



Date
31 March 2025

Post Office
100 Wood Street
London EC2V 9ER

Your Ref:

Classification:
Public

Dear [REDACTED],

Freedom of Information Request – FOI2024/01556

We are writing in response to your email received by Post Office Limited (**"Post Office"**) on 1 December, which has been dealt with under the terms of the Freedom of Information Act 2000 (**"FOIA"**). We apologise for the delay in responding to your request.

In your email, you have requested the information shown verbatim in bold below:

"Dear Post Office Limited, Please can you say when the result of this ballot held two months ago will be announced? In the 2021 Ballot you said this "Post Office will announce the two successful Postmaster Non-Executive Directors at the earliest opportunity following that approval." That took ten days April 12th till April 22nd. What has changed this time round? The VOTSP say the announcement will be in January. Please supply all documents that show discussion of the result, timing of the announcement and how the stakeholders CWU, NFSP, VOTSP, DBT were informed of the process and if they challenged the timetable. Is it delayed to coincide with a job loss or departure of red flag staff announcement in the style of Mark Davies/Alice Perkins?"

We can confirm that Post Office does hold the information you have requested.

- 1) Please can you say when the result of this ballot held two months ago will be announced?**

Post office can confirm that the results of this ballot was announced to the postmaster network and to Post Office employees internally on Friday 6th December 2024.

2) What has changed this time round? (in terms of time taken to announce)

In 2021 the election closed on the 12 April and the Non-Executive Directors (NEDs) were appointed on the 30 April. Please see the below timeline:

- a. Election closed 17 October.
- b. Results available from Civica 18 October.
- c. Nominations Committee meeting to approve for recommendation to the shareholder the appointment of two Postmaster Non-Executive directors 22 October. Given the results were very close and the third placed candidate had reached out to the PM NED in advance of the Nomination Committee for their support on the accuracy of the results, the PM NED sought comfort from Civica and they had a meeting on the 24 October. It was confirmed via email to the Nominations Committee that they were happy that the results were accurate and for shareholder approval to be requested. Approval was given at the Nominations Committee on the 22 October to submit the approval request subject to the PM NED confirmation.
- d. The request for appointment was submitted to the shareholder on 24 October with approval received on the 14 November.
- e. Director due diligence cleared and regulatory licences obtained on 3 December 2024.
- f. PM NED announcement made as soon as all due diligence was completed on the 6 December.

3) Supply all documents that show discussion of the result, timing of the announcement

Please see the attached PDF files titled 'FOI2024_01556 Emails_Redacted.pdf' and 'FOI2024_0155602.00_POL_NomsCO_PM_NEDrecruitment_20241022_Redacted.pdf' that include discussions of the result and timing of the announcement.

Some information in the attachments has been withheld under sections 40(2) and 40(3A) of the FOIA as the information constitutes personal data relating to other persons. These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that

information would breach any of the data protection principles in Article 5(1) of the UK General Data Protection Regulation ("GDPR").

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of the personal data because the Post Office staff and individuals involved would not reasonably expect their names, roles and contact details to be disclosed in relation to this request for information.

4) How the stakeholders CWU,NFSP,VOTSP,DBT were informed of the process and if they challenged the timetable

The NFSP were informed about the process and timetable late November 2023 when we discussed with them the planned approach. They have been kept updated in advance of any comms going out formally on the process and timelines. They have not challenged the timetable. As CWU and VOTSP are not formally recognised groups they were not sighted on any comms or the process in advance of the formal communications. The first request to DBT for approval on the process, role profile and timetable was in December 2023 as well as they were asked to grant approval to appoint in October 2024.

If you are dissatisfied with the handling of this response, you do have a right to request an internal review. You can do this by writing to the address above within 40 working days of receipt of this response stating your reasons for your internal review request or alternatively, by emailing information.rights@postoffice.co.uk.

If, having requested an internal review by Post Office, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Telephone: 0303 123 1113

www.ico.org.uk/foicomplaints

Yours sincerely,

Information Rights Team

information.rights@postoffice.co.uk

<https://corporate.postoffice.co.uk/en/governance/access-to-information/access-to-information/>

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