



**The Commissioner for
Public Appointments**

Rt Hon Peter Riddell CBE
Commissioner for Public Appointments
G/07, 1 Horse Guards Road, London, SW1A 2HQ
Telephone 020 7271 0835

E-Mail publicappointments@csc.gov.uk

The RT Hon Esther McVey MP
Secretary of State for Work and Pensions

16th July 2018

Dear Esther,

Thank you for your letter regarding the proposed appointment without competition of Sir Paul Kenny as a Member of the Board of the Health and Safety Executive.

The Governance Code on Public Appointments sets out the principles under which appointments should be made, namely, in an open and transparent way, with candidates selected on from the widest possible pool of candidates. I am however aware that previous attempts to fill this role have met a series of problems and unacceptable delays, and that the post does need to be filled quickly. Given that I am willing to agree to the temporary appointment of Sir Paul until 31st July 2019, without open competition.

Thank you for providing a commitment to running a campaign to appoint two members, and for providing reassurance that planning for this exercise will begin immediately. You will also be aware that the aspiration, as set out in the Governance Code, is to conclude a public appointment process within three months of the closing date of applications (paragraph 7.8). Previous attempts to fill this position have been thwarted by delays, in part brought about by the need to consider the views of various interested parties. These delays are clearly not in the public interest and often result in the loss of appointable candidates. Similarly, the reputation of the public appointments process can often be damaged by protracted discussions.

I have noted that similar campaigns which seek out representatives from specific sectors can benefit from having clearly defined criteria and role specifications, which should help to both attract candidates and manage expectations. I hope to see evidence of that in the forthcoming candidate pack.

I would be grateful if my office were kept updated on the progress of this campaign, given the issues that have arisen during previous recruitment attempts.

*With best wishes
Yr sincerely
Peter*

Peter Riddell
Commissioner for Public Appointments