



OFFICE OF THE ADVISORY COMMITTEE ON BUSINESS APPOINTMENTS

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BUSINESS APPOINTMENT APPLICATION: ADMIRAL SIR GEORGE ZAMBELLAS

The Committee has been asked to consider an application from Admiral Sir George Zambellas, former First Sea Lord, who proposes to take up a role with Praxec Limited.

Sir George was First Sea Lord between April 2013 and April 2016. His last day in Crown service was 21 August 2016.

Sir George is seeking approval to become chairman and director of a new company, formed in August this year, called Praxec Limited. Praxec is an executive leadership consultancy, designed to offer strategic leadership advice, practical support to improved delivery performance, breakthrough planning, transformation and succession planning, innovative thinking and best practice.

Sir George will be chairman of the board and company lead for: leadership consultancy, advice and guidance; strategic and internal communication advice; change management and transformation. It is a paid, part-time role, which he expects to involve 50 days' work per year.

When considering this application the Committee noted that Sir George did not have any official dealings with Praxec (as stated above, it is a new company) or involvement in any decisions that might affect the business of the company. It took into account advice from the MOD that the nature of the company and the proposed appointment are not related to MOD procurement activities.

The Committee also took into account that the MOD Business Appointments Panel expressed no concerns about Sir George taking up this position, subject to a two-year lobbying ban. It was mindful that Sir George is proposing to become chairman and director of a new company making use of his expertise in leadership, away from the Defence world, and the role will not require him to have any dealings with Government.

As the rank of Admiral is equivalent to Permanent Secretary, and given the seniority of Sir George's position as Head of the Navy, the Committee considers that it is appropriate to recommend a three-

month waiting period from last day in Crown service, consistent with the approach it takes to other Crown servants of equivalent standing.

Secretary of State for Defence accepted the Committee's advice that the appointment be subject to the following conditions:

- A three-month waiting period from last day in Crown service;
- That he should not draw on (disclose or use for the benefit of himself or the organisations to which this advice refers) any privileged information available to him from his time in Crown service;
- For two years from his last day in Crown service, he should not become personally involved in lobbying the UK Government on behalf of Praxec Limited or its clients.

By 'privileged information' we mean official information to which a Minister or Crown servant has had access as a consequence of his or her office or employment and which has not been made publicly available.

The Business Appointment Rules explain that the restriction on lobbying means that the former Crown servant/Minister "should not engage in communication with Government - including Ministers, special advisers and officials - with a view to influencing a Government decision or policy [including applications for awards or grants] in relation to their own interests, or the interests of the organisation by which they are employed, or to whom they are contracted".

I should be grateful if you would ensure that we are informed as soon as Sir George takes up this appointment, or if it is announced that he will do so (I enclose a form for this purpose). We shall otherwise not be able to deal with any enquiries, since we do not release information about appointments which have not been taken up or announced, and this could lead to a false assumption being made about whether he had complied with the rules.

I should also be grateful if you would ask that Sir George informs us if he proposes to extend or otherwise change the nature of his role as, depending on the circumstances, it may be necessary for him to make a fresh application.

Once the appointment has been publicly announced or taken up, we will publish this letter on the Committee's website and include the main details of the application, together with the Advisory Committee's advice, in the regularly updated consolidated list on our website and in the next annual report.

Yours sincerely

Nicola Richardson
Committee Secretariat