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**From:** Paula Vennells [GRO]  
**Sent:** Sat 12/10/2013 9:01:42 AM (UTC)  
**To:** Kevin Gilliland [GRO]; Angela Van-Den-Bogerd [GRO]  
[GRO]  
**Cc:** Alwen Lyons [GRO]; Ruth X Barker [GRO]; Fay Healey [GRO]; Mark R Davies [GRO]; Hugh Flemington [GRO]  
**Subject:** Re: Mr Griffiths

Thanks Angela, that's really helpful. Some questions:

- Have I read this correctly, that the amount short on trading was £54k and the amount stolen was £54k?
- I heard that there was a suicide note, is this true?
- I possibly heard (but may be confusing with a previous case) that Martin had had some mental health issues?
- Presumably the Police are looking into this?
- Who is the key PO contact with the Police?
- Where is Hope Farm Rd?
- How is Glenn Chester?

Sorry lots of questions and bound to be more. Let's keep in touch and keep this as the loop of people who are copied in everything at this stage.

Paula

Sent from my iPad

On 12 Oct 2013, at 09:34, "Kevin Gilliland" <[GRO]> wrote:

Sorry just spotted a typo on the amount we held Mr Griffiths liable for from the robbery. I'll correct this as soon as I find out. Mark/Ruth do you know?

Sent from my iPhone

Begin forwarded message:

**From:** Kevin Gilliland [GRO]  
**Date:** 12 October 2013 09:18:29 BST  
**To:** Paula Vennells [GRO]  
**Cc:** Mark R Davies [GRO], Alwen Lyons [GRO]; Ruth X Barker [GRO]  
**Subject:** Re: Mr Griffiths

Sorry for the delay in getting the brief. Angela couldn't get a connection.

I will try to contact Glenn and the family today.

- Martin Griffiths was appointed on 05. 10.95 to Hope Farm Road post office
- on 21.09.11 Mr Griffiths was precautionary suspended following audit shortage of circa.£24k, £20k in debt which had been settled centrally during the period March 2011 - August 2011.
- following the investigation the Contracts Advisor having considered the facts and having taken Mr Griffiths previously good performance into account decided to reinstate Mr Griffiths.
- Mr Griffiths was reinstated on 16th Nov 2011. Additional training support was provided however Mr Griffiths continued to have discrepancies and has reported circa £54k at Branch Trading
- Glenn Chester, Contracts Advisor and John Breeden his line manager met with Mr Griffiths on 12.03.13 to discuss the situation and advise Mr Griffiths that if the situation were to continue his continued position would need to be considered.
- on 02.05.13 there was an armed robbery at Hope Farm Rd and circa.£54k was stolen. Following investigation the Spmr was held culpable for £74k (capped at 25% of remuneration) as he had breached the security instructions in that he had left the counter access door and safe door open
- he appealed against the decision and his appeal hearing took place on 19th Sept. As yet no decision has been communicated
- on 3rd July Mr Griffiths was given 3 months notice due to his continued poor performance at the branch
- on 23rd Sept the Contacts advisor was advised by NBSC that Mr Griffiths had been involved in a car accident. The Contracts Advisor spoke to the Spmr's mother to ask how Mr Griffiths was.
- later that day we were advised by Alan Bates, JFSA that Mr Griffiths had tried to take his life by walking in front of a bus.
- since this we have kept in regular contact with the Spmr's family and offered any support they required
- we have appointed temporary Spmr to run the post office whilst the family have been at the hospital
- we have continued to pay the Spmr in addition to the temp Spmr - Mr Griffith's last day of service was due to be 3rd Oct however we continued to pay him regardless

Kevin

Sent from my iPhone

On 11 Oct 2013, at 21:49, "Paula Vennells" wrote:

GRO

Hi both, just to let you know that I will brief the Board tomorrow am. Mark/Ruth, important that if we get any coverage on Martin's death that you text me please as well as email. Additionally, Kevin is getting some facts together for me so that I have whatever information is available to hand.

Thanks in advance, Paula

Sent from my iPad

Begin forwarded message:

**From:** Paula Vennells [GRO]  
**Date:** 11 October 2013 21:28:59 BST  
**To:** Angela Van-Den-Bogerd [GRO]  
[GRO] >, John M Scott  
[GRO] >, Hugh Flemington  
**Cc:** Mark R Davies [GRO] >,  
Kevin Gilliland [GRO] >, Ruth X  
Barker [GRO] >, Andy Holt  
[GRO] >, Alwen Lyons

**Subject:** Re: Mr Griffiths

Angela, thank you for sending over this news. I am so so sorry. Martin's family must be devastated.

I know (sadly from experience in business and personally) that there is rarely a simple explanation for such deaths; even though it is often easier for those so closely affected to look for one.

Three requests: firstly if I can help in any way, that you or the team dealing with it ask me. I would be happy to speak to or to meet the family if we thought that would help. Secondly, that we look after them as much as we can and as they will allow; thirdly, that we look after Glenn: he will be feeling very bad because he knew Martin and was the person closest to him from the PO.

And then, we need to look to the business: to help me brief this properly to the Board, can you let me know what background we have on Martin and how/why this might have happened. I had heard but have yet to see a formal report, t [GRO]

[GRO] Also, if someone mentions the Post Office in a potential suicide case, I would like to know what the process is for looking into it: can John and/or Hugh advise please?

Deeply sad.

As I write this, I see that Mark has asked similar questions. We need a single senior manager a point person. Who is the SLT line manager please? Angela if it is you, and/or you

would like it to be, that is fine. but I am very aware that you are in need of a break after a tough couple of weeks anyway. Can Kevin advise asap.

Thank you to everyone - I know you will be feeling as bad as I do over Martin's death.

Paula

Sent from my iPad

On 11 Oct 2013, at 20:43, "Angela Van-Den-Bogerd"

GRO > wrote:

Paula,

Sadly Martin Griffiths passed away this afternoon. Martin's sister notified Glenn Chester a short while ago - the actual text is below in John's note below. Glenn has since spoken to the sister - the tone of the conversation was fine with no animosity towards Glenn.

Angela

GRO

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**From:** John Breedon  
**Sent:** Friday, October 11, 2013 07:31 PM  
**To:** Angela Van-Den-Bogerd  
**Cc:** Glenn Chester  
**Subject:** Mr Griffiths

Angela,

To confirm our conversation, Glenn has spoken to Mr Griffiths sister to offer condolences following the very sad news of Mr Griffiths having passed away this afternoon.

Glenn received notification of Mr Griffiths death by text earlier this evening from his sister Jane (I think it was just before eight).

The text was worded – Sadly my brother Martin passed away this afternoon after being in a coma for 18 days. The family is devastated as such as waste of life and feel the post office has ruined yet another life. Thought you should know as you liked my brother.

Regards

John

**John Breeden**  
**Agents Contracts Deployment Manager**  
**North**

<image007.jpg>

<image003.png>

Upper Floors, The Markets  
Post Office, 6/16 New York  
Street, Leeds LS2 7DZ

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Tel:  Mobex:

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