



**OFFICE OF THE ADVISORY COMMITTEE ON BUSINESS APPOINTMENTS**

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Dear Kate Murphy,

**Business Appointment Application: Kevin White CB**

The Committee has been asked to consider an application from Kevin White, the former HR Director General at the Home Office. He has applied to set up as an independent consultant: advising clients on HR issues and providing executive coaching; and accept commissions to provide four to six coaching sessions for individuals if approached.

Mr White was HR Director General at the Home Office from 2007 until July 2015. His last day in the civil service was 10th July 2015.

When considering the application, the Committee noted that he was looking to offer his services to companies in the public and private sector, drawing on his expertise in HR.

The Committee took into account that it was possible Mr White would seek to provide coaching to Civil Service Learning (CSL) in future as he was already on the CSL coaching list from his time in the Crown service. It further noted that he had official dealings with Capita in the last two years, as they are a prime contractor of CSL. However the Committee noted that he had no responsibility for the contract award and no involvement in commercial discussions with them.

The Committee also took into account that the Home Office believed there to be no perceived conflict in the principle of working as an independent consultant.

The Prime Minister has accepted the Committee's advice that there is no reason why Mr White should not set up as an independent consultant subject to the following conditions;

- He should not draw on privileged information available to him from his time in Civil Service.
- For two years from his last day in service, he should not become personally involved in lobbying the UK Government on behalf of any of his clients or those he advises. (i.e He should not use his Whitehall contacts to influence policy or secure business for any organisations he works with)
- For two years from his last day in Civil Service, before accepting any new Commission he should make a case directly to the Committee to confirm that each

individual commission he wishes to undertake would be permissible under the approved terms of the consultancy. (If, after the enquiry, the Committee takes the view that a commission is, or may be, outside the terms of the consultancy he will be expected to submit a fresh application). In recommending this condition, the Committee agreed that there should be a de-minimis level for approvals whereby commissions lasting a day or less would not need to be considered by the Committee.

The Business Appointment Rules explain that the restriction on lobbying means that former Civil Servants “should not engage in communication with Government - including Ministers, special advisers and officials - with a view to influencing a Government decision or policy in relation to their own interests, or the interests of the organisation by which they are employed, or to whom they are contracted”.

Please ensure that we are told when Mr White takes up this post or, if earlier, when it is announced that he will do so. We shall otherwise not be able to deal with any enquiries, since we do not release information about appointments that have not been taken up or announced, and this could lead to a false assumption being made about whether he had complied with the Rules. In line with our usual practice, we will then publish brief details on our website (<http://www.gov.uk/acoba>) including a copy of this letter.

I would be grateful if you would ask that Mr White informs us if he proposes to extend or otherwise change his role as an independent consultant as, depending on the circumstances, it may be necessary for him to make a fresh application.

**Alex Young**  
**Caseworker**