

Mr Huw Merriman MP

Chair
Transport Committee

Mr Darren Jones MP

Chair
Business, Energy and Industrial Strategy Committee

*c/o Alexandra Hunter-Wainwright
Committee Operations Manager, Transport Committee*

Via post and email: hunterwainwrighta2@parliament.uk

P&O FERRIES DIVISION HOLDINGS LIMITED

Channel House
Channel View Road
Dover, Kent CT17 9TJ

t. +44 (0)1304 863000

e. info@poferries.com

Registered in England 6038090

25 March 2022

Dear Chairs

I refer to the meeting that took place yesterday before the Transport Select Committee and the Business, Energy and Industrial Strategy ("BEIS") Select Committee.

The purpose of this letter is to provide some clarifications and supporting documents in connection with my oral evidence given to the Committees.

Notifications

Firstly, I was asked to provide copies of the notices sent to the relevant authority in relation to the redundancies. Please find attached copies of the HR1 forms sent to the relevant Bahamas, Bermuda and Cyprus authorities as they relate to the impacted vessels. I confirm these notices were sent by our Jersey office by email on 17 March 2022 as it was all Jersey employed seafarers who were within scope for the redundancy.

Risk Assessment

Secondly, I was asked whether I had signed off on any safety risk assessment in connection with the changes made to the P&O Ferries' crewing model. I reiterate that we reviewed all options available to the business, including whether we should proceed with this fundamental crewing model change. Restructuring our workforce in this way was not a course of action that we ever wanted to take as an organisation, but it was a necessary action to ensure the future viability of the business.

We took into account all standard crew changeover requirements within the shipping industry and consulted all experts within P&O Ferries and externally to ensure this process was carried out safely and properly. I can also confirm that this process of changing our crewing management and the arrangements for the severance of our Jersey based seafarers was risk assessed. We are prepared to manage the fact that vessels are unable to operate while qualified seafarers undergo standard vessel familiarisation procedures.

Safety remains paramount for us and there will be no movement of the vessels until we have had full Maritime Coastguard Agency (port state control) and regulatory authority sign off on the safety certifications and procedures as they relate to each impacted vessel. We confirm that there is no change to the safety management systems and procedures on all P&O Ferries vessels.

Section 172 of the *Companies Act 2006*

Lastly, I was asked if the board of P&O Ferries had specifically considered section 172 of the *Companies Act 2006* in its decision-making. I confirm on behalf of the board that the duty to promote the success and best interests of the company is at the heart of all board decisions. As expressed by me to the Committees, while the board and I regret having had to make the difficult decision to restructure our crewing model, this decision was necessary in order to ensure there was a future for a company that continues to employ 2,200 staff.

I trust this additional information adequately addresses the information requested by the Committees.

Yours sincerely



Peter Hebblethwaite
CEO
P&O Ferries

Attachments and enclosures:

1. HR1 form dated 17 March 2022 (Bahamas – *Pride of Hull*)
2. HR1 form dated 17 March 2022 (Bahamas – *European Causeway* and *European Highlander*)
3. HR1 form dated 17 March 2022 (Bermuda – *Norbay*)
4. HR1 form dated 17 March 2022 (Cyprus – *Spirit of Britain*, *Spirit of France*, *Pride of Canterbury*, and *Pride of Kent*)



- All sections of this form must be completed. If any of the information is missing, the form will not be accepted.
- Please return the completed form to HR1@insolvency.gov.uk.

1. Employer's details	
Name	P&O North Sea (Jersey) Limited
Registered address	PO Box 437 1st Floor Kensington Chambers 46-50 Kensington Place St Helier Jersey
Postcode	JE4 0ZE
Company or Charity Registration Number	105444
Telephone	+44 (0) 1534 727776
Email	Mark.Risby@pojersey.com

2. Employer's contact details	
Name	As above
Address (if different to 1)	As above
Postcode	As above
Telephone	As above
Email	As above

3. Establishment where redundancies are proposed	
Address at box 1	No
Address at box 2	No
Other Address	Pride of Hull Operating between Hull and Europoort
Postcode	

4. Timing of redundancies	
Date of first proposed dismissal	17 March 2022
Date of last proposed dismissal	17 March 2022
If you have given less than the required 30/45 day notification period please give reason for late notification	To minimise disruption to the vital services we run on major sea routes, it was essential for the business to carry out the restructure as quickly and efficiently as possible.

5. Method of selection for redundancy	
Method	All Officers and Ratings employed by Employer on the vessels in question.

6. Staff numbers/redundancies at this establishment		
Occupational group	Total number of employees	Number of possible redundancies
Manual	41	41
Clerical	2	2
Professional	9	9
Managerial	6	6
Technical	24	24

Apprentices/trainees	0	0
Under 18	0	0
Other	0	0
Totals	82	82

7. Nature of main business	
SIC code	50100 Sea and coastal passenger water transport

8. Closure of the business	
Do you propose to close this establishment	No

9. Reasons for redundancies		
Please tick one or more boxes to show the main reason(s) for the proposed redundancies		
A	Lower demand for products or services	
B	Completion of all or part of contract	
C	Transfer of work to another site or employer	X
D	Introduction of new technology/plant/machinery	
E	Changes in work methods or organisation	X
F	Other (please give brief details below)	
G	Insolvency	
Details		

10. Consultation		
a) Please provide the name(s) of:		
Recognised trade union	Name of representative	Description of employee they represent
Nautilus	Micky Smyth	Officers
RMT	Darren Procter	Ratings

b) If you do not recognise trade unions for any groups of employees please give the name(s) of their elected representatives below:	
Name of elected representative	Description of employee they represent
N/A	

c) Have you given a copy of this form to all the appropriate representatives?	No
d) Have you started the consultation process with the appropriate representative?	No
e) If yes, please give the date consultation started:	N/A
f) Have you given individual notices of dismissal to the employees?	Yes

11. Declaration

I certify that the information given on this form is, so far as I know, is correct and complete.



Name:	MARK RISBY
Position/role:	DIRECTOR
Date:	17 March 2022

Further [copies of this form and guidance about advance notifications of redundancies](#) are available on GOV.UK.

Your legal obligations under Trade Union and Labour Relations (Consolidation) Act 1992, Part IV, Chapter II

You are required by law to notify the RPS of a proposal to dismiss 20 or more employees as redundant at one establishment within a period of 90 days or less.

If you operate from more than one site, each one is treated separately for notification and consultation purposes. An establishment is the site where an employee is assigned to work. You must complete a form for each site where 20 or more redundancies are proposed.

Where employers are furloughing their staff and they are not contemplating dismissing 20 or more staff in a single establishment there is no requirement to carry out a formal consultation and notify the Secretary of State.

Your minimum period for notification and consultation for:

- between 20 to 99 redundancies at one of your establishments, is at least 30 days before the first dismissal
- 100 or more redundancies at one of your establishments, is at least 45 days before the first dismissal

You must notify us at least 30/45 days before the first dismissal and before you issue any individual notices of dismissal.

You must send a copy of this notification to the representatives of the employees being consulted.

If you have already notified us about one group of redundancies and you need to make further redundancies you should treat them as separate events. You do not need to add the numbers in the two groups together to calculate the minimum period for either group.

The notification date is the date on which we receive your completed form.

If it is not reasonably practicable for you to comply with the minimum notification periods you must make every effort do so as far as you are able. You must give reasons why you could not provide the information on time.



- All sections of this form must be completed. If any of the information is missing, the form will not be accepted.
- Please return the completed form to HR1@insolvency.gov.uk.

1. Employer's details	
Name	P&O Irish Sea (Jersey) Limited
Registered address	PO Box 437 1st Floor Kensington Chambers 46-50 Kensington Place St Helier Jersey
Postcode	JE4 0ZE
Company or Charity Registration Number	105443
Telephone	+44 (0) 1534 727776
Email	Mark.Risby@pojersey.com

2. Employer's contact details	
Name	As above
Address (if different to 1)	As above
Postcode	As above
Telephone	As above
Email	As above

3. Establishment where redundancies are proposed	
Address at box 1	No
Address at box 2	No
Other Address	European Causeway Operating between Larne and Cairnryan European Highlander Operating between Larne and Cairnryan
Postcode	

4. Timing of redundancies	
Date of first proposed dismissal	17 March 2022
Date of last proposed dismissal	17 March 2022
If you have given less than the required 30/45 day notification period please give reason for late notification	To minimise disruption to the vital services we run on major sea routes, it was essential for the business to carry out the restructure as quickly and efficiently as possible.

5. Method of selection for redundancy	
Method	All Officers and Ratings employed by Employer working on the vessels in question.

6. Staff numbers/redundancies at this establishment		
Occupational group	Total number of employees	Number of possible redundancies
Manual	8	8
Clerical	3	3

Professional	27	27
Managerial	4	4
Technical	45	45
Apprentices/trainees	0	0
Under 18	0	0
Other	0	0
Totals	87	87

7. Nature of main business	
SIC code	50100 Sea and coastal passenger water transport

8. Closure of the business	
Do you propose to close this establishment	No

9. Reasons for redundancies		
Please tick one or more boxes to show the main reason(s) for the proposed redundancies		
A	Lower demand for products or services	
B	Completion of all or part of contract	
C	Transfer of work to another site or employer	X
D	Introduction of new technology/plant/machinery	
E	Changes in work methods or organisation	X
F	Other (please give brief details below)	
G	Insolvency	
Details		

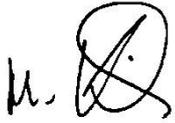
10. Consultation		
a) Please provide the name(s) of:		
Recognised trade union	Name of representative	Description of employee they represent
Nautilus	Micky Smyth	Officers
RMT	Darren Procter	Ratings

b) If you do not recognise trade unions for any groups of employees please give the name(s) of their elected representatives below:	
Name of elected representative	Description of employee they represent
N/A	

c) Have you given a copy of this form to all the appropriate representatives?	No
d) Have you started the consultation process with the appropriate representative?	No
e) If yes, please give the date consultation started:	N/A
f) Have you given individual notices of dismissal to the employees?	Yes

11. Declaration

I certify that the information given on this form is, so far as I know, is correct and complete.



Name:	MARK RISBY
Position/role:	DIRECTOR
Date:	17 March 2022

Further [copies of this form and guidance about advance notifications of redundancies](#) are available on GOV.UK.

Your legal obligations under Trade Union and Labour Relations (Consolidation) Act 1992, Part IV, Chapter II

You are required by law to notify the RPS of a proposal to dismiss 20 or more employees as redundant at one establishment within a period of 90 days or less.

If you operate from more than one site, each one is treated separately for notification and consultation purposes. An establishment is the site where an employee is assigned to work. You must complete a form for each site where 20 or more redundancies are proposed.

Where employers are furloughing their staff and they are not contemplating dismissing 20 or more staff in a single establishment there is no requirement to carry out a formal consultation and notify the Secretary of State.

Your minimum period for notification and consultation for:

- between 20 to 99 redundancies at one of your establishments, is at least 30 days before the first dismissal
- 100 or more redundancies at one of your establishments, is at least 45 days before the first dismissal

You must notify us at least 30/45 days before the first dismissal and before you issue any individual notices of dismissal.

You must send a copy of this notification to the representatives of the employees being consulted.

If you have already notified us about one group of redundancies and you need to make further redundancies you should treat them as separate events. You do not need to add the numbers in the two groups together to calculate the minimum period for either group.

The notification date is the date on which we receive your completed form.

If it is not reasonably practicable for you to comply with the minimum notification periods you must make every effort do so as far as you are able. You must give reasons why you could not provide the information on time.



- All sections of this form must be completed. If any of the information is missing, the form will not be accepted.
- Please return the completed form to HR1@insolvency.gov.uk.

1. Employer's details	
Name	P&O Irish Sea (Jersey) Limited
Registered address	PO Box 437 1st Floor Kensington Chambers 46-50 Kensington Place St Helier Jersey
Postcode	JE4 0ZE
Company or Charity Registration Number	105443
Telephone	+44 (0) 1534 727776
Email	Mark.Risby@pojersey.com

2. Employer's contact details	
Name	As above
Address (if different to 1)	As above
Postcode	As above
Telephone	As above
Email	As above

3. Establishment where redundancies are proposed	
Address at box 1	No
Address at box 2	No
Other Address	Norbay Operating between Liverpool and Dublin
Postcode	

4. Timing of redundancies	
Date of first proposed dismissal	17 March 2022
Date of last proposed dismissal	17 March 2022
If you have given less than the required 30/45 day notification period please give reason for late notification	To minimise disruption to the vital services we run on major sea routes, it was essential for the business to carry out the restructure as quickly and efficiently as possible.

5. Method of selection for redundancy	
Method	All Officers and Ratings employed by Employer working on the vessels in question.

6. Staff numbers/redundancies at this establishment		
Occupational group	Total number of employees	Number of possible redundancies
Manual	0	0
Clerical	0	0
Professional	6	6
Managerial	2	2

Technical	18	18
Apprentices/trainees	0	0
Under 18	0	0
Other	0	0
Totals	26	26

7. Nature of main business	
SIC code	50100 Sea and coastal passenger water transport

8. Closure of the business	
Do you propose to close this establishment	No

9. Reasons for redundancies		
Please tick one or more boxes to show the main reason(s) for the proposed redundancies		
A	Lower demand for products or services	
B	Completion of all or part of contract	
C	Transfer of work to another site or employer	X
D	Introduction of new technology/plant/machinery	
E	Changes in work methods or organisation	X
F	Other (please give brief details below)	
G	Insolvency	
Details		

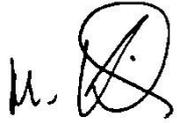
10. Consultation		
a) Please provide the name(s) of:		
Recognised trade union	Name of representative	Description of employee they represent
Nautilus	Micky Smyth	Officers
RMT	Darren Procter	Ratings

b) If you do not recognise trade unions for any groups of employees please give the name(s) of their elected representatives below:	
Name of elected representative	Description of employee they represent
N/A	

c) Have you given a copy of this form to all the appropriate representatives?	No
d) Have you started the consultation process with the appropriate representative?	No
e) If yes, please give the date consultation started:	N/A
f) Have you given individual notices of dismissal to the employees?	Yes

11. Declaration

I certify that the information given on this form is, so far as I know, is correct and complete.



Name:	MARK RISBY
Position/role:	DIRECTOR
Date:	17 March 2022

Further [copies of this form and guidance about advance notifications of redundancies](#) are available on GOV.UK.

Your legal obligations under Trade Union and Labour Relations (Consolidation) Act 1992, Part IV, Chapter II

You are required by law to notify the RPS of a proposal to dismiss 20 or more employees as redundant at one establishment within a period of 90 days or less.

If you operate from more than one site, each one is treated separately for notification and consultation purposes. An establishment is the site where an employee is assigned to work. You must complete a form for each site where 20 or more redundancies are proposed.

Where employers are furloughing their staff and they are not contemplating dismissing 20 or more staff in a single establishment there is no requirement to carry out a formal consultation and notify the Secretary of State.

Your minimum period for notification and consultation for:

- between 20 to 99 redundancies at one of your establishments, is at least 30 days before the first dismissal
- 100 or more redundancies at one of your establishments, is at least 45 days before the first dismissal

You must notify us at least 30/45 days before the first dismissal and before you issue any individual notices of dismissal.

You must send a copy of this notification to the representatives of the employees being consulted.

If you have already notified us about one group of redundancies and you need to make further redundancies you should treat them as separate events. You do not need to add the numbers in the two groups together to calculate the minimum period for either group.

The notification date is the date on which we receive your completed form.

If it is not reasonably practicable for you to comply with the minimum notification periods you must make every effort do so as far as you are able. You must give reasons why you could not provide the information on time.



- All sections of this form must be completed. If any of the information is missing, the form will not be accepted.
- Please return the completed form to HR1@insolvency.gov.uk.

1. Employer's details	
Name	P&O Ferries (Jersey) Limited
Registered address	PO Box 437 1st Floor Kensington Chambers 46-50 Kensington Place St Helier Jersey
Postcode	JE4 0ZE
Company or Charity Registration Number	105446
Telephone	+44 (0) 1534 727776
Email	Mark.Risby@pojersey.com

2. Employer's contact details	
Name	As above
Address (if different to 1)	As above
Postcode	As above
Telephone	As above
Email	As above

3. Establishment where redundancies are proposed	
Address at box 1	No
Address at box 2	No
Other Address	Pride of Canterbury Operating between Dover and Calais Pride of Kent Operating between Dover and Calais Spirit of Britain Operating between Dover and Calais Spirit of France Operating between Dover and Calais
Postcode	

4. Timing of redundancies	
Date of first proposed dismissal	17 March 2022
Date of last proposed dismissal	17 March 2022
If you have given less than the required 30/45 day notification period please give reason for late notification	To minimise disruption to the vital services we run on major sea routes, it was essential for the business to carry out the restructure as quickly and efficiently as possible.

5. Method of selection for redundancy	
Method	All Officers and Ratings employed by Employer on the vessels in question.

6. Staff numbers/redundancies at this establishment		
Occupational group	Total number of employees	Number of possible

		redundancies
Manual	350	350
Clerical	36	36
Professional	82	82
Managerial	22	22
Technical	97	97
Apprentices/trainees	0	0
Under 18	0	0
Other	0	0
Totals	587	587

7. Nature of main business	
SIC code	50100 Sea and coastal passenger water transport

8. Closure of the business	
Do you propose to close this establishment	No

9. Reasons for redundancies		
Please tick one or more boxes to show the main reason(s) for the proposed redundancies		
A	Lower demand for products or services	
B	Completion of all or part of contract	
C	Transfer of work to another site or employer	X
D	Introduction of new technology/plant/machinery	
E	Changes in work methods or organisation	X
F	Other (please give brief details below)	
G	Insolvency	
Details		

10. Consultation		
a) Please provide the name(s) of:		
Recognised trade union	Name of representative	Description of employee they represent
Nautilus	Micky Smyth	Officers
RMT	Darren Procter	Ratings

b) If you do not recognise trade unions for any groups of employees please give the name(s) of their elected representatives below:	
Name of elected representative	Description of employee they represent
N/A	

c) Have you given a copy of this form to all the appropriate representatives?	No
d) Have you started the consultation process with the appropriate representative?	No
e) If yes, please give the date consultation started:	N/A
f) Have you given individual notices of dismissal to the employees?	Yes

11. Declaration

I certify that the information given on this form is, so far as I know, is correct and complete.



Name:	Mark Risby
Position/role:	Director
Date:	17 March 2022

Further [copies of this form and guidance about advance notifications of redundancies](#) are available on GOV.UK.

Your legal obligations under Trade Union and Labour Relations (Consolidation) Act 1992, Part IV, Chapter II

You are required by law to notify the RPS of a proposal to dismiss 20 or more employees as redundant at one establishment within a period of 90 days or less.

If you operate from more than one site, each one is treated separately for notification and consultation purposes. An establishment is the site where an employee is assigned to work. You must complete a form for each site where 20 or more redundancies are proposed.

Where employers are furloughing their staff and they are not contemplating dismissing 20 or more staff in a single establishment there is no requirement to carry out a formal consultation and notify the Secretary of State.

Your minimum period for notification and consultation for:

- between 20 to 99 redundancies at one of your establishments, is at least 30 days before the first dismissal
- 100 or more redundancies at one of your establishments, is at least 45 days before the first dismissal

You must notify us at least 30/45 days before the first dismissal and before you issue any individual notices of dismissal.

You must send a copy of this notification to the representatives of the employees being consulted.

If you have already notified us about one group of redundancies and you need to make further redundancies you should treat them as separate events. You do not need to add the numbers in the two groups together to calculate the minimum period for either group.

The notification date is the date on which we receive your completed form.

If it is not reasonably practicable for you to comply with the minimum notification periods you must make every effort do so as far as you are able. You must give reasons why you could not provide the information on time.