

From: Jenkins, Simon (OFMCO - Communications)
Sent: 05 November 2015 12:46
To: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services); Burris, Wendy (ESNR-Environment)
Cc: Edwards, Evelyn (OFMCO - HR-Expert Services); Owen, Heledd (ESNR-Economy Skills and Natural Resources); Clarke, Carys (ESNR-Environment); Hains, Sebastian (OFMCO - Communications); Jones, Leighton (OFMCO - HR-Expert Services); Bell, Martin (KAS)
Subject: RE: FGC & NRW Chair coverage

Thanks all. The query from the journalist has been dealt with so NFA at this stage.

Clearly any similar requests through FOI which will be dealt with in accordance with the FOIA.

Rgds

S.

From: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)
Sent: 05 November 2015 12:42
To: Burris, Wendy (ESNR-Environment)
Cc: Edwards, Evelyn (OFMCO - HR-Expert Services); Owen, Heledd (ESNR-Economy Skills and Natural Resources); Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications); Jones, Leighton (OFMCO - HR-Expert Services); Bell, Martin (KAS)
Subject: RE: FGC & NRW Chair coverage

Hi Wendy,

That's fine – you do not have to consult with the person to whom the information relates but it is good practice to do so. Most of the report is simply about generic process. I've set out in my previous emails the sections which could be covered by FOI exemptions which includes information relating to deliberations about the candidates. After consulting with Martin I would suggest that the reports are redacted along those lines.

Do you think it would be useful to convene a quick meeting to discuss the requests for information?

Thanks

Rachael

From: Burris, Wendy (ESNR-Environment)
Sent: 05 November 2015 12:36
To: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)
Cc: Edwards, Evelyn (OFMCO - HR-Expert Services); Owen, Heledd (ESNR-Economy Skills and Natural Resources); Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications); Jones, Leighton (OFMCO - HR-Expert Services); Bell, Martin (KAS)
Subject: RE: FGC & NRW Chair coverage

Rachael

Thank you for your help with this.

I have been told by the recruitment panel for the FGC that they do not want the confidentiality of the interview room being breached. In fact, as far as I am aware, Sophie has not seen the panel discussion and neither have any of the unsuccessful applicants. Therefore, I do not think that we can supply any text of the discussion about any of the candidates because of the potential harm to the candidates and panel members.

Given the in-depth discussion carried out at interviews, I suspect that I would get the same response from the recruitment panel for the Chair and Members of NRW.

Wendy

Wendy Burris
Ffôn/Tel: 029 2082 5589

From: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)
Sent: 05 November 2015 11:15
To: Burris, Wendy (ESNR-Environment)
Cc: Bell, Martin (KAS); Edwards, Evelyn (OFMCO - HR-Expert Services); Owen, Heledd (ESNR-Economy Skills and Natural Resources); Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications); Jones, Leighton (OFMCO - HR-Expert Services)
Subject: FW: FGC & NRW Chair coverage

Hi Wendy,

My advice in the email below also applies to the second and third report. In relation to third report:

I would redact the highlighted sections at point 17 and 21.

17. Amelia advised the panel that on the morning of 23 September 2015 **Redacted S.40.2 FOIA** had made contact with the Welsh Government to advise that he would need to withdraw his application **Redacted S.40.2 FOIA**

21 Declarations of Interest

William Powell AM advised the panel that he had previously worked closely with **Redacted S.40.2 FOIA**. Amelia John, Joyce Watson AM and Joy Kent all knew Sophie Howe through their work. In addition, Joy Kent declared that South Wales Police have recently become official supporters of Chwarae Teg which was led by Sophie Howe. Joy Kent also advised that she **Redacted S.40.2 FOIA**

- 1 The recruitment panel agreed that their prior knowledge of these candidates did not impact on their ability to make independent assessments of the candidates.

Candidate assessed as appointable

26 Given the press interest in her appointment I would suggest that following consultation with Sophie Howe on the highlighted section that it is published in its entirety. In relation to the last sentence re meeting the FM, this is likely to prompt a request for a note of the meeting. You should consider whether the note can be published now. Being transparent and demonstrating that there was a strong case for appointing Sophie Howe will go a long way to kill any press story. Withholding information in my experience often prolongs the press story and gives the impression we have something to hide when we actually don't.

Sophie Howe is the Deputy Policy and Crime Commissioner for South Wales. She has a strong leadership background in the public and third sectors.

Redacted S.40.2 FOIA

Kind regards,

Rachael

Rachael Campbell-Lawrence

Swyddfa'r Prif Weinidog a Swyddfa'r Cabinet / Office of the First Minister and Cabinet Office
Ffôn / Tel 3762

Working pattern (Monday, Tuesday and Thursday).

From: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)

Sent: 05 November 2015 11:02

To: Burris, Wendy (ESNR-Environment)

Cc: Bell, Martin (KAS); Edwards, Evelyn (OFMCO - HR-Expert Services); Owen, Heledd (ESNR-Economy Skills and Natural Resources); Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications); Jones, Leighton (OFMCO - HR-Expert Services)

Subject: RE: FGC & NRW Chair coverage

Hi Wendy,

Thank you for the email. I've looked at the first report – most of which can go into the public domain. The only redaction required is in relation to points 2 and 3 below.

1. Para 15 on declarations of interest is likely to spark more queries and therefore you should consider at this stage what information could be put into the public domain in order to head off queries and prevent adverse publicity.
2. Section on appointable candidates. The names of those appointed is already in the public domain and therefore should be released. Also much of the

information about them is also public domain stuff. By way of example I would suggest redacting the highlighted part from para 18 the rest can be published. You will need to do a similar job for each of the appointed candidates (however, you should consult with each of the appointed candidates to find out if they are happy for the information we plan to redact to go into the public domain).

Redacted S.40.2 FOIA . He is an experienced **Redacted S.40.2 FOIA**

Redacted S.40.2 FOIA

On the evidence provided at the interview, the recruitment panel did not think that **Redacted S.40.2 FOIA** was appointable.

3. Section on Candidates assessed as not appointable – this should be redacted.

Obviously, you will want to discuss with press office how best to handle this request. If the request for the report isn't going to be answered proactively as a press query then the request will need to be logged with the FOI team and dealt with via that route. You will then have 20 days to respond. As indicated previously Martin Bell will be able to provide you with more advice regarding the exemptions to use and how to redact the report safely (so that the information can not be uncovered). I have cc'd Martin in. You will need to send him a copy of the reports.

I'll take a look at the others now.

Kind regards,

Rachael

From: Burris, Wendy (ESNR-Environment)
Sent: 05 November 2015 10:29
To: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)
Subject: RE: FGC & NRW Chair coverage

Rachael

As promised, please find attached the panel reports.

Wendy

<< File: Chair recruitment - Scheme 2 - Panel - Interview - Panel report - Final alias.docx >> << File: Board recruitment - Panel - Interview - Panel report - alias.docx >> << File: Commissioner - appointment - Panel - Interview - Panel report alias.docx >>

Wendy Burris

Ffôn/Tel: 029 2082 5589

From: Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services)

Sent: 05 November 2015 10:22

To: Owen, Heledd (ESNR-Economy Skills and Natural Resources); Burris, Wendy (ESNR-Environment); Edwards, Evelyn (OFMCO - HR-Expert Services)

Cc: Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications); Bell, Martin (KAS)

Subject: RE: FGC & NRW Chair coverage

Can you send me a copy of the panel report to take a look at please. Also, please get in touch with Martin Bell from the FOI team. He will be able to provide you with advice on what can and can't be redacted. I have cc'd Martin in.

Thanks

Rachael

From: Owen, Heledd (ESNR-Economy Skills and Natural Resources)

Sent: 05 November 2015 10:19

To: Burris, Wendy (ESNR-Environment); Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services); Edwards, Evelyn (OFMCO - HR-Expert Services)

Cc: Clarke, Carys (ESNR-Environment); Jenkins, Simon (OFMCO - Communications); Hains, Sebastian (OFMCO - Communications)

Subject: RE: FGC & NRW Chair coverage

Useful to know if we can if redacted given we say on our website that this report is available

Heledd

From: Burris, Wendy (ESNR-Environment)

Sent: 05 November 2015 10:05

To: Owen, Heledd (ESNR-Economy Skills and Natural Resources); Campbell-Lawrence, Rachael (OFMCO - HR-Expert Services); Edwards, Evelyn (OFMCO - HR-Expert Services)

Cc: Clarke, Carys (ESNR-Environment)

Subject: RE: FGC & NRW Chair coverage

Heledd - The report is marked as "Official-Sensitive" because of the personal details of the candidates held within it. Therefore, I believe that it is covered by the Data Protection Act and could not be made generally public.

Rachael/Evelyn – can you confirm that I have understood this correctly please and whether we could issue a redacted copy if requested.

Thank you

Wendy

Wendy Burris
Ffôn/Tel: 029 2082 5589

From: Owen, Heledd (ESNR-Economy Skills and Natural Resources)
Sent: 05 November 2015 09:45
To: Clarke, Carys (ESNR-Environment)
Cc: Burris, Wendy (ESNR-Environment)
Subject: FW: FGC & NRW Chair coverage
Importance: High

Can you clarify on this please?

Heledd

From: Jenkins, Simon (OFMCO - Communications)
Sent: 05 November 2015 09:16
To: Owen, Heledd (ESNR-Economy Skills and Natural Resources)
Cc: Hains, Sebastian (OFMCO - Communications)
Subject: RE: FGC & NRW Chair coverage

Hi Heledd – could you check something out for me pls. BBC W wants a copy of the “panel report” following the intvw / apt of the FGC. Apparently our website says that a panel report is always produced following apt of Commissioners. (Cant find where on our site – but are you able to check if this is the case)?

Thanks

S.

From: Owen, Heledd (ESNR-Economy Skills and Natural Resources)
Sent: 03 November 2015 13:32
To: Medcraft, Dean (ESNR-Economy Skills and Natural Resources); Price, James (ESNR-Economy Skills and Natural Resources); Quinn, Matthew (ESNR-Environment)
Cc: Burris, Wendy (ESNR-Environment); Goodby, Kate (OFMCO - Communications); King, Elen (OFMCO - Communications); Jenkins, Simon (OFMCO - Communications); Mason, Toby (OFMCO - Communications); Griffiths, Gwydion (Communications); Hains, Sebastian (OFMCO - Communications)
Subject: RE: FGC & NRW Chair coverage

This is the line for FMQ's (and media as needed) on the process itself.

The Cabinet Office guidance on [public appointments](#) was followed throughout the process, with the cross-party panel interviewing candidates and then recommending a preferred candidate for FM to agree.

The panel was as follows:

- Joyce Watson AM;
- Llyr Gruffydd AM;
- William Powell AM;
- Janet Haworth AM; and
- Joy Kent, Chief Executive, Chwarae Teg (the Independent Panel member).

A senior civil servant acted as Chair of the panel, to ensure that the process for appointment was carried out correctly, but did not contribute to the assessment of candidates.

From: Owen, Heledd (ESNR-Economy Skills and Natural Resources)

Sent: 03 November 2015 13:18

To: Medcraft, Dean (ESNR-Economy Skills and Natural Resources); Price, James (ESNR-Economy Skills and Natural Resources); Quinn, Matthew (ESNR-Environment)

Cc: Burris, Wendy (ESNR-Environment); Goodby, Kate (OFMCO - Communications); King, Elen (OFMCO - Communications); Jenkins, Simon (OFMCO - Communications); Mason, Toby (OFMCO - Communications); Griffiths, Gwydion (Communications); Hains, Sebastian (OFMCO - Communications)

Subject: FW: FGC & NRW Chair coverage

To update you;

I've just been in with the Minister and he is fully up to date on the coverage on this, which is as expected I would say at this point.

Some rebuttal tweets will be appearing shortly on the political side which he's just talked me through – the queries we've had are around lack of Welsh language skills and how the role will interact with the Peter Davies role which we are in the process of putting a line out on. Also that NFU have concerns that the five new board members appointed to Natural Resources Wales have a "distinct lack of agricultural and forestry experience amongst the new line up".

Sophie has agreed to interviews with Wales Today this evening and possibly Good Evening Wales. If asked re Labour insider we will use our line on there being cross party support. We have not been asked this as of yet and I'd recommend against actively briefing on this based on the coverage as it stands.

Heledd (ext 8636 in the Bay at the moment)

From: Goodby, Kate (OFMCO - Communications)

Sent: 03 November 2015 12:26

To: PS Minister for Natural Resources

Cc: Owen, Heledd (ESNR-Economy Skills and Natural Resources); Hains, Sebastian (OFMCO - Communications); Griffiths, Gwydion (Communications); Jones, Kathryn (OFMCO - Communications); Greenough, Matt (Special Adviser); Jenkins, Simon (OFMCO - Communications); Clarke, Carys (ESNR-Environment); Burris, Wendy (ESNR-Environment)

Subject: FGC & NRW Chair coverage

Mandy/Colette/Sarah,

Here's the coverage of the FGC and NRW Chair appointments so far. I'll send any further coverage later in the day.

Thanks
Kate

Western Mail:

<< File: FGC appointment - Western Mail.pdf >>

BBC:

<http://www.bbc.co.uk/news/uk-wales-politics-34709434>

Tweets:

(Main political tweets/comments are all included in BBC article linked above)

WelshWomensAid @WelshWomensAid - @sophiehowe Act is massive opportunity for Wales to secure safety health & well being of all at risk of or affected by DV/VAW

Peter Davies @pdpartnership - delighted @sophiehowe has been appointed as new Future Generations Commissioner under #WFGAct look forward to passing on baton to new role

Rita @RitaSingh - An impressive appt of #Wales 1st Future Gen Commissioner announced - looking fwd to welcoming @sophiehowe Congratulations #TheWalesWeWant

WildlifeTrustsWales @WTWales - Llongyfarchiadau Sophie! Congratulations on this new and important role for Wales.

Future Justice @FutureJustice0 - Congratulations **Sophie Howe!** 1st Commissioner for Future Generations in Wales. Exciting role #futuregenerations #future #wales

Kate Goodby
Senior Communications Officer - Uwch Swyddog Cyfathrebu
Welsh Government - Llywodraeth Cymru