.

Following our call yesterday, and as agreed, I caught up with Tom and Roshana from UKGI, to formalise/progress the discussions from your meeting with the SoS. I have documented the outcome of that call, where we agreed 3 follow up actions. I have cc'd in all parties to ensure we are all aligned;

GRO

[@Cooper, Tom - UKGI](#) [@Arasaratnam, Roshana - UKGI](#) if I have missed anything, then please feel free to input/amend any of the points above. Thank you for your support here. It would also be helpful to understand the timescales for the above actions.

I hope the above is satisfactory.

Kind regards,
Jane

Jane Davies
Group Chief People Officer

People Team

GRO

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