



**The Commissioner for
Public Appointments**

Rt Hon Peter Riddell CBE
Commissioner for Public Appointments
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The Rt Hon Greg Clarke MP
Secretary of State, Department for Business, Energy and Industrial Strategy

8th July 2019

Dear Greg,

Thank you for your letter outlining your intention to appoint Matthew Taylor CBE as interim Director of Labour Market Enforcement with immediate effect, following the retirement of Sir David Metcalf at the end of his term, which ended on the 30th of June.

Section 3.3 of the Government's Governance Code states that Ministers '*must consult the Commissioner for Public Appointments in good time before the appointment is publicly announced.*' As you have written to notify me of your proposal, rather than seeking consultation as is a requirement of the Code, this is a breach. This will be reported in my annual report for 2019/20. Proper succession planning should have allowed sufficient time for a competition to have been launched well in advance of the end of Sir David's term, and could have prevented the need for an appointment by exception. My office will be looking at evidence of succession planning as part of the next round of compliance visits.

Given that you have only written to me after the post has already become vacant, this places me in a difficult position. In order to prevent the post sitting vacant any longer, I agree to the interim appointment for a period no longer than 12 months. I would strongly encourage a campaign to be run at the earliest opportunity, to which Mr Taylor is of course welcome to apply. Mr Taylor's interim term should end as soon as a substantive Director is in place to take up the role. I do not expect to receive any requests for further extensions.

I would be grateful if you could ensure that my office is kept updated on the scheduling of the competition to appoint substantively.

As this is a joint BEIS and Home Office appointment, I am copying this letter to the Home Secretary.

PP.

Peter Lawrence OBE
Chief Executive of the Civil Service Commission

Peter Riddell
Commissioner for Public Appointments