

Peter J Lawrence OBE
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Susie Uppal
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6 June 2022

By email only

Dear Susie,

Thank you for your letter of 23 May 2022 outlining the conclusion of the process to recruit two new members of the PRP Board.

Under para 4.2 of the Royal Charter, the Commissioner for Public Appointments shall be asked to consider whether the process of appointments to the PRP board are fair, open and merit-based, and, if he considers that they are, to confirm so in writing. As I explained to you in my last letter, the Commissioner has delegated this role to me, to mitigate any perceived or real conflicts of interest presented from his previous career in journalism.

In November last year, you supplied information about the recruitment competition PRP were beginning to replace your Chair, and recruit two new members. I was assured that the competition was planned to be a fair, open and merit-based process, with recruitment agents engaged and a robust advertising strategy. Following your letter on 30 March 2022, I was satisfied that the recently concluded Chair competition met the requirements of the Royal Charter, and provided you with my determination in April 2022. Both those letters are published on the OCPA website in the interests of transparency.

From the further information about the member competition in your letter of 31 May 2022, I have considered the process you have run, in regards to the provisions in the Royal Charter, using the definitions of merit, fairness and openness provided in the Governance Code for Public Appointments.

I am satisfied that the roles were advertised widely, and the Charter's provisions on the selection criteria and ineligibility were adhered to. Interviewees were given a fair opportunity to show their skills to the selection panel, and the PRP would be making the appointments based on the selection panel's merit-based recommendation. I have no concerns to raise in connection with these proposed appointments.

I note that only 50% of applicants filled out a diversity monitoring form. I encourage PRP and any future recruitment agents to improve this figure by reviewing the way the form and its questions are explained to potential applicants. I also would be happy to provide a copy of

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the most recent public appointments diversity monitoring form, which was issued by the Cabinet Office recently for use across all public appointments. This brings diversity questions in line with the Office for National Statistics, and could provide a model for PRP in future competitions to provide consistency.

If you can advise when the two new members are officially announced, I will ensure the OCPA website is updated with this exchange of letters.

Best wishes,



Peter J Lawrence OBE