

---

**From:** Tolhurst, Mpst (BEIS)/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=7CB8C3AB64114851885044C387C6A20A-TOLHURST, M]  
**Sent:** Thur 14/02/2019 6:04:05 PM (UTC)  
**To:** Clark, Mpst (BEIS) [REDACTED]  
**Cc:** Clark Spad, Mpst (BEIS) [REDACTED]  
**Subject:** FAO BEX: POL interim CEO  
**Attachment:** 20190207 POL Interim CEO and pay.docx

Bex,

Putting Kelly's comments in an email for you:

- She has reservations about Al Cameron taking over as CEO at this time and was unimpressed when she met with him about the litigation case a few months ago.
- She is disappointed that we don't yet have a clear path for recruitment of the new CEO.
- She'd like a meeting with Tom Cooper and has some further concerns which you and I agreed to pick up offline with Jacqui.
- She commented that the package is fine but there are big questions when there is a lot of risk around POL activity.

You've told UKGI that the announcement won't happen any sooner than w/c 25<sup>th</sup> Feb. We'll get a meeting/call with Kelly and SoS in ASAP and use industry on 26<sup>th</sup> as a fall back if not.

Thanks,  
Sam



Department for  
Business, Energy  
& Industrial Strategy

**Samantha Rice**

Senior Private Secretary to Kelly Tolhurst MP  
Parliamentary Under Secretary of State  
Department for Business, Energy and Industrial  
Strategy  
1 Victoria Street, London, SW1H 0ET

[REDACTED]

[REDACTED]

[REDACTED]

[www.gov.uk/beis](http://www.gov.uk/beis) | [@beisgovuk](https://twitter.com/beisgovuk)

---

**From:** Aldred, Tom - UKGI [REDACTED]  
**Sent:** 08 February 2019 12:53  
**To:** SpAd Clark MPST [REDACTED]  
**Cc:** Tolhurst, Mpst (BEIS) [REDACTED] Cooper, Tom - UKGI  
[REDACTED] Lambert, Gavin (Advanced Manufacturing and Services)  
[REDACTED] Watson, Craig (Advanced Manufacturing and Services)  
[REDACTED]

---

**Subject:** POL interim CEO

Jess

We spoke. I've attached the submission on the appointment of POL's interim CEO.

This is now urgent. POL really need to be able to name the interim CEO as soon as possible, at the same time as announcing Paula's departure. Further delays would be unhelpful for the business and will undermine our credibility with the company.

We can't formally ask the minister to approve the proposed pay until it has been through the official-level approval process (the 'SCS review panel'). It will also require approval of CST.

So we propose that spads and ministers approve the appointment of the CFO as interim CEO, with his financial package to be approved subsequently. We have been clear to POL that approval of the terms are not and cannot be guaranteed prior to ministerial approval - and that they and AI will need to take this risk.

HMT have indicated to us that they are content with the proposal in principle, and with the CFO being announced without the package being finalised.

We'd be really grateful if you can get this through the system.

Tom

Tom Aldred | Executive Director

Post Office Shareholder Team

**UK Government Investments**

1 Victoria Street | London | SW1H 0ET

T: GRO | M: GRO

E: GRO

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.