

From: [Name removed]@gatenbysanderson.com >
Sent: 13 May 2021 11:31
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales>; [Name removed]@gov.wales>
Subject: RE: NRW longlists

Thanks [Welsh Government Official]! We'll get this sent out to the Welsh-speaking candidates asap.

Kind regards
[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
8 Devonshire Square, London EC2M 4PL
www.gatenbysanderson.com



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From: [Name removed]@gov.wales>
Sent: 13 May 2021 11:30
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales; [Name removed]@gov.wales
Subject: RE: NRW longlists

Hi [Gatenbysanderson Official], my apologies I've been out of the office this morning. Attached is the translation.

Please let me know if you need any help with it. I can understand a little Welsh.

Have a good weekend.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llundun-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >
Sent: 13 May 2021 09:31
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >
Subject: RE: NRW longlists

Morning [Welsh Government Official]

I'll be offline from midday today until Monday, so once translated, would you mind sending to both [Gatenbysanderson Official] and [Gatenbysanderson Official] (both cc'd)?

If there's anything you need before I'm off today please let me know!

Kind regards
[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
8 Devonshire Square, London EC2M 4PL
www.gatenbysanderson.com



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From: [Name removed]@gov.wales>
Sent: 12 May 2021 10:13
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW longlists

Hi [Gatenbysanderson Official], I'm good thank you. I will get back to you as soon as possible with the translation.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >
Sent: 12 May 2021 09:49
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW longlists

Hi [Welsh Government Official]

I hope you're well!

It would be great if we could get a Welsh translation on the above as soon as possible so we can book in the Welsh candidates for interviews.

Please let me know if you need any more information and I'll be happy to send it through.

Thanks!

[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
8 Devonshire Square, London EC2M 4PL
www.gatenbysanderson.com



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From: [Name removed]@gov.wales>
Sent: 11 May 2021 14:49
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales; [Name removed]@gov.wales
Subject: RE: NRW longlists

Thank you [Gatenbysanderson Official], we'll be more than happy to help with a translation.

We're on the case with the PA Team about the last query.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw
Llun-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >
Sent: 11 May 2021 14:44
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >;
[Name removed]@gov.wales>; [Name removed]@gov.wales>
Subject: RE: NRW longlists

Thanks [Welsh Government Official].

- Two of these candidates are not in the longlist – [Name removed] and [Name removed] – so no need for us to interview
- We had already spoken to one of the candidates – [Name removed] – who, when asked for a preference, indicated that English was fine and we have scheduled [Name removed] interview on that basis.

But we will proceed to schedule [Name removed] and [Name removed] a Welsh language interview. I hope we are ok to call on you for a brief email to be translated so we can contact them?

We'll also wait to hear details re: the Positive about disability candidate.

With thanks

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales>
Sent: 11 May 2021 14:22
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >;
[Name removed]@gov.wales; [Name removed]@gov.wales
Subject: RE: NRW longlists

[Gatenbysanderson Official]

We have received the following from the PA Team:

[Name removed], [Name removed] and [Name removed] applied for the Welsh essential role, stating Welsh as their preferred language;

[Name removed] and [Name removed] applied for Board Member: (Sub Committee Chair), stating Welsh as their preferred language; and none stated Welsh as their preferred language for the ordinary member role.

Please let me know if you need anything further.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llun-Gwener rhwng 8am a 4pm

From: [Name removed]@gov.wales

Sent: 11 May 2021 13:47

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >;

[Name removed]@gov.wales>; [Name removed]@gov.wales>

Subject: RE: NRW longlists

Hi [Gatenbysanderson Official]

Please accept my apologies for not getting back to you sooner but I am awaiting confirmation from the PA Team about which applicants want to conduct the process in Welsh. I have prompted them again this morning and will get back to you as soon as I can. However, in the meantime, I think your suggestion below is sensible to get the wheels in motion. To ensure you're applying the Welsh language standards appropriately, it would be best to offer anyone you haven't previously spoken to the opportunity to speak in Welsh.

I think you also wanted to know about standing applicants down. You are correct that this is a function carried out by the PA Team. Their advice is it can only be done following Ministerial approval of the long and short lists. This is because the Minister has the opportunity to add to the list of those to be interviewed anyone not sifted in.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth

Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw
Llun-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >
Sent: 11 May 2021 11:38
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >;
[Name removed]@gov.wales >; [Name removed]@gov.wales >
Subject: RE: NRW longlists

Good morning [Welsh Government Official], hope all is well.

Just very conscious of time, we are assuming that we should be absolutely fine to get with scheduling our interviews for the Board Sub-Committee Chair role and the Welsh Desirable role candidates as I don't think any of those candidates applied in Welsh.

I think its only a very small sub-set of the Welsh essential role candidates who applied in Welsh (most applied in English) so to be on the safe side we will wait to hear from you on those.

Is that ok with you?

[Gatenbysanderson Official]

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From: [Name removed]@gatenbysanderson.com >
Sent: 10 May 2021 17:10
To: [Name removed]@gov.wales >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >;
[Name removed]@gov.wales >; [Name removed]@gov.wales >
Subject: RE: NRW longlists

Brilliant, thank you. And hello [Welsh Government Official].

I think the only point I need to check is who will be standing the candidates who aren't being progressed down? We would normally do it automatically at this point but conscious you may have a system for doing so through the public appointments website so that it s done bilingually. Let's pick up tomorrow?

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales >

Sent: 10 May 2021 16:59

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales; [Name removed]@gov.wales

Subject: RE: NRW longlists

Hi [Gatenbysanderson Official]

Thank you for your email, and thank you for your support during the meeting. I've copied my colleague [Welsh Government Official] here as she will be helping on the campaign as it progresses.

I can confirm the names below reflect the list of names we hold. [Welsh Government Official] is speaking with the PA Team, to confirm the arrangements around the Positive about Disability Scheme and I am seeking the names of any applicants who want to progress in Welsh.

We will get back to you as soon as possible.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llyn-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >

Sent: 10 May 2021 16:01

To: [Name removed]@gov.wales >; [Name removed]@gov.wales >

Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: NRW longlists

Hi both,

Just quick confirmation of the names to be taken forward to preliminary interview with us. Grateful if you could check and confirm asap. We will be getting in touch with candidates tomorrow to invite them to interview by email. As requested, please advise us asap if it is clear from the application material that the candidate wants to do the interview in Welsh. Our assumption is that it can only be

any of the candidates who applied in Welsh (because they had to indicate at the outset what their language preference was but just because they applied in Welsh doesn't mean they necessarily want to complete the process in Welsh) and that they will have indicated this in some way on the PA website. We have to start interviewing this week so have very limited time for resolving any queries on this point.

Please also alert us asap to the candidate you have assessed as meeting the minimum criteria under the Positive about disability scheme. Please note, we would never assume that a candidate in the B list automatically meets the minimum criteria which is why we have always seen it as a positive decision by the panel to make ie whether they meet the minimum criteria or not. Today was quite unusual from our perspective in this regard.

Role 1 (Welsh Speaking)

A Candidates	B Candidates	C Candidates
1 - [Name removed]	11 - [Name removed]	20 - [Name removed]
2 - [Name removed]		
3 - [Name removed]		
4 - [Name removed]		
5 - [Name removed]		
6 - [Name removed]		
7 - [Name removed]		
8 - [Name removed]		

Role 2 (Sub Committee Chair)

A Candidates	B Candidates	C Candidates
1 - [Name removed]		
2 - [Name removed]		
3 - [Name removed]		
4 - [Name removed]		
(plus for role 1)		
6 - [Name removed]		
7 - [Name removed]		
(plus for role 3)		
9 - [Name removed]		
10 - [Name removed]		
12 - [Name removed]		

Role 3 (Welsh Desirable)

A Candidates	B Candidates	C Candidates
1 - [Name removed]	20 - [Name removed]	
2 - [Name removed]	25 - [Name removed]	
3 - [Name removed]		
5 - [Name removed]		

6 - [Name removed] 7 - [Name removed] 9 - [Name removed] 10 - [Name removed] 14 - [Name removed] [Name removed] (with role 2)		
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Best wishes

[Gatenbysanderson Official]
Principal Consultant, Central Government

Mobile: [Number removed]
GatenbySanderson
www.gatenbysanderson.com



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