

Message

**From:** Rajeswaran, Siv - UKGI [REDACTED] **GRO**  
**Sent:** 26/01/2021 09:48:38  
**To:** Cooper, Tom - UKGI [REDACTED] **GRO** UKGI POL Team [REDACTED] **GRO** Lambert, Lucie -  
UKGI [REDACTED] **GRO**; Banda, Tasila - UKGI [REDACTED] **GRO**  
**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Unfortunately – we still have to get clearance from HMT TOA on the amounts above the strict contractual entitlement (i.e. the STIP/LTIP and the 12 months Payment in Lieu of Pension/Other Benefits)!

# Legal Privilege

I suppose there is a question for us on whether POL can start settlement discussions whilst TOA clearance on the STIP/LTIP amounts is pending.

Best,

Siv

**Siv Rajeswaran | Manager**

**UK Government Investments**

1 Victoria Street, London, SW1H 0ET

**M:** [REDACTED] **GRO**

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**From:** Cooper, Tom - UKGI [REDACTED] **GRO**  
**Sent:** 26 January 2021 09:38  
**To:** UKGI POL Team [REDACTED] **GRO**  
**Subject:** FW: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Order of the Post Office (1<sup>st</sup> class) is hereby awarded to Siv

Tom Cooper

Director

**UK Government Investments**

1 Victoria Street | London | SW1H 0ET

T: **GRO**  
M:  
E:  
PA: **GRO**  
**GRO**

**From:** Secretary Of State (Private Office) **GRO**

**Sent:** 26 January 2021 09:37

**To:** Rajeswaran, Siv - UKGI **GRO** SpAds Office (Private Office) **GRO**

Scully, Minister (Private Office) **GRO**

**Cc:** **GRO**; Hastings, Matt (BEIS) **GRO** Corera, Jane (Legal)

**GRO**; Broomfield, Kerry (Organisational Development and Partnerships)

**GRO**; Lambert, Lucie - UKGI **GRO**; Brinkworth, Elliot - UKGI

**GRO**; Finn, Yaakov - UKGI **GRO**; Donald, Charles - UKGI

**GRO**; Marnell, Rachelle (Organisational Development and Partnerships)

**GRO**; Heath, Daniel (BEIS) **GRO**; Banda, Tasila - UKGI

**GRO**; Lambert, Lucie - UKGI **GRO**; Vandini, Cecilia (Advanced

Manufacturing and Services) **GRO**; UKGI POL Team **GRO**; Creswell,

Carl (Professional Business Services, Retail & Post Directorate) **GRO**

**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Hi Siv

The Secretary of State has now considered this submission and agrees with Minister Scully's position, that we should pursue option 2.

Izzy



**Department for  
Business, Energy  
& Industrial Strategy**

**Dr Isabel (Izzy) Webb**

Senior Private Secretary to the Secretary of State for Business, Energy and Industrial Strategy

Tel: **GRO**

[secretary.state@beis.gsi.gov.uk](mailto:secretary.state@beis.gsi.gov.uk)

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**From:** Rajeswaran, Siv - UKGI **GRO**

**Sent:** 25 January 2021 10:18

**To:** SpAds Office (Private Office) **GRO**; Scully, Minister (Private Office)

**GRO**; Secretary Of State (Private Office) **GRO**

**Cc:** Brooks-White (Jobshare) **GRO**; Hastings, Matt (BEIS) **GRO**; Corera,

Jane (Legal) **GRO**; Broomfield, Kerry (Organisational Development and Partnerships)

**GRO**; Lambert, Lucie - UKGI **GRO**; Brinkworth, Elliot - UKGI

GRO ; Finn, Yaakov - UKGI GRO ; Donald, Charles - UKGI  
GRO ; Marnell, Rachelle (Organisational Development and Partnerships)  
GRO ; Heath, Daniel (Finance) GRO ; Banda, Tasila - UKGI  
GRO ; Lambert, Lucie - UKGI GRO ; Vandini, Cecilia (Advanced  
Manufacturing and Services) GRO ; UKGI POL Team GRO ; Creswell,  
Carl (Professional Business Services, Retail & Post Directorate) GRO  
**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Hi Abdel,

Thanks very much for the update, and as with Jess, extremely grateful for having put this on Celia's agenda as we are aware she has a lot on her plate.

Izzy – as discussed last week, would be grateful if we can now arrange to put this in the SOS's box for consideration and clearance. Please let me know if you need anything else from our end.

Best,

Siv

**Siv Rajeswaran | Manager**

**UK Government Investments**

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**From:** SpAds Office (Private Office) GRO  
**Sent:** 25 January 2021 10:14  
**To:** Rajeswaran, Siv - UKGI GRO ; Scully, Minister (Private Office)  
GRO ; Secretary Of State (Private Office) GRO  
**Cc:** GRO ; Hastings, Matt (BEIS) GRO ; Corera, Jane (Legal)  
GRO ; Broomfield, Kerry (Organisational Development and Partnerships)  
GRO ; Lambert, Lucie - UKGI GRO ; Brinkworth, Elliot - UKGI  
GRO ; Finn, Yaakov - UKGI GRO ; Donald, Charles - UKGI  
GRO ; Marnell, Rachelle (Organisational Development and Partnerships)  
GRO ; Heath, Daniel (BEIS) GRO ; Banda, Tasila - UKGI  
GRO ; Lambert, Lucie - UKGI GRO ; Vandini, Cecilia (Advanced  
Manufacturing and Services) GRO ; UKGI POL Team GRO ; Creswell,  
Carl (Professional Business Services, Retail & Post Directorate) GRO  
**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Hi Siv,

Celia has reviewed and she recommends option 2. She noted that we can't exempt from the exit payment cap when we have told POL staff being made redundant that they won't be exempt either.

Kind regards,  
Abdel



Department for  
Business, Energy  
& Industrial Strategy

**Abdelwahid Benbouziyane**

Assistant Private Secretary to the Special Advisers

Department for Business, Energy and Industrial Strategy

Tel: [REDACTED] **GRO** [REDACTED] [spads.office](mailto:spads.office) [REDACTED] **GRO** [REDACTED]

1 Victoria Street, London, SW1H 0ET

[www.gov.uk/beis](http://www.gov.uk/beis) | [REDACTED] **GRO** [REDACTED]

**From:** Rajeswaran, Siv - UKGI [REDACTED] **GRO** [REDACTED]

**Sent:** 25 January 2021 09:29

**To:** Scully, Minister (Private Office) [REDACTED] **GRO** [REDACTED]; SpAds Office (Private Office)

[REDACTED] **GRO** [REDACTED]; Secretary Of State (Private Office) [REDACTED] **GRO** [REDACTED]

**Cc:** Brooks-White (Jobshare) [REDACTED] **GRO** [REDACTED]; Hastings, Matt (BEIS) [REDACTED] **GRO** [REDACTED]; Corera, Jane (Legal) [REDACTED] **GRO** [REDACTED]; Broomfield, Kerry (Organisational Development and Partnerships)

[REDACTED] **GRO** [REDACTED]; Lambert, Lucie - UKGI [REDACTED] **GRO** [REDACTED]; Brinkworth, Elliot - UKGI

[REDACTED] **GRO** [REDACTED]; Finn, Yaakov - UKGI [REDACTED] **GRO** [REDACTED]; Donald, Charles - UKGI

[REDACTED] **GRO** [REDACTED]; Marnell, Rachelle (Organisational Development and Partnerships)

[REDACTED] **GRO** [REDACTED]; Heath, Daniel (Finance) [REDACTED] **GRO** [REDACTED]; Banda, Tasila - UKGI

[REDACTED] **GRO** [REDACTED]; Lambert, Lucie - UKGI [REDACTED] **GRO** [REDACTED]; Vandini, Cecilia (Advanced Manufacturing and Services) [REDACTED] **GRO** [REDACTED]; Creswell, Carl (Professional Business Services, Retail & Post Directorate) [REDACTED] **GRO** [REDACTED]

**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Hi Jess,

Thanks so much for the update and extremely grateful that you were able to ensure that this was in the Minister's box over the weekend. That's great news to hear that the Minister agrees with the recommended option going forward.

Further to a conversation with Abdel last week – we are hoping to hear back from SpAds early this week, and if cleared, we will then forward on for SoS approval without delay.

Thanks again for this.

Best,

Siv

**Siv Rajeswaran | Manager**

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**From:** Scully, Minister (Private Office) **GRO**  
**Sent:** 25 January 2021 09:21  
**To:** Rajeswaran, Siv - UKGI **GRO**; SpAds Office (Private Office) **GRO**  
Secretary Of State (Private Office) **GRO**  
**Cc:** **GRO**; Hastings, Matt (BEIS) **GRO**; Corera, Jane (Legal) **GRO**  
**GRO**; Broomfield, Kerry (Organisational Development and Partnerships) **GRO**  
**GRO**; Lambert, Lucie - UKGI **GRO**; Brinkworth, Elliot - UKGI **GRO**  
**GRO**; Finn, Yaakov - UKGI **GRO**; Donald, Charles - UKGI **GRO**  
**GRO**; Marnell, Rachelle (Organisational Development and Partnerships) **GRO**  
**GRO**; Heath, Daniel (BEIS) **GRO**; Banda, Tasila - UKGI **GRO**  
**GRO**; Lambert, Lucie - UKGI **GRO**; Vandini, Cecilia (Advanced **GRO**  
Manufacturing and Services) **GRO**; UKGI POL Team **GRO**; Creswell, **GRO**  
Carl (Professional Business Services, Retail & Post Directorate) **GRO**  
**Subject:** RE: [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

Hi Siv,

Minister Scully reviewed the exit package over the weekend.

He agrees to rejecting POL's request for an exemption to the Legal Privilege exit cap and agrees that officials can relay this to POL if SoS accept the advice to approve Option 2.

He is content to approve POL's proposed Option 2 exit package.

He agrees that no bonuses should accrue in relation to the period of special leave and that bonuses payable in relation to the period before special leave are contingent on the outcome of the Horizon IT Inquiry.

Finally, he noted without comment that if POL fail to reach agreement by end-March, a new approval will be sought.

Thanks,  
Jess



Department for  
Business, Energy  
& Industrial Strategy

**Jessica Tysoe**

Private Secretary to the Minister for Small Business, Consumers &  
Labour Markets  
and Minister for London  
Department for Business, Energy and Industrial Strategy  
1 Victoria Street, London, SW1H 0ET

**GRO**

[minister.scully](mailto:minister.scully)

**GRO**

**From:** Rajeswaran, Siv - UKGI **GRO**

**Sent:** 19 January 2021 11:08

**To:** Scully, Minister (Private Office) **GRO**; SpAds Office (Private Office)

**GRO**

; Secretary Of State (Private Office)

**GRO**

**Cc:** Brooks-White (Jobshare) **GRO**; Hastings, Matt (BEIS) **GRO**; Corera, Jane (Legal) **GRO**; Broomfield, Kerry (Organisational Development and Partnerships)

**GRO**

; Lambert, Lucie - UKGI

**GRO**

; Brinkworth, Elliot - UKGI

**GRO**

; Finn, Yaacov - UKGI

**GRO**

; Donald, Charles - UKGI

**GRO**

; Marnell, Rachelle (Organisational Development and Partnerships)

**GRO**

; Heath, Daniel (Finance)

**GRO**

; Banda, Tasila - UKGI

**GRO**

; Lambert, Lucie - UKGI

**GRO**

; Vandini, Cecilia (Advanced

Manufacturing and Services) **GRO**; UKGI POL Team **GRO**; Creswell,

Carl (Professional Business Services, Retail & Post Directorate) **GRO**

**Subject:** [OFFICIAL SENSITIVE-PERSONAL] For Approval - POL CFO Exit Package

OFFICIAL – SENSITIVE PERSONAL

OFFICIAL SENSITIVE - PERSONAL

Izzy, Abdel, Jess

Cc Imogen

Hope you are well.

As discussed on a call with Jess this morning, please see attached advice for clearance by SpAds and Minister Scully regarding the approval of the exit package for the Post Office CFO ahead of it going to SoS for final approval.

As flagged on the call, we will be requesting urgent clearance as POL must conclude settlement negotiations by end-March, which means that negotiations must start in the first week of February. The reason for this tight negotiation timetable is outlined in the advice and the draft letter from the POL Chair to the SoS.

Please see below a summary of the advice. Given the urgency, we will be submitting to SpAds and Minister Scully in parallel.

This is highly sensitive so please handle this information with care. Thanks again to everyone for your assistance on what is a very complex and sensitive issue.

Please let me know of any questions.

**Purpose:**

BEIS previously agreed to a request from POL for it to end the employment of its CFO. The last submission noted that POL's proposal for the terms of the CFO's exit package would follow once initial Ministerial feedback was provided.

This submission sets out the options POL has to exit the CFO and a recommended course of action comprising a severance payment compliant with the [Legal Privilege] exit payment cap regulations and a transition period to ensure both an orderly handover and the CFO's ongoing participation in the Horizon IT Inquiry.

**Timing:** For clearance from Minister Scully and Special Advisors by 22 January, ahead of submission to SoS for clearance by 29 January.

**Recommendation:**

- **Reject** POL's request for an exemption to the [Legal Privilege] exit cap regulations and **Agree** that officials can relay this to POL if Ministers accept the advice to approve Option 2.
- **Approve** POL's proposed Option 2 exit package, with scope to offer 'good leaver' status for bonuses payable in relation to the period before his special leave starts.
- **Agree** that no bonuses should accrue in relation to the period of special leave and that bonuses payable in relation to the period before special leave are contingent on the outcome of the Horizon IT Inquiry.
- **Note** that if POL fail to reach agreement by end-March, a new approval will be sought.

**Special Advisers**

This has been sent to SpAds' office in parallel.

**Annexes**

A – Exit Package Options

B – Draft Letter from Tim Parker to BEIS Secretary of State (18 January 2021)

**Contacts**

Director General – Charles Donald, [REDACTED] **GRO**

Lead Officials – Siv Rajeswaran – details below

Director Responsible – Tom Cooper, [REDACTED] **GRO**

Kind regards,

Siv

**Siv Rajeswaran | Manager**

**UK Government Investments**

1 Victoria Street, London, SW1H 0ET

**M: [REDACTED] GRO**

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