



OFFICE OF THE ADVISORY COMMITTEE ON BUSINESS APPOINTMENTS

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1. You sought the Committee's advice on taking up a paid, part time role with RB Sport and Leisure as a Non-Executive Director on the 12 October 2020. Your appointment as a director was registered on Companies House on 15 October 2020, as having been appointed on 1 October 2020.

2. The Government's Business Appointment Rules apply by virtue of the Ministerial Code, paragraph 7.25 of which states that Ministers must '*seek advice from the independent Advisory Committee on Business Appointments (ACoBA) about any appointments or employment they wish to take up within two years of leaving office. Former Ministers must ensure that no new appointments are announced, or taken up, before the Committee has been able to provide its advice.*'

3. You confirmed to the Committee that this registration happened without your knowledge and you are not due to begin in this role, take up any duties or receive any remuneration, until 1 November 2020. You apologised for the timing and said you would ensure this does not happen again.

4. To fulfil the remit given to it by the 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.

5. The Committee noted this is not an organisation or role that is specifically related to your ministerial responsibilities. It therefore recognises that the risks associated with this application are low, but nonetheless finds it unacceptable that you made your application retrospectively. Although this appears to have been in error, and the Committee notes your apology, this is a clear breach of the Rules and as required by the Ministerial Code.

6. The Committee would take this opportunity to remind you to ensure that any potential future employer is fully aware of your duties to seek and receive final advice before taking any action to formalise an appointment or put the information in the public domain.

The Rt Hon Lord Pickles

The Rt Hon Lord Lancaster