



Mappin House
4 Winsley Street
London W1W 8HF

Peter J Lawrence OBE
Chief Executive, Civil Service Commission
1 Horse Guards Road
London SW1A 2HQ

By email only

6 December 2018

Dear Peter,

Succession planning for the Press Recognition Panel (PRP) Board Members

Thank you for your letter of 19 November 2018 and for explaining the background to your interest in this matter.

The PRP Board had agreed a high-level process in February 2016 setting out proposals for dealing with the future appointments of new Board Members and the intention to involve the Commissioner at that start of the recruitment process. As set out in our previous letter, it remains the PRP's intention to engage early to ensure that the proposed process is in accordance with the requirements of fairness, openness and merit. The PRP now has in place a Nominations Committee with an Independent Member, Cindy Butts.

The Board currently consists of four Board members and a Chair and early discussions are taking place with regard to the staggered reappointments of the serving Board members. Once the Chair has an indication of the individual Board member preferences in respect of future re-appointment terms, formal discussions and an assessment will be undertaken by the Nominations Committee. The Committee will then bring recommendations for re-appointment and suggested term lengths to the Board for agreement.

The Board will be considering a paper on its succession planning, the high level principles in relation to the reappointments process and the timeframe for staggering new appointments in the open session of the Board's next meeting on 18 December 2018. We proactively publish Board papers to be considered in the open session on our website a week before the meetings and the Commissioner's office may find this information helpful.

Following the Board's decision at this meeting, the Nominations Committee will provide the high-level principles for new appointments and the proposed process for the recruitment process. The timeframe for the new appointments will be staggered to ensure satisfactory continuity with the departing Board members. As contemplated previously, it would be useful for us to engage at that stage with the Commissioner's office to ensure we have considered any specific comments and advice on the proposed process before we embark on it

In addition, and in line with the requirements of the Charter (paragraph 24) and your recent letter, we will be writing to you in due course to seek confirmation that the recruitment process was discharged in accordance with the requirements of fairness, openness and merit.

Your letter and my response will be published on the PRP website in accordance with our policy on openness and transparency.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Susie Uppal', with a stylized flourish at the end.

Susie Uppal
Chief Executive, Press Recognition Panel