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The Rt Hon Peter Riddell CBE
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By email: publicappointments@csc.gov.uk

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13th April 2021

Thank you very much for your letter and a copy of your recent report on remuneration for public appointees.

I read your report with interest and am very grateful for the time and effort that you and your team have put into this work. My officials have shared a copy of the report with HM Treasury colleagues.

As you know, whether an appointee should be remunerated - and if so, to what level - is a matter for the relevant department to determine. The Governance Code for Public Appointments states that Ministers must agree remuneration before a competition starts and we must ensure we retain flexibility to reflect the demands of different roles (including within boards themselves) and attract candidates with the skills they need. As you acknowledge, this must be in the context of value for money, with departments expected to consult HMT as necessary. I have asked my officials to bring your report to the attention of the appointments teams in departments to ensure they are meeting the obligation in the Code and are aware of your findings.

In the Government's 2019 Diversity Action Plan, a commitment was given to "undertake further exploratory work on remuneration for public appointees, with the understanding that a clarified and consistent approach to pay, adjustments and expenses may attract, and continue to support, diverse applicants." Your report usefully highlights some of the potential areas to consider in that context.

With every good wish,

and huge thanks for all your
selfless work,

Rt Hon Michael Gove MP
Chancellor of the Duchy of Lancaster
and Minister for the Cabinet Office

Yours,

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