

Jane Hutt MS
Deputy Minister and Chief Whip

24 November 2020

Dear Jane,

Appointments to the National Library of Wales Board of Trustees

On 12 November the Committee held an evidence session with the National Library of Wales during which the issue of public appointments to the National Library's Board of Trustees was discussed.

As public appointments sit under your portfolio of responsibilities, we would be grateful if you could please outline what steps are being taken to ensure the best possible field of applicants to the Board of Trustees at the National Library – including ensuring a better breadth and diversity of skills, talent, and experience in terms of applicants and appointees. Similarly, we would like to ask what assessment has been made of the appropriateness of the remuneration for the Executive Chair, and Board members at the National Library – including details of how it compares with similar roles and appointments across the public sector.

I am copying this letter to Dafydd Elis-Thomas MS, Deputy Minister for Culture, Sport and Tourism.

Yours sincerely,



Helen Mary Jones

Chair of the Culture, Welsh Language and Communications Committee



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Croesewir gohebiaeth yn Gymraeg neu Saesneg.
We welcome correspondence in Welsh or English.



Jane Hutt AS/MS
Y Dirprwy Weinidog a'r Prif Chwip
Deputy Minister and Chief Whip



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Helen Mary Jones MS
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17 December 2020

Dear Helen Mary,

Thank you for your letter of 24 November regarding appointments to the National Library of Wales Board of Trustees.

The Welsh Government is currently recruiting Trustees to the National Library of Wales Board. As part of this process, we have worked closely with the National Library of Wales to develop the recruitment pack and promotional material. In particular, the criteria puts an emphasis on the need for an understanding and commitment to diversity and inclusion and the Trustee roles were advertised widely across a range of media, including, on diversity and Welsh speaking digital platforms. The vacancies were also cascaded to stakeholders from protected groups, including individuals we are proactively engaging with as part of implementation of the Welsh Government Diversity and Inclusion Strategy for Public Appointments. We continually evaluate the impact of our outreach and will do so following this recruitment exercise.

In terms of an assessment of the appropriateness of remuneration for the Executive Chair and Board Members, you will be aware that the President role is remunerated. However, not all board level roles in Wales are remunerated and in the Culture sphere, Trustee roles at the National Library of Wales, the Arts Council Wales, and National Museum of Wales are voluntary in nature.

Remunerating Trustee roles can be complex, often due to a body also being a charity. Generally, charities can't pay their Trustees for simply being a Trustee. Some charities do pay Trustees, however they can only do so because it's allowed by their governing document, by the Charity Commission or by the courts.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

To maintain consistency and transparency, the Welsh Government follows specific guidance when remunerating public appointments. Broadly speaking there are five different levels of remuneration based on an assessment of the body's size, complexity and exposure to risk. The guidance is currently being reviewed. Part of this work has considered the approach adopted across other parts of the UK and identified similar unremunerated arrangements for Trustees in the Culture sector.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Jane', with a horizontal line above it.

Jane Hutt AS/MS

Y Dirprwy Weinidog a'r Prif Chwip
Deputy Minister and Chief Whip