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To:	1. Christianne Glossop Chief Veterinary Officer 2. Deputy Minister For Farming and Food	cc	PS First Minister Des Clifford (via PS First Minister) PS Minister for Finance PS Counsel General PS Special Advisers PS Permanent Secretary Jo Kiernan Jeff Godfrey Peter Greening Jo Salway Marion Stapleton SB Mailbox CGU Mailbox Freedom of Information Officer Mailbox Policy Support mailbox FM Delivery Unit mailbox Cynllun Laith mailbox OCG mailbox	PS Minister for Natural Resources Gareth Jones PS Permanent Secretary Andrew Slade Chris Roberts Matthew Quinn Chris Hale Tony Joss Irene Allen Jackie Price Carol Harris Sharon Rogers Evelyn Edwards Leighton Jones Legal Services Mailbox Press Office Mailbox Natural Resources Finance Mailbox Natural Resources Comms Mailbox
From:	Janet Perry Office of the Chief Veterinary Officer			
Date:	17 th February 2015			

SF/RE/0383/15: CHAIR OF THE WALES ANIMAL HEALTH AND WELFARE FRAMEWORK GROUP – TERM OF APPOINTMENT

Issue

1. The current term of office for Mr Peredur Hughes as Chair of the Wales Animal Health and Welfare Group (Wales AHWF Group) is due to expire on 6 April. You are invited to consider the re-appointment of Mr Hughes to this role for a further 3 years.

Timing

2. Routine

Recommendation

3. That you agree to;
 - a. Option 1 – to re-appoint Mr Hughes for a period of 3 years from 7th April 2015 to 31st May 2018.
 - b. write to Mr Hughes inviting him to serve a further 3 year term as Chair of the Wales AHWF Group from 7th April 2015 to 31st May 2018. A draft letter is at doc 2. Terms and Conditions is at doc 3.

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- c. the content of the statement of information at doc 1 and that it should be published in line with the decision report process once the Chair has accepted the offer of reappointment; and
- d. the press notice and Tweet at doc 4 which will be issued once the reappointment has been accepted.

Background

4. The Statement of Information at doc 1 contains the facts and analyses relating to the submission that may be published in accordance with the Welsh Government's Code of Practice. This statement should be read in conjunction with the following information, which is considered exempt from publication under the "Code of Practice on Public Access to Information".

Advice

5. Mr Peredur Hughes is the current Chair of the Wales AHWF Group. His current term of office will come to an end on 6 April 2015. As a consequence, consideration is required as to whether Mr Hughes should be re-appointed as Chair or whether a Public Appointments process is commenced to recruit a new Chair. Both Options are presented below with consideration given to the merits of reappointment against that of making a new appointment.
6. Although appointments to the Wales AHWF Group do not come within the remit of the Commissioner for Public Appointments these appointments are made using a process which takes into account the Commissioner's Code of Practice on Ministerial Appointments to Public Bodies as best practice.
7. The Commissioner's Code states that Ministers may reappoint or extend the terms of public appointees or statutory office holders so long as:
 - any such re-appointment or extension had been made in accordance with the law relating to the particular public body or statutory office;
 - no re-appointment or extension is made without a satisfactory performance appraisal, evidence of which must be made available to the Commissioner on request; and
 - no individual will serve in any one post for more than ten years.
8. The diversity composition of the Group is that there are 5 men and 2 women members. This has been the composition of the Group since it was set up last June 2014 (SF/AD/1219/14). The re-appointment of Mr Hughes will not change this composition.
9. Officials are mindful of the Public Appointments Guidance and the Welsh Government's Programme for Government commitment to ensure that at least 40% of appointments to public bodies in Wales are women and the commitment to improve the engagement and participation of under-represented groups in public appointments in Wales.
10. As well as being placed on the Welsh Government website, the advertisements for both the Chair and Group Members were placed in a range of publications and a national newspaper to a cost of approximately £20,000. In addition,

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copies of the advert were sent by email to a range of equality organisations as well as organisations with an interest in the area. Efforts were also made by officials to publicise the advertisements at meetings (internal and external) that they attended.

11. A total of 60 applications were received (34 male and 26 female). No candidates identified themselves as disabled or from minority ethnic communities. Public Appointments Unit were consulted at all stages of the process.

Tackling Poverty

12. The subject of this submission does not relate to the Tackling Poverty agenda.

Option 1 – Re-Appointment of Mr Peredur Hughes as Chair of the Wales AHWF Group

13. Implementation of the Wales Animal Health and Welfare Framework is at a critical stage. Work is progressing to develop the first annual implementation plan which pending Ministerial agreement is due to be published in June.
14. Although the Wales AHWF Group have had 3 meetings to date (the final one for 2014/15 will take place on 3rd March), they remain a relatively new Group and are still working to raise their profile and link with industry partners. A key aspect of this work is networking with industry partners to consider animal health and welfare priorities.
15. A key benefit through these early stages of the implementation of the Wales Animal Health and Welfare Framework will be to have an experienced and well known Chair in place to provide leadership and ensure continuity. This also provides stability for the Framework Group to continue to build up their role and reputation.
16. As set out in paragraph 7, no individual is able to serve in any one post for more than ten years; Mr Hughes has currently served 1 year in this role (and 2 years as Chair of the of the Wales Animal Health and Welfare Strategy Steering Group) so is well within this limit.
17. To aid consideration of this option we have received a satisfactory performance appraisal for Mr Hughes recommending his re-appointment, a copy of which is at doc 5.
18. There is no additional cost to programme budgets associated with this option.
19. Following discussion with the Chief Veterinary Officer for Wales, officials have enquired informally with Mr Hughes as to whether he would wish to be considered for re-appointment as Chair. Mr Hughes has indicated, subject to agreement from Ministers that he is more than willing to continue in this role.

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20. The second option is to commence a Public Appointments Process to appoint a new Chair to the Wales AHWF Group.
21. It is estimated that a Public Appointments process could take between 6 – 9 months to complete. The implication of this is that a new Chair would not be in place until the end of 2015, early 2016.
22. The key risk associated with this option is to continuity through a critical period as described above under Option 1.
23. There is also a risk that commencing a Public Appointment process at this time will have an impact on the Wales AHWF Group itself. To mitigate this risk, an interim Chair would need to be selected, preferably from within the existing members of the Framework Group. The impact of this is that it may affect the team dynamics of the Group and the scope of work they are able to cover as in effect they will be a member short.
24. There is a cost associated with this option of approximately £20,000 (based on costs to advertise the posts to the Framework Group).
25. Having given due consideration to the merits of reappointment against that of making a new appointment, officials would recommend that you agree to Option 1 to re-appoint Mr Hughes as Chair of the Wales AHWF Group.

Legal Advice

26. This submission contains no issues that raise the need for legal advice and therefore, no legal advice has been sought.

Powers

27. Welsh Ministers have a large number of devolved powers relating to animal health and welfare. Most of those powers are contained in the Animal Health Act 1981 or subordinate legislation made under it (for example, avian influenza, bluetongue, Foot and Mouth Disease and Classical Swine Fever legislation). These functions were either conferred directly upon the Welsh Ministers or upon the National Assembly for Wales and then transferred to the Welsh Ministers by virtue of the Government of Wales Act 2006.

Financial Requirements and Governance Implications

28. Costs associated with the appointment and running of the Wales AHWF Group were set out and agreed in SF/AD/3469/13. There are no other additional financial implications for the Welsh Government arising from this submission, which has been copied to the SB Mailbox for monitoring purposes.
29. The cost of approximately £20,000 associated with Option 2 - to undertake a public appointment process, would be met within existing budgets, namely the Animal Health and Welfare BEL 2270.

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30. The Natural Resources Operations Team has been fully consulted regards this submission and are content with the advice in line with the terms of [Finance Notice 01/2007](#) and [Finance Notice 01/2009](#). Approval Number NRF/324/13. The submission has been copied to the Natural Resources Finance Mailbox.

31. There are no issues of regularity or propriety. This submission has been copied to the CGU mailbox for information.

Public Appointments Code

32. Public Appointments Unit has had sight of this submission and agreed that the proposed appointments plan meets the requirements of the Commissioner for Public Appointments' Code of Practice for Ministerial Appointments to Public Bodies.

Press and Publicity Arrangements

33. Officials are in discussion with Welsh Government's Press Office to arrange a Press Release and Ministerial Tweet which will be issued once the Chair has formally accepted the re appointments. A draft press release and Tweet for your approval is at doc 4.

Statutory Consideration (Policy compliance)

34. This submission contains no policy issues so impact assessments will not need to be carried out.

Welsh Language Standards

35. This submission raises no issues regarding the Welsh language. It has been copied to the Welsh Language Unit Mailbox

Specialist Policy Advice

36. This submission has been cleared by the Chief Veterinary Officer for Wales.

STATEMENT OF INFORMATION

Re-Appointment of Chair to the Wales Animal Health and Welfare Framework Group

The Deputy Minister for Farming and Food has been asked to consider the re appointment of Mr William Peredur Hughes as Chair of the Wales Animal Health and Welfare Framework (AHWF) Group. The Chair's term of appointment is due to expire on 6 April 2015. His term as Chair of the Wales Animal Health and Welfare Framework Group will now run from 7 April 2015 to 31 May 2018.

The Wales Animal Health and Welfare Framework Group was set up in June 2014 to support the development and subsequent implementation of the new Wales Animal Health and Welfare Framework. As part of this, its pivotal role is to ensure that there is a recognised link between the Welsh Government, livestock keepers, other animal owners and industry representatives, covering the whole spectrum of animal health & welfare issues. The Group meet on a quarterly basis.

The re appointment will be for a period of 3 years. In total the time commitment will be approximately 20 days per year. The post of the Chair will be at £114 per day and travel and other reasonable expenses that might be incurred in carrying out work on the Wales Animal Health and Welfare Framework Group can be claimed from the Welsh Government within the recognised limits.

The Welsh Government is committed to making appointments to public bodies, whether paid or unpaid, by fair and open competition. Although appointments to the Wales Animal Health and Welfare Framework Group do not come within the remit of the Commissioner for Public Appointments these appointments are made using a process which takes into account the Commissioner's Code of Practice on Ministerial Appointments to Public Bodies as best practice.