



## **OFFICE OF THE ADVISORY COMMITTEE ON BUSINESS APPOINTMENTS**

Room G/8, 1 Horse Guards Road, London, SW1A 2HQ

Telephone: 020 7271 0839

Email: [acoba@acoba.gov.uk](mailto:acoba@acoba.gov.uk)

Website: <http://www.gov.uk/acoba>

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1. You approached the Committee for advice on taking up an appointment as a Speaker and Facilitator of Learning and Development Programmes with RW Learning.

### The Committee's role and remit

2. As you will be aware, it is the Committee's role to advise on the conditions that should apply to appointments or employment under the Government's Business Appointments Rules for Former Ministers (the Rules), which apply to former Ministers for two years after they leave office. The Rules seek to counter suspicion that:

- a) the decisions and statements of a serving Minister might be influenced by the hope or expectation of future employment with a particular firm or organisation; or
- b) an employer could make improper use of official information to which a former Minister has had access; or
- c) there may be cause for concern about the appointment in some other particular respect.

3. When the Committee considers applications, it must have in mind that Government has judged that it is in the public interest that former Ministers with experience in Government should be able to move into business or into other areas of public life, and to be able to start a new career or resume a former one. It is equally important that when a former Minister takes up a particular appointment or employment, there should be no cause for any suspicion of impropriety.

4. It is not the Committee's role to pass judgment on whether an appointment is appropriate or suitable in any other regard.

### The Application

5. You sought the Committee's advice on taking up a paid, part-time position as a Speaker and Facilitator of Learning and Development Programmes with RW Learning. Its website states RW Learning is a professional coaching organisation offering a range of services, including: team development, conflict management and resilient performance.

6. You informed the Committee that your role will include:

- Supporting participants on Leadership programmes, sharing insights, approaches and techniques
- Designing and delivering workshops within the topic of Developing Resilience (managerial and non-managerial)
- Designing and delivering workshops for public speaking and dealing with the media

7. You also stated the role is unlikely to include contact with the Government.

8. You advised the Committee you had no official contact with RW Learning; nor were you involved in relevant policy development. You do not hold information on RW Learning competitors; nor were you involved in commercial or contractual decisions regarding RW Learning.

9. The Permanent Secretary at the Welsh Government was contacted about this application. The Welsh Government confirmed you did not meet with RW Learning while in office. Nor were you found to have made policy or commercial decisions regarding RW Learning and their competitors. The Welsh Government stated no concerns with you taking up this role.

### The Committee's consideration

10. Both you and the Permanent Secretary confirmed you had no involvement in policy, or commercial decisions and had no official dealings with RW Learning while in office. The Committee<sup>1</sup> considered the risk this appointment could be seen as a reward for decisions taken in office is low.

11. The Committee noted there is a possible risk of unfair advantage in relation to access to the contacts you gained while in Ministerial office. The lobbying ban imposed below makes clear that it would be inappropriate for you to use your contacts across the Welsh Government to the unfair advantage of RW Learning. The Committee would also like to draw your attention to the ban on providing advice on bids and contracts relating to the work of the Welsh Government, including with regard any funding RW Learning may wish to seek.

12. The Committee considered there is a risk you may confer an unfair advantage to RW Learning due to your access to general sensitive information gained as First Minister, for example, information on Brexit and trade negotiations. The Committee noted the Permanent Secretary did not consider you had access to any specific information that was likely to

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<sup>1</sup> This application for advice was considered by Sir Alex Allan; Jonathan Baume; Dr Susan Liautaud; The Rt Hon Lord Pickles; Richard Thomas; Mike Weir; Lord Larry Whitty and John Wood.

provide an unfair advantage to RW Learning; that it has been over a year since you have left office and significant developments in the Brexit and have reduced risk any information gained sufficiently in date to confer an unfair advantage and considers the below conditions sufficiently mitigate the risks in this case.

13. In accordance with the Government's Business Appointment Rules, the Committee advises this appointment with RW Learning be subject to the following conditions:

- that you should not draw on (disclose or use for the benefit of yourself or the organisation to which this advice refers) any privileged information available to you from Ministerial office. In the context of this general provision, the Committee considers you should specifically avoid giving RW Learning, or its members (including parent companies, subsidiaries, partners and clients), privileged insight into the Brexit related issues, insofar as it as it pertains to the negotiating position of the UK Government and other parties to the negotiations prior to the date upon which you left Ministerial office;
- for two years from your last day in Ministerial office, you should not become personally involved in lobbying the Welsh Government on behalf of RW Learning or its members (including parent companies, subsidiaries, partners and clients); nor should you make use, directly or indirectly, of your contacts in the Government and/or Ministerial office to influence policy, secure business/funding or otherwise unfairly advantage RW Learning (including parent companies, subsidiaries, partners and clients); and
- for two years from your last day in Ministerial office you should not advise RW Learning or its members on the terms of, or with regard to the subject matter of, a bid or contract relating directly to the work of the Welsh Government.

14. 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. Applicants are also reminded that they may be subject to other duties of confidentiality, whether under the Official Secrets Act, the Civil Service Code or otherwise.

15. The Business Appointment Rules explain that the restriction on lobbying means that the former Crown servant/Minister "*should not engage in communication with Government (Ministers, civil servants, including special advisers, and other relevant officials/public office holders) – wherever it takes place - with a view to influencing a Government decision, policy or contract award/grant in relation to their own interests or the interests of the organisation by which they are employed, or to whom they are contracted or with which they hold office.*"

16. The Committee also notes that in addition to the conditions imposed on this appointment, there are separate rules in place with regard to your role in the National Assembly for Wales.

17. I should be grateful if you would inform us as soon as you take up this appointment, or if it is announced that you will do so, either by returning the enclosed form or by emailing

the office at the above address. We shall otherwise not be able to deal with any enquiries since we do not release information about appointments that have not been taken up or announced. This could lead to a false assumption being made about whether you had complied with the Ministerial Code. Similarly, I should be grateful if you would inform us if you propose to extend or otherwise change your role with the organisation as depending on the circumstances, it might be necessary for you to seek fresh advice.

18. Once this appointment has been publicly announced or taken up, we will publish this letter on the Committee's website, and where appropriate, refer to it in the relevant annual report.

Mr Carwyn Jones AM

The Rt Hon Lord Pickles