



Llywodraeth Cymru
Welsh Government

Ein cyfeirnod: ATISN12979

18 Mawrth 2019

Annwyl

ATISN 12979 – Y Llyfrgell Genedlaethol

Diolch i chi am eich cais am wybodaeth a ddaeth i law ar 18 Chwefror 2019 am Y Llyfrgell Genedlaethol.

Amgaeir copi o'r wybodaeth rwyf wedi penderfynu ei rhyddhau. (Mae'r ohebiaeth wedi ei darparu yn iaith wreiddiol yr ohebiaeth.)

Rwyf wedi penderfynu bod rhywfaint o'r wybodaeth yn esempt o'r gofynion datgelu o dan adran 40(2) o'r Ddeddf Rhyddid Gwybodaeth, ac felly rhaid ei chadw'n ôl. Mae'r rhesymau dros weithredu'r esemptiadau hyn wedi'u nodi'n llawn yn Atodiad 1 y llythyr hwn.

Os ydych yn anfodlon â'r modd y mae Llywodraeth Cymru wedi ymdrin â'ch cais, gallwch ofyn am adolygiad mewnol o fewn 40 diwrnod gwaith ar ôl dyddiad yr ateb hwn. Dylech anfon cais am adolygiad mewnol at Swyddog Rhyddid Gwybodaeth Llywodraeth Cymru drwy'r post i'r cyfeiriad canlynol:

Yr Uned Hawl i Wybodaeth
Llywodraeth Cymru
Parc Cathays
Caerdydd
CF10 3NQ

neu drwy e-bostio rhyddidgwybodaeth@llyw.cymru



Is-Adran Amgueddfeydd, Archifau a Llyfrgelloedd
Llywodraeth Cymru, Rhodfa Padarn, Aberystwyth, Ceredigion, SY23 3UR.

Ffôn: 0300 062 2112

E-bost: MALD@llyw.cymru

Gwefan: <http://gov.wales/topics/culture-tourism-sport/museums-archives-libraries/>

Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn achosi oedi.

Cofiwch nodi'r cyfeirnod ATISN uchod.

Mae gennych hawl hefyd i gwyno wrth y Comisiynydd Gwybodaeth. Gallwch gysylltu â'r Comisiynydd Gwybodaeth yn y cyfeiriad canlynol:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF.

Fodd bynnag, dylech nodi nad yw'r Comisiynydd fel arfer yn ymchwilio i gŵyn nes ei fod wedi bod drwy ein proses adolygu mewnol ni.

Yn gywir,

Atodiad 1:

Mae Adran 40(2) o'r Ddeddf Rhyddid Gwybodaeth yn pennu esemptiad o'r hawl i wybod a yw'r wybodaeth y gwneir cais amdano yn wybodaeth bersonol am rhywun ar wahân i'r un sy'n gwneud y cais ac yn cael ei warchod gan Ddeddf Diogelu Data 2018.

Caiff data personol ei ddiffinio yn Adran 3(2) y Ddeddf Diogelu Data fel:

Mae "data personol" yn golygu unrhyw wybodaeth sy'n gysylltiedig ag unigolyn byw sy'n cael eu henwi neu y mae modd eu hadnabod ychwanegu unigolyn

Rydym wedi dod i'r casgliad, yn yr achos hwn, bod enwau, cyfeiriadau e-byst a rhifau ffôn swyddogion yn ddata personol pobl ar wahân i'r person sy'n cyflwyno'r cais.

O dan Adran 40(2) o'r Ddeddf Rhyddid Gwybodaeth, mae'n bosibl esemptio data personol rhag cael ei ryddhau pe byddai datgelu'r data hynny yn groes i un neu rai o'r egwyddorion diogelu data a nodir yn Atodlen 5 o'r Rheoliadau Diogelu Data Cyffredinol (GDPR). Rydym yn ystyried mai'r egwyddor mwyaf perthnasol yn yr achos hwn yw'r cyntaf.

Egwyddor gyntaf y GDPR.

Mae hon yn datgan:

...y bydd y data personol yn:

a) cael ei brosesu yn gyfreithiol, yn deg ac yn dryloyw mewn perthynas ag unigolion;

Rydym yn ystyried bod yr wybodaeth dan sylw o fewn disgrifiad y data personol sy'n cael ei ddiffinio gan y Ddeddf Diogelu Data ac y byddai datgelu hyn yn torri yr egwyddor diogelu data gyntaf.

Mae Canllawiau gan Swyddfa'r Comisiynydd Gwybodaeth (Gwybodaeth Bersonol) (Adran 40 a rheoliad 13) fersiwn 1.4 yn datgan:

Os na fyddai y datgelu yn deg, yna byddai'r wybodaeth yn cael ei heithrio rhag cael ei datgelu.

Cafodd y dull hwn o weithio ei gymeradwyo gan y Llys Apêl yn achos Deborah Clark v Comisiynydd Gwybodaeth Cyngor Dosbarth Dwyrain Hertfordshire ble y cynhaliwyd yr achos:

"Mae'r egwyddor diogelu data gyntaf yn golygu ystyried a fyddai'n deg i ddatgelu y data personol ym mhob amgylchiad. Penderfynodd y Comisiynydd na fyddai'n deg datgelu'r wybodaeth y gwnaethpwyd cais amdani, ac felly byddai'r egwyddor diogelu data gyntaf yn cael ei thorri. (paragraff 63).

Yn yr achos hwn, nid ydym yn credu bod gan wrthrych y data, ar wahân i achosion ble y mae ganddynt swyddogaeth uwch neu yn wynebu'r cyhoedd, unrhyw ddisgwyliadau y byddai eu gwybodaeth bersonol yn dod yn gyhoeddus.

Mae Canllawiau a gyhoeddwyd gan Swyddfa'r Comisiynydd Gwybodaeth (Gwybodaeth Bersonol) (Adran 40 a rheoliad 13) fersiwn 1.3 yn datgan):

- Y pwynt cychwynnol yw ystyried a fyddai'n deg i wrthrych y data ddatgelu eu data personol. Mae'r prif ystyriaethau wrth asesu hyn wedi'u pennu yn yr adran ar Degwch isod.
- Os na fyddai y datgelu yn deg, yna byddai'r wybodaeth yn esempt o gael ei datgelu.

Cafodd y dull hwn o weithio ei gymeradwyo gan y Llys Apêl yn achos Deborah Clark v y Comisiynydd Gwybodaeth a Chyngor Dosbarth Dwyrain Hertfordshire ble y cynhaliwyd yr achos:

“Mae'r egwyddor diogelu data gyntaf yn golygu ystyried a fyddai'n deg i ddatgelu y data personol ym mhob amgylchiad. Penderfynodd y Comisiynydd na fyddai'n deg datgelu'r wybodaeth y gwnaethpwyd cais amdani, ac felly byddai'r egwyddor diogelu data gyntaf yn cael ei thorri. Nid oedd angen yn yr achos presennol felly i ystyried a fyddai modd bodloni unrhyw amod neu amodau Atodlen 2 oherwydd pe byddai modd sefydlu amodau o'r fath, byddai'n parhau yn amhosibl i ddatgelu y data personol heb dorri'r Ddeddf Diogelu Data" (paragraff 63).

Mae'r Comisiynydd Gwybodaeth wedi rhyddhau canllawiau ar a fyddai'n deg i ddatgelu enwau swyddogion mewn e-byst sy'n cael eu datgelu, a thrwy hynny dorri yr egwyddor diogelu data gyntaf. Mae'r canllawiau'n datgan:

Wrth asesu a yw'n rhesymol i weithwyr ddisgwyl na fyddai eu henwau yn cael eu datgelu, bydd y prif ffactorau yn cynnwys pa mor uchel ydynt o ran eu swydd a'u cyfrifoldeb, ac a yw eu swydd yn wynebu'r cyhoedd, ble y maent yn cynrychioli yr awdurdod i'r byd y tu allan.

Os nad yw'r swyddogion dan sylw yn staff uwch, ac nad oes ganddynt swydd sy'n wynebu'r cyhoedd ac yn gweithredu mewn rôl weinyddol yn unig, rwyf wedi dod i'r casgliad ei fod yn rhesymol iddynt ddisgwyl na fyddai eu henwau yn cael eu datgelu. Felly, rydym yn credu y byddai'n annheg datgelu'r wybodaeth hon ac felly dorri yr egwyddor diogelu data gyntaf. O'r herwydd, mae'r wybodaeth yn cael ei chadw'n ôl o dan Adran 40(2) o Ddeddf Rhyddid Gwybodaeth 2000. Mae'r esemptiad hwn yn un absoliwt ac nid yw'n amodol ar brawf budd y cyhoedd.

04 September 2018 16:36

From: Annwen Isaac

To: [Welsh Government Official 1]

Subject: NLW - Chief Executive/Librarian

Further to my telephone conversation with [Welsh Government Official 2] on Friday I attach the Job Description for the appointment of our next Chief Executive/Librarian.

The Library Board next meets on 21 September to which the President will share the Job Description and timetable with the Trustees.

The timetable has been set as follows:

Advertise by 8th October 2018

Closing date 16th November 2018

Sifting to be completed by 30 November 2018

Interviews 13&14 and 17&18 December 2018 (we have booked 2 blocks, but will know exactly by 30/11 how many days we require).

I understand that Linda Tomos has informed you of the timetable and of the need to have a presence from Welsh Government during the sifting and interviewing.

Can you please confirm who that person will be?

If you have any questions or need any further clarification with regards to the process, please feel free to contact me.

Kind regards,

Annwen

Annwen Isaac

Rheolwr Adnoddau Dynol | Human Resources Manager

Llyfrgell Genedlaethol Cymru | The National Library of Wales

06/09/2018 10:25,

From: [Welsh Government Official 2]

To: Annwen Isaac

Hi Anwen

The WG representative on the selection panel for the new Chief Exec and Librarian will be Jason Thomas.

On the dates you have requested Jason is available as follows:

13 December (travelling to Aberystwyth the day before so available for an early start) but not available on the 14th

17 available – but likely to be travelling to Aberystwyth on that morning

18 available for early start/late finish

[Welsh Government Official 2]

06 September 2018 15:21

From: Annwen Isaac

To: [Welsh Government Official 2]

Subject: Re: NLW - Chief Executive/Librarian

Many thanks for your prompt reply.

Thanks for confirming Jason's availability, can you please keep the three dates clear for now, until we know how much time we exactly need.

You mention that Jason will be travelling to Aberystwyth in the morning, what time can we schedule to start on those days - 10.00am??

Please let me know.

Regards

Annwen

06/09/2018 15:28

From: [Welsh Government Official 2]

To: Annwen Isaac

10.00 for a start should be fine Annwen.

I've also got dates for the sift. Jason is currently available on the following dates

Friday 16 or Friday 23 are the best dates. Wednesday 28 or Friday 30 are possible but not ideal.

Are you able to confirm asap please – we won't be able to hold these days for long!

17 September 2018 13:50

From: Annwen Isaac
To: [Welsh Government Official 2]
Subject: Re: NLW - Chief Executive/Librarian

I cannot recall if I confirmed a date for the sifting of applicants. The applications will be available by 23rd November (after translating), or sooner dependent on the number of applications we receive.

I would like the final sifting to be agreed by Wednesday 28th November. I will prepare a draft matrix for all 4 panel members to agree upon, and if it will prove difficult for all to get to Aberystwyth we will have to arrange a tele conference to agree the final short-list.

I take that you are happy with the Job Description - I need to share this with the Trustees prior to the meeting on Friday.

With all best wishes.

Regards

Annwen

18 September 2018 08:44

From: [Welsh Government Official 2]
To: Annwen Isaac
Subject: RE: NLW - Chief Executive/Librarian

I'm afraid it is unlikely that we will be able to come back to you by Friday on the Job Description. We are working to progress it and will get back to you as soon as we can. I will confirm to Jason Thomas's PA that the sift will be on 28 November.

01 October 2018 16:40

From: Annwen Isaac
To: [Welsh Government Official 3]
Subject: LLGC - Sgiliau Iaith Cymraeg - Prif Weithredwr / Llyfrgellydd

Yn dilyn o'n sgwrs ffôn prynhawn heddiw, dyma amgau gwybodaeth iti am yr iaith Gymraeg a'r penderfyniad a wnaethpwyd gan y Llyfrgell a'r Bwrdd Ymddiriedolwyr i ofyn am "Cymraeg hanfodol" yn swydd disgrifiad y Prif Weithredwr / Llyfrgellydd. Yn unol a dy gais, dyma ymateb yn Saesneg fel bod modd i [Welsh Government Official 1] a [Welsh Government Official 4] ddeall y cyd-destun.

Appointing a non-Welsh speaking person would not be in line with our requirements under the Welsh Language Standards. A copy of our Compliance Notice is attached, together with the standards we have to meet as an organisation. Appointment of a non-Welsh speaking person would also be open to public criticism, creating a dispute between our users and our staff.

The Library offers a bilingual service to a wide audience, fluency in both languages is necessary to achieve this.

90% of Library staff are fluent Welsh speakers, who wish to live their everyday life speaking the language. If the Library appoints a non-Welsh speaker, he/she will not be able to communicate with staff in their chosen language, and therefore will be working against the Welsh Language Measure 2010, bringing the Library into disrepute and damaging the Library's good name.

As with all new positions, the Library has assessed the language needs of the post.

The Library also fully supports the Welsh Government's Cymraeg 2050: Welsh Language Strategy.

Over 90% of the Library's meetings are held in Welsh. The remaining 10% is held either bilingually and sometime in English. All internal correspondence is circulated bilingually. Out of the 253 staff employed at the Library only 11 positions have Welsh as optional, the remainder is essential.

Gobeithio bod yr uchod o gymorth.

Cofion,

Annwen

Annwen Isaac

Rheolwr Adnoddau Dynol | Human Resources Manager
Llyfrgell Genedlaethol Cymru | The National Library of Wales

04 October 2018 14:50

From: [Welsh Government Official 1]

To: Linda Tomos

Cc: [Welsh Government Official 3]; Jason Thomas

Hi Linda, really sorry to interrupt your annual leave, but further to our discussion about this on Tuesday, would you be free to give me a quick call about this subject, on this number? (XXXXXXXXXX)

I've discussed the issue with Jason, also he has spoken further on it with the Minister.

Many thanks,

[Welsh Government Official 1]

04/10/2018 13:40

From: [Welsh Government Official 3]

To: [Welsh Government Official 1]

Hi [Welsh Government Official 1] – can you update me on your conversation with Linda on Tuesday re job description please?

Annwen (NLW HR) has been on the phone asking for written confirmation that they can proceed with adverts tomorrow.

Thanks

[Welsh Government Official 3]

04/10/2018 14:16

From: [Welsh Government Official 1]

To: [Welsh Government Official 3]

Cc: Owen, James; Thomas, Jason; [Welsh Government Official 2]; [Welsh Government Official 4]

Hi [Welsh Government Official 3] - Linda Tomos was adamant that the Library can't accept anything less than 'Welsh essential' for this post, on the grounds that a non-Welsh speaking Chief Librarian would (a) have no credibility with or the confidence of the NLW's staff (90% are Welsh speakers), (b) that it would put the Library in conflict with the WL Commissioner's Standards, and (c) be seen by the President and other trustees as 'WG deliberately seeking conflict' with the NLW.

This gives us a real problem as the Minister was equally adamant that it shouldn't be, when I spoke to him a few days ago. I'm concerned that (on top of the Broadcast Archive issue) this could prompt a damaging public row.

Linda suggested that we should allow them to go ahead with 'Welsh essential' but if they don't manage to get a candidate of sufficient calibre then maybe she could persuade her Trustees to re-advertise, stating the ability to speak Welsh is 'highly desirable', alongside a commitment to train and support a non-welsh speaker to become fluent. I don't think that will work for the Minister, but I need to have his answer on this before we reply definitively to Linda.

Personally, I think there may be a case to recommend Linda's compromise to the Minister, (1) because if they get someone good who is a Welsh speaker, the problem is solved - if not they can cast the net more widely for the sake of a 3-4 month delay, and (2) we are already grappling with the Library over a very sensitive issue (the broadcast archive) and we need to try and avoid further damaging conflict. But I'd be keen to have others' views!

I'm not sure this can definitely be sorted in the next 24 hours so I would ask Annwen (cc Linda) to delay this by one week.

Copying to Jason and [Welsh Government Official 2] and [Welsh Government Official 4] and James in HR so they are aware.

Thanks

[Welsh Government Official 1]

04/10/2018 15:04

From: Thomas, Jason

To: [Welsh Government Official 1]; [Welsh Government Official 3]

Cc: Owen, James, [Welsh Government Official 2]; [Welsh Government Official 4]

Just to confirm in writing a conversation I just had with the Minister on this. He reiterated his position and that this should not be advertised as Welsh essential. He wants to attract the broadest field possible.

My view is that we state in the advert that any candidates must commit to learning Welsh fluently.

04/10/2018 15:51

From: [Welsh Government Official 3]

To: Annwen Isaac

Annwyl Annwen,

Yn dilyn ein sgwrs yn gynharach prynhawn yma, rwyf nawr wedi derbyn diweddariad ar y sefyllfa.

Mae'r drafodaeth ynghylch 'Cymraeg yn hanfodol' wedi parhau, ac mae [Welsh Government Official 1] yn awyddus i gael sgwrs bellach gyda Linda. Mae o wedi gyrru neges ati hi i'r perwyl hwnnw prynhawn yma.

Gan bod [Welsh Government Official 1] allan o'r swyddfa a Linda ar ei gwyliau, mae'n gwbl amlwg na fydd datrysiad gennym erbyn eich dedlein hysbysebu yfory ac felly rhaid i mi ofyn i chi ohirio hysbysebu am y tro.

Croeso i chi fy ffonio os ydych eisiau trafod hyn ymhellach wrth gwrs.

Dymuniadau gorau,

[Welsh Government Official 3]

Thursday, October 4, 2018 15:55:02

From: [Welsh Government Official 3]

To: [Welsh Government Official 1]

Cc: Owen, James; Thomas, Jason; [Welsh Government Official 2]; [Welsh Government Official 4]

Subject: FW: Hysbysebu swydd y Llyfrgellydd a Phrif Weithredwr

Here's the translation of email sent to Linda and Annwen at the National Library this afternoon, so that you are fully in the loop for your call with Linda if / when she gets in touch.

Dear Annwen,

Following our conversation earlier this afternoon, I have now received an update on the situation.

The discussion on 'Welsh essential' has continued, and [Welsh Government Official 1] is keen to have a further conversation with Linda. He has sent her a message to that effect this afternoon.

As [Welsh Government Official 1] is out of the office and Linda is on holiday, it is quite clear that we will not have a resolution by your advertising deadline tomorrow and so I must ask you to defer advertising for the time being.

Please feel free to phone me if you want to discuss this further of course.

Best wishes

04 October 2018 16:11

From: Annwen Isaac
To: [Welsh Government Official 3]
Subject: Re: Hysbysebu swydd y Llyfrgellydd a Phrif Weithredwr

Oce - diolch iti. Fe wnai dynnu'r plwg ar yr hysbysebu am yr ail dro.

Cofion

Annwen

Annwen Isaac
Rheolwr Adnoddau Dynol | Human Resources Manager
Llyfrgell Genedlaethol Cymru | The National Library of Wales

04 October 2018 18:43

From: Linda Tomos
To: [Welsh Government Official 1]
Cc: [Welsh Government Official 3]; Jason Thomas;
Subject: Re: Recruitment of Chief Librarian

Of course [Welsh Government Official 1] - I've tried to call you. Please give me a call on XXXXXXXXXXXX when it's convenient.

Regards

Linda

05 October 2018 07:21

From: [Welsh Government Official 4]
To: [Welsh Government Official 1]; [Welsh Government Official 3]
Cc: Owen, James; Thomas, Jason; [Welsh Government Official 2]
Subject: RE: Hysbysebu swydd y Llyfrgellydd a Phrif Weithredwr

[Welsh Government Official 1]

Not sure if this helps but, could a compromise be that we advertise Welsh essential but with a pause at sift stage to determine the quality of the field? This assessment could cover a variety of things including broader diversity as well as a consideration if we consider we have overly restricted the competition. We could then extend the advertisement with a relaxed requirement. Possibly allowing for Welsh to be learned on the job?

Just a thought.

[Welsh Government Official 4]

05 October 2018 07:26

From: [Welsh Government Official 4]
To: [Welsh Government Official 1]; [Welsh Government Official 3]
Cc: Owen, James; Thomas, Jason ; [Welsh Government Official 2]
Subject: RE: Hysbysebu swydd y Llyfrgellydd a Phrif Weithredwr

Sorry, just got to the other chain of emails on this and noted this option has been considered. If we haven't done so, it might be worth testing the compromise with the Minister but I'll leave that to you?

Fri 05/10/2018 08:23

From: [Welsh Government Official 1]
To: [Welsh Government Official 4]; [Welsh Government Official 3];
CC: Owen, James; Thomas, Jason; [Welsh Government Official 2]

[Welsh Government Official 4] – this is a helpful suggestion – I'll test it out with the Minister and let you all know.

Many thanks,

[Welsh Government Official 1]

05 October 2018 16:09

From: [Welsh Government Official 1]
To: [Welsh Government Official 4]; [Welsh Government Official 3]; PS Minister for Culture, Tourism and Sport Thomas, Jason
Cc: [Welsh Government Official 2] Owen, James; Pascoe, Chris; Mathias, Andrew; DS Minister for Culture, Tourism and Sport
Subject: URGENT: National Library - Appointment of New Librarian

Dear All – I've just come off the phone after a long conversation with Linda Tomos, the current Chief Librarian. Unfortunately it seems that Rhodri Glyn Thomas, the Library's President (chair) has decided to press ahead with starting the recruitment for Linda's successor, and in doing so to retain the 'Welsh essential' criterion within the adverts and information for candidates. This is despite RGT being aware that the Minister wishes the post to be advertised without the 'Welsh essential' criterion. Linda says that adverts are to be placed in Golwg and other media next week.

The President's argument for doing this is that the current Framework Document between Welsh Government and the National Library requires the Library to consult the Welsh Government on the process for this appointment, but not to have this approved by Welsh Government.

I told Linda that my advice would be for her to persuade the President not to proceed with this course of action, and that the Minister is likely to be very unhappy if they decide to so anyway. Also, that if they do proceed, it could make things much more difficult in terms of other National Library issues on which they are hoping to secure our support (e.g. the Broadcast Archive).

Elin: grateful if you could bring this to the Minister's attention. I can be contacted on XXXXXX should the Minister want a discussion, and/or Jason is available on XXXXXXXX.

Andrew / Chris: to be aware.

Thanks

[Welsh Government Official 1]

05 October 2018 16:14

From: [Welsh Government Official 4]

To: [Welsh Government Official 1]

Subject: Re: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Does the Minister have any other role in this process?

05/10/2018 16:20

From: [Welsh Government Official 1]

To: [Welsh Government Official 4]

Subject: RE: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Cc: Jason Thomas

Hi [Welsh Government Official 4] – just checking on whether the final appointment has to be sanctioned by the Minister – I will confirm.

Of course Jason as Director is on the appointment panel – he could possibly halt the process by withdrawing...

[Welsh Government Official 1]

05 October 2018 16:47

From: [Welsh Government Official 1]
To: [Welsh Government Official 4]; Jason Thomas
Subject: Re: URGENT - National Library: APPOINTMENT OF new Chief Librarian

[Welsh Government Official 4], Jason – just checked the Framework document (dates from 2012 – probably time for a re-write) and it isn't very specific – just says (see top of Annex 3) that the Library will make the appointment of a Chief Exec (Chief Librarian) 'in consultation with the Minister'.

So they may well think that they have done this but they will still have to get the Minister's approval to any appointment they may wish to make.

Hopefully cool heads will prevail.

[Welsh Government Official 1]

05 October 2018 13:13

From: [Welsh Government Official 1]
To: Linda Tomos
Cc: [Welsh Government Official 3]; Jason Thomas
Subject: Re: recruitment of Chief Librarian

Hi Linda – my apologies – just tried but you may not have a signal at present?

Here in office until 4pm (XXXXXXXX) failing that I will call you on Monday

Thanks

[Welsh Government Official 1]

Fri 05/10/2018 16:26

FROM: [Welsh Government Official 1]
TO: [Welsh Government Official 4]; [Welsh Government Official 3]; PS Minister for Culture, Tourism and Sport; Thomas, Jason;
CC: Owen, James; [Welsh Government Official 2]; Pascoe, Chris ; Mathias, Andrew; DS Minister for Culture, Tourism and Sport
RE: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Colleagues – an update:

Jason has just spoken to Linda Tomos and is hopeful that she can persuade the Library President to adopt a different course. We'll keep you informed.

Thanks

[Welsh Government Official 1]

Fri 05/10/2018 16:53

From: Mathias, Andrew

To: [Welsh Government Official 1]; [Welsh Government Official 4]; [Welsh Government Official 3]; PS Minister for Culture, Tourism and Sport; Thomas, Jason

Cc: Owen, James; [Welsh Government Official 2]; Pascoe, Chris; DS Minister for Culture, Tourism and Sport

Thanks [Welsh Government Official 1] – please keep us updated.

Andrew Mathias

Sun 07/10/2018 14:57

From: [Welsh Government Official 1]

To: Dafydd Elis Thomas (Ministerial)

CC: Thomas, Jason; PS Minister for Culture, Tourism and Sport; Slade, Andrew; [Welsh Government Official 4]; Clifford, Desmond;

Subject: Fwd: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Dear Minister - Jason has informed me that following a discussion with Linda Tomos over the weekend, he believes that the Library President has decided to press ahead with issuing a public advertisement for the Chief Librarian post this week (via Golwg, Western Mail etc).

This is in direct contravention of your wishes regarding the criteria for this post and of the advice given by officials.

If true, this is clearly a very serious development - Jason has asked me to discuss it with you tomorrow as we will need to decide what action to take as soon as possible. I will change my diary as needed, so I can be available any time from 8:30AM onwards.

Similarly if you would like to discuss this on the telephone I can be contacted on XXXXXXXX.

Many thanks

[Welsh Government Official 1]

Sunday, October 7, 2018 15:06

From: [Welsh Government Official 1]

To: Linda Tomos

Cc: Thomas, Jason

Subject: Chief Librarian appointment

Linda - Jason has been in touch with me today and advised me that the Library has decided to press ahead with issuing an advert this week, to fill the vacancy that will arise on your retirement.

Please can you confirm whether this is correct, as I will need to advise the Minister tomorrow.

Many thanks.

Sun 07/10/2018 15:18

From: [Welsh Government Official 1]

To: Mathias, Andrew

Fwd: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Andrew - to be aware - looks like National Library has chosen to ignore the Minister's wishes on this so unfortunately we could be facing a very public row (at minimum).

Not sure what your availability is tomorrow morning but v possible I think that the Minister will want to bring us together to discuss next steps.

Hopefully this won't be another Sport Wales situation but...

[Welsh Government Official 1]

Sunday, October 7, 2018 19:04:12 PM

From: Dafydd Elis Thomas (Ministerial)

To: [Welsh Government Official 1]

Cc: Thomas, Jason; PS Minister for Culture, Tourism and Sport; Slade, Andrew; [Welsh Government Official 4]; Clifford, Desmond;

Subject: Re: URGENT - National Library: APPOINTMENT OF new Chief Librarian

Let's meet in the Bay at 08.30 tomorrow if you can. Diolch, Dafydd

Sun 07/10/2018 19:37

From: [Welsh Government Official 1]

To: Dafydd Elis Thomas (Ministerial)

CC: Thomas, Jason; PS Minister for Culture, Tourism and Sport; Slade, Andrew; [Welsh Government Official 4]; Clifford, Desmond;

Thanks, 8:30 tomorrow is fine I will see you then Minister

[Welsh Government Official 1]

Mon 08/10/2018 07:51

From: [Welsh Government Official 1]

To: [Welsh Government Official 4]

Re: Hysbysebu swydd y Llyfrgellydd a Phrif Weithredwr

Bore da - I'm meeting the minister at 8:30 to discuss this, seems the National Library are going ahead with the advert despite Minister's wishes so potentially we have a serious situation brewing.

Any chance you could call me on XXXXXXXXXXXX if you get this before 8:30?

Thanks - if not I'll call you a bit later

[Welsh Government Official 1]

Monday, October 8, 2018 8:08:46

From: Linda Tomos

To: [Welsh Government Official 1]

Cc: Thomas, Jason;

Subject: Re: Chief Librarian appointment

Ymddiheuriadau / apologies!

Cofion,

Linda

08/10/2018 08:04

From: Linda Tomos
To: [Welsh Government Official 1]

Annwyl [Welsh Government Official 1]

Diolch yn fawr am yr e-bost a'r cyfle i drafod y mater hwn ddydd Gwener. Gallaf gadarnhau mai bwriad y Llywydd yw cadw at yr amserlen gytunedig i hysbysebu ar gyfer fy olynydd yr wythnos nesaf yn defnyddio'r swydd disgrifiad presennol. Mae'r penderfyniad hwn yn seiliedig ar yr angen i'r Llyfrgell gydymffurfio â'i ddyletswyddau a'i gyfrifoldebau o dan ei ofynion er mwyn cyflawni'r safonau iaith Gymraeg y cytunwyd arnynt â Chomisiynydd yr Iaith Gymraeg, ac mae'r adrannau perthnasol eisoes wedi'u hanfon atoch. Rwyf hefyd yn amgáu cyngor oddi wrth swyddfa'r Comisiynydd a dderbyniwyd yn 2012 cyn penodi'r Llyfrgellydd a'r Prif Weithredwr sy'n amlinellu'n glir cyfrifoldebau'r Llyfrgell i sicrhau bod y Llyfrgellydd yn gallu bodloni gofyniad dwyieithog y swydd o'r diwrnod cyntaf.

Mae'r Llywydd wedi ymgynghori â'r Gweinidog, fel sy'n ofynnol dan y Ddogfen Fframwaith, ac wedi ystyried yn ofalus ei farn nad yw Cymraeg yn ofyniad hanfodol ar gyfer y disgrifiad swydd. Fodd bynnag, mae'r rôl bwysig y mae'r Llyfrgellydd Cenedlaethol yn ei chwarae ym mywyd diwylliannol Cymru ynghyd a disgwiliadau staff, defnyddwyr a'r cyhoedd, yn gofyn am sgiliau dwyieithog, fel bod y Llyfrgellydd yn gallu mynegi ac arwain y weledigaeth strategol ar gyfer y Llyfrgell Genedlaethol yn y ddwy iaith genedlaethol o'r dechrau. Fel y buom yn trafod eisoes, mae'r Llyfrgell wedi awgrymu, pe na bai ymgeisydd dwyieithog addas yn cael ei benodi gan ddefnyddio'r disgrifiad swydd bresennol, yna gallai trafodaeth bellach ddigwydd gyda Llywodraeth Cymru ynglŷn â'r camau nesaf.

Mae'r Llywydd wedi gofyn i mi barhau i gynnal deialog gyda chi ar y mater hwn, a dwi'n siŵr, ein bod ni i gyd yn dymuno gweld dyfodol llwyddiannus a chynhyrchiol i'r Llyfrgell Genedlaethol.

Cofion gorau

Linda

Dear [Welsh Government Official 1]

Many thanks for the e-mail and the opportunity to discuss this issue on Friday. I can confirm that it is the President's intention to adhere to the agreed timetable to advertise for my successor next week using the existing job description. This decision is based on the need for the Library to conform with its duties and responsibilities under its requirements to deliver the Welsh language standards agreed with the Welsh Language Commissioner, the relevant sections of which have already been sent to you. I also enclose advice from the

Commissioner's office which was received in 2012 prior to the appointment of the Librarian and Chief Executive clearly outlining the Library's responsibilities to ensure that the Librarian is able to meet the bilingual requirements from the first day in post.

The President has consulted with the Minister, as required under the Framework Document, and has carefully considered his view that Welsh is not an essential requirement for the job description. However, the important position which the National Librarian holds in Welsh cultural life and the expectations of staff, users and the public that the Librarian will be able to articulate and lead the strategic vision for the National Library in both of Wales' national languages from the start, will require bilingual skills. As we discussed, the Library has suggested that, if a suitable bilingual candidate is not appointed using the existing job description, then there could be further discussion with the Welsh Government on next steps.

The President has asked me to continue to maintain a dialogue with you on this issue as, I'm sure, that we would all wish to ensure a successful and productive future for the National Library.

Kind Regards

Linda

08/10/2018 08:37

From: [Welsh Government Official 1]

To: Linda Tomos

Many thanks Linda - would you envisage having a Welsh Government person on the sift and /interview panel?

Monday, October 8, 2018 8:44:22

From: Linda Tomos

To: [Welsh Government Official 1]

Cc: Thomas, Jason; Rhodri Glyn-Thomas; Annwen Isaac;

Subject: Re: Chief Librarian appointment

I understand that the issue has been discussed with WG, however I would need to raise this with Rhodri and my colleague Annwen Isaac as I've not, for obvious reasons, been involved in preparing for the appointment process for my successor.

Cofion
Linda

08 October 2018 09:25

From: [Welsh Government Official 1]
To: Linda Tomos
Cc: Thomas, Jason; Rhodri Glyn Thomas; Annwen Isaac
Subject: Re: Chief Librarian appointment

Thanks Linda, I think confirmation that WG would be asked to provide a senior person for the interview panel would be helpful, in terms of resolving this matter.

Kind regards,

08 October 2018 09:40

From: Annwen Isaac
To: [Welsh Government Official 1]
Cc: Thomas, Jason; Linda Tomos; Rhodri Glyn Thomas
Subject: Fwd: RE: NLW - Chief Executive/Librarian

Further to your email to Linda, I write to inform you that [Welsh Government Official 2] confirmed on 6th September that Jason Thomas would be the WG representative on the sifting and interview panel.

I hope this clarifies the situation.

Kind regards

Annwen

08 October 2019

From: [Welsh Government Official 1]
To: Mathias, Andrew; [Welsh Government Official 4]; [Welsh Government Official 3]; Thomas, Jason; [Welsh Government Official 2]
Cc: Owen, James; Pascoe, Chris; Slade, Andrew
Subject: RE: URGENT - National Library: APPOINTMENT OF new Chief Librarian

All: just to update you, I had a helpful chat about this with the Minister this morning – he is not inclined to challenge the Library’s decision, (at least not at present); he wishes to (a) allow the Library to proceed with the recruitment, (b) raise these events with them at his next formal meeting with the Library President, and (c) ask the Welsh Government representative on the interview panel (Jason) to ensure that only a high calibre candidate (or candidates) is/are put forward for appointment, i.e. no ‘borderline’ cases.

Thanks for your help with this.

Thursday, 29 November 2018 16:46

From: Annwen Isaac

To: (interview panel members)

Subject: Re: NLW - Telecom - Friday, 30 November 2018 at 10.00am

All

Thank you to all of you who have forwarded the scores to me - I attach the spreadsheet. We will use this as a guidance for tomorrows teleconference.

The no. to call tomorrow at 10.00 am is:

1. Phone the no. XXXXXXXXXXXX
2. Join the call as a member by dialling XXXXXXXXXXXX (please ensure that > you press the #)

and then we all hopefully will hear one another!

Also can I remind you to think of the wording for the presentation:

What should be the role of the National Library of Wales in the next decade?

15 minute presentation with 10 minutes to answer questions - no PowerPoint.

Cofion / Regards,

Annwen Isaac

Rheolwr Adnoddau Dynol | Human Resources Manager

Thursday, November 29, 2018 17:44

From: Jason Thomas
To: Annwen Isaac

Hi Annwen,

I have completed my scores. I can't quite understand the way your spreadsheet works though. I can see each panel member has given one score for each of the four different areas but on my scores matrix I have several sub-components for each area. E.g. Experience has 4 columns and qualifications has 2. Am I meant to be taking an average of these and putting that on your spreadsheet?

Jason Thomas

29 November 2018 19:35

From: Annwen Isaac
To: Thomas, Jason
Subject: RE: NLW - Telecom - Friday, 30 November 2018 at 10.00am

Jason

Yes, the ones who have scored have given me averages, therefore happy for you to add your average score to the spreadsheet.

Speak in the morning.

Regards
Annwen

12 December 2018 21:46

From: Annwen Isaac
To: Thomas, Jason
Subject: Appointment of Chief Executive/Librarian; National Library of Wales

Jason

Appointment of Chief Executive/Librarian; National Library of Wales

Following the interviews for the above position today Rhodri Glyn Thomas, President of The National Library of Wales has asked me to inform you that the Panel have agreed unanimously to offer the position to Mr Pedr ap Llwyd. Our understanding is that in line with the Framework Document you are to notify the Minister of this appointment and to seek his approval.

I would be grateful if you could do this and look forward to hearing from you at your earliest convenience.

Can I also thank you for your co-operation during this process.

With all best wishes.

Annwen

Annwen Isaac

Rheolwr Adnoddau Dynol | Human Resources Manager

13/12/2018 09:12

From: Jason Thomas

To: Annwen Isaac

Hi Annwen,

Just to confirm that Jason will be able to confirm and get back to you by 1.00 pm today.

Many thanks

[Welsh Government Official 5]

13 December 2018 09:15

From: Annwen Isaac

To: Thomas, Jason

Subject: Re: Appointment of Chief Executive/Librarian; National Library of Wales

[Welsh Government Official 5]

Many thanks for the update.

Can I thank you for your assistance and co-operation during the process. It was good to meet Jason as well yesterday.

Look forward to hearing from Jason later on.

Kind regards

Annwen

13/12/2018 13:07

From: Jason Thomas

To: Annwen Isaac

Dear Annwen,

I am pleased to confirm that the Minister has noted the panel's decision to appoint Pedr.

Thank you to you in particular and to the President and everyone at the Library for your superb effort throughout this exercise.

On behalf of everyone here we look forward to working with Pedr, who was a truly exceptional candidate.

As he is an internal candidate we are hopeful that he is able to start as soon as possible. If we can help with anything further please let me know.

Thank you again

Jason

13 December 2018 13:31

From: Annwen Isaac

To: Thomas, Jason

Subject: Re: Appointment of Chief Executive/Librarian; National Library of Wales

Jason

Many thanks for the email and confirmation.

We will now proceed to inform the Board and Staff.

It was a pleasure to meet you yesterday and work alongside you on this process.

Let us know when you are in Aberystwyth with a few hours to spare, more than happy to arrange a tour of the Library for you.

With all best wishes a Nadolig Llawen!

Annwen

Annwen Isaac

Rheolwr Adnoddau Dynol | Human Resources Manager