

DP 653/03 - 07

Andrew Davies AMiAC  
Minister for Economic Development & Transport  
Gweinïoog dros Ddaiolygu Economaidd a Thrafnidiaeth



Llywodraeth Cymru/Ked Cymru  
Welsh Assembly Government

10th Floor, 101  
Cardiff City Centre

Alun Cairns AM  
National Assembly for Wales  
Cardiff Bay  
CF99 1NA

Cardiff Bay - Aberystwyth  
Cardiff / Caerdydd CF99 1NA

Private Secretary, Registered & Printed  
Angelo Williams  
029 2065 8777  
029 2065 8777  
Fax: 029 2065 8779

11 November 2004

Dear Alun

You asked the series of Written Assembly Questions listed below on the appointment of the Chief Executive of the Welsh Development Agency. I indicated that I would refer your questions to the Chair of the WDA and that I would write to you once I had received his reply.

Roger Jones, Chair of the WDA, has provided me with the following response to your questions.

Alun Cairns (South Wales West): How did the Minister ensure sufficient competition in securing an appropriate shortlist for the post of WDA Chief Executive. (WAO38657)

Alun Cairns (South Wales West): Would the Minister make a statement on the WDA Chief Executive Officer's terms of contract in view of the short timescale of the role. (WAO38658)

Alun Cairns (South Wales West): Would the Minister make a statement on the terms and conditions of appointment of the WDA's Chief Executive. (WAO38659)

Alun Cairns (South Wales West): What process was followed by the Welsh Assembly Government in appointing the Chief Executive Officer of the WDA. (WAO38670)

Alun Cairns (South Wales West): What communications, written or otherwise, took place between the Minister or any Assembly officials with board members of the WDA in relation to the appointment of the WDA's Chief Executive. (WAO38671)

Alun Cairns (South Wales West): What role did the Minister, Welsh Assembly Government or their officials, play in the appointment of the WDA's new Chief Executive Officer. (WAO38672)



Alun Cairns (South Wales West): Would the Minister make a statement on how the Nolan Principles were applied in the recent appointment of the WDA's Chief Executive in view of the fact that the Chief Executive becomes a member of the board. (WQA38673)

Alun Cairns (South Wales West): Would the Minister confirm that the Nolan Principles were adopted and followed in relation to the appointment of the Chief Executive Officer of the WDA. (WQA38674)

Alun Cairns (South Wales West): What process was followed by the WDA in appointing the Chief Executive Officer of the WDA. (WQA38675)

#### 1 Appointment of Gareth Hall as Chief Executive

The Agency's Board made this appointment on Friday 23 July 2004. Given the timing of Graham Hawker's resignation and the announcement by the First Minister of the proposed merger date of 1 April 2006, the Board was of the firm view that an early appointment was necessary. This was arrived at in order that a new Chief Executive would be in place as soon as possible to guide the Agency through this merger process, to help restore leadership and stability to an organisation of over 1100 people who would be facing considerable change, whilst at the same time ensuring delivery of business as usual or better. In these particular circumstances the Board did not see an external advertisement and recruitment exercise as a practical option and, therefore, decided to appoint a Chief Executive from within the current Management Team. Board Members had only a matter of weeks beforehand interviewed members of this team as part of a reorganisation initiated by Graham Hawker, but subsequently responded in the light of the merger announcement. As well as involving Board Members this interview process called on the services of an external recruitment consultant and psychometric test reports. Hence, the Board were well placed to utilise these results and the interview panel feedback to prepare a shortlist of internal candidates for consideration by the Appointments and Remuneration Committee which reported to a special meeting of the full Board. At this meeting the unanimous decision was reached to appoint Gareth Hall as Chief Executive with immediate effect. A decision which I believe to have been fully vindicated in the light of his subsequent actions both in terms of relations with customers, Assembly Government and staff, and in contributing to the merger process.

#### 2 Selection procedure for the appointment of Graham Hawker

Kornferry Search and Recruitment Consultants were appointed in May 2000 and advertisements were placed with a closing date of 1 June 2000. Suitable candidates were interviewed in June with four selected for shortlisting who were interviewed by an interview panel in July. Following the interview of further candidates two were placed on the final shortlist and interviewed by a final selection panel comprising the Chair, three Board Members and the Permanent Secretary with Graham Hawker the successful candidate recommended to the full Board for appointment.

*Andrew*