



Tim McCormack
[request-1016088-5b7fdf1e@whatdotheyknow.com](#)

Date
13 November 2023

Post Office
100 Wood Street
London EC2V 9ER

Your Ref:

Classification:
Public

Dear Tim McCormack,

Freedom of Information Request – FOI2023/00485

We are writing in response to your email received by Post Office Limited (“**Post Office**”) on 18 August, which has been dealt with under the terms of the Freedom of Information Act 2000 (“**FOIA**”).

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

“In Ms Burton's report she states in the final paragraph:

7. The Remco will review the terms of the 2022/23 STIP when it meets later in June and I will be recommending that Remco exercises its discretion not to award the element of bonus specifically relating to the Inquiry. Any variable pay schemes going forward should not include any metrics relating to the Inquiry

Could you please provide me with the wording of the 2022/23 STIP Metric that, as she states, specifically relates to the Inquiry.

Please provide me with the date of the REMCO meeting that initially approved that metric.

Please provide me with the minutes of the REMCO meeting that initially approved that metric.”

We can confirm that Post Office does hold the information you have requested, and we are able to provide you with some of this information.

The wording of the 2022-23 Short-Term Incentive Plan (“**STIP**”) relating to the inquiry metric, is:

“Ensure POL provides the information and cooperation needed by the POHIT Inquiry by responding to their requests in a reasonable manner and timeframe, so that if feedback is given by POHIT Inquiry on our engagement that is positive.”

Please note in the above extract, ‘POL’ refers to Post Office Limited, and ‘POHIT’ refers to the Post Office Horizon IT Inquiry.

The date of the Remuneration Committee (“**RemCo**”) meeting that approved the inquiry metric was 16 August 2022. However, following the reviews carried out relating to the Transformation Incentive Scheme (“**TIS**”), by Post Office and the Department for Business and Trade (“**DBT**”), the RemCo has removed the inquiry metric from the STIP.

The reviews can be found at the following links:

<https://corporate.postoffice.co.uk/media/5tzew1fx/amanda-burton-report-review-of-the-transformation-incentive-scheme.pdf>

<https://www.gov.uk/government/publications/a-review-of-the-governance-relevant-to-post-office-limiteds-senior-executive-remuneration>

We have withheld the minutes from the RemCo meeting of 16 August 2022, as it falls under the exemption in section 43(2) of the FOIA, which relates to information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). In applying this exemption, we have had to balance the public interest in withholding the information against the public interest in disclosure.

We recognise that there is a public interest in disclosure of information concerning RemCo meetings, and the decisions that RemCo may make, as this helps to scrutinise decision-making and promote transparency in Post Office business, as well as provide reassurance about the way public money is being spent.

However, there is a strong public interest in withholding the RemCo meeting minutes as it would, if disclosed, prejudice the commercial interests of Post Office. RemCo meetings involve discussions that include very sensitive information relating to Post Office, including about Board targets, design and implementation of incentive schemes and internal commercial deliberations. It is not in the public interest to publish sensitive details of discussions that would be likely to prejudice Post Office's position in a competitive market.

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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