

6A

INTER-COMPANY TRANSFERS

A meeting was held at Millbank on Wednesday, 6th September attended by Messrs. D. Pattenden (BATCo), J. Bullis (Brown & Williamson), M. Dagneau (Imasco), C. Rocha (Souza Cruz) and Dr. D. Andre (BATCF).

The current list of 41 nominations was reviewed and opportunities identified for 20, further details are outlined in the attached list. There was general agreement that the apparent success of placements arranged so far will add momentum to this project, subject to the availability of suitable positions, which will clearly be a limiting factor, particularly in Brown & Williamson. In general it is anticipated that secondments of 2 to 3 years will be arranged to enable relevant development to be offered to employees who will contribute to an established position. It was also agreed that shorter programmes of up to 9 months would be valuable in some cases in order to offer specific knowledge and training and these would also be continued.

Imasco have expressed an interest to continue to receive details of all nominations and anticipate adding a limited number of their high potential employees who require specific development in the other Tobacco Groups.

The success of this project was acknowledged, noting that since the beginning of 1990 a total of 10 transfers have been agreed.

Finally, approval is requested to hold a similar meeting in the summer of 1991.

GMH/TB
7th September 1990

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