

**Shan Morgan**  
Ysgrifennydd Parhaol  
Permanent Secretary



Llywodraeth Cymru  
Welsh Government

Mr N Ramsay  
Chair, Public Accounts Committee  
National Assembly for Wales  
Cardiff Bay  
CF99 1NA

24 October 2019

Dear Mr Ramsay,

## PAC SCRUTINY OF THE ANNUAL ACCOUNTS 2018-19

At the PAC session on the 7 October, I agreed to provide further information about the Welsh Government's Non-Executive Directors additional roles beyond the scope of their Board roles and to set out the additional payments made to Non-Executive Directors in the 2018-19 financial year.

### ADDITIONAL ROLES

Non-Executive Directors will not be commissioned to undertake new work beyond the scope of their Non-Executive roles on the Board. Any Board related work will be commissioned by myself or the Board and only where I am clear that there is no conflict of interest or where a conflict of interest can be managed. The Board secretariat maintains a detailed register of board members' private interests, which is updated annually.

All Non-Executive Directors have agreed to the conditions set out in the Board Terms of Reference including the Code of Conduct, which requires them to adhere to the Nolan Principles.

I am therefore confident that the system we have in place will ensure that there is no conflict of interest and ensure that the Non-Executive Directors are able to provide independent oversight and challenge to the Board.



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Caerdydd • Cardiff PS.PermanentSecretary@gov.wales  
CF10 3NQ Gwefan • Website: [www.gov.wales](http://www.gov.wales)

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## ADDITIONAL PAYMENTS

Ellen Donovan received an additional £694 in May 2018 for commissioned work for Economy, Skills and Natural Resources Audit and Risk committee meetings as part of closing the old Audit and Risk Committee before the new one started.

Ann Keane received £3,675 between November 2016 and June 2018 for commissioned work on the National Academy of Education and Leadership which concluded in June 2018; and £987 for sitting on the Independent Advisory Group for the Curriculum Reform Division in Education and Public Services, Ann was appointed to this group in August 2015.

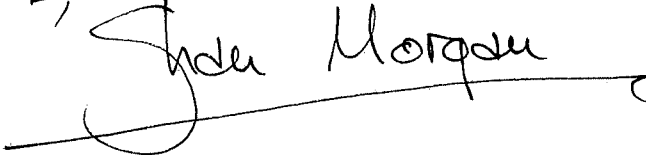
Ellan Closs Stephens, who finished her Board role on the 30 April 2019, is Chair of the Public Leaders Forum and was paid £694 for two days work on 5 March 2018 and 31 January 2019.

## OVER PAYMENTS

A duplicate payment of £1,041 (gross) for the monthly Non-Executive Director fees for James Turner and Ellan Closs Stephens was identified in the year.

Both Non-Executive Directors were notified of the overpayment and we have apologised to them for the error. The overpayment has been recovered from one Non-Executive Director and the other payment is in the process of recovery.

Controls over the monthly arrangements for Non-Executive Director payments are being reviewed to mitigate future occurrences and improvements identified will be implemented by end of October 2019.

Yours,  


**Shan Morgan**  
Ysgrifennydd Parhaol/ Permanent Secretary  
Llywodraeth Cymru/ Welsh Government



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