



OFFICE OF THE ADVISORY COMMITTEE ON BUSINESS APPOINTMENTS

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30 August 2016

Dear Mr Lovegrove,

BUSINESS APPOINTMENT APPLICATION: LT GEN SIR ANDREW GREGORY

You asked the Committee to consider an application under the Business Appointment Rules for Sir Andrew Gregory, former Chief of Defence People.

As the MOD's Human Resources Director, Sir Andrew was responsible to Ministers, Senior Military Officers and Senior Civil Servants for policies and processes affecting the Armed Forces Community and the MOD's civil servants.

Sir Andrew has retired from the army and his last day in Crown service was 15 August 2016.

Sir Andrew has been appointed to the position of Controller/ Chief Executive of Soldiers', Sailors' & Airmen's Families Association (SSAFA), the national Armed Forces charity. SSAFA announced the appointment on 8 August, with effect from 30 August, in a press notice accompanied by a personal quote from Sir Andrew.

First, I would like to register the Committee's concern that Sir Andrew's application was submitted after his appointment had been announced by SSAFA. The business appointment rules for former Crown servants specify that retrospective applications will not normally be accepted. To fulfil the remit given to it by Government the Committee needs to be able to consider an application fully and freely before offering its advice. It is impossible to do this in a way that will command public confidence if an appointment has already been announced and/or taken up. The Committee is therefore unwilling to give retrospective approval for this appointment.

The Committee would however formally record that:

1. This is a full-time, paid role, which Sir Andrew was offered following an open application process.
2. The appointment will include contact with Government, as Sir Andrew will be required to liaise with Ministers and officials in MOD, the Cabinet Office and other Whitehall departments to deliver the intent behind Government's Armed Forces Covenant.

3. SSAFA delivers contracted healthcare and social services to parts of the MOD but Sir Andrew had no contractual dealings with SSAFA while in post. He had monthly discussions with the previous Controller, as he did with the Chief Executives of other major military charities, in order to improve the support to the Armed Forces Community.
4. The MOD would expect Sir Andrew to refrain from becoming directly involved in contractual negotiations with the MOD on behalf of his new employer.

The Committee would wish to draw Sir Andrew's attention to the normal restrictions it imposes prohibiting lobbying and the misuse of privileged information obtained while in public office

We will publish this letter on the Advisory Committee's website, and include the main details in both the regularly consolidated list on the website and in the next annual report.

Yours sincerely,

Nicola Richardson
Committee Secretariat