



**Foreign, Commonwealth
& Development Office**

Rt Hon Dominic Raab MP
Secretary of State for Foreign,
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Tom Tugendhat MP
Chair, Foreign Affairs Committee
House of Commons
London
SW1A 0AA

9 November 2020

Dear Tom,

Thank you for your letter of 19 October following my attendance at the Foreign Affairs Committee on 6 October. You asked for further information on two issues, staffing and external engagement.

We are working through a range of resourcing issues at pace to ensure the FCDO can deliver on its objectives. Resourcing decisions will flow from structural changes, some of which will not be resolved until the Spending Review concludes. In the interim, we are balancing business needs while also keeping options open for talented staff. Individuals on Fixed-Term Contracts can apply for jobs within the FCDO, for which bidding was launched in July and will conclude with announcements of appointments in November, both in the UK and overseas. Some staff in business-critical roles will be granted short-term contract extensions to ensure continuity. If any individuals on Fixed-Term Contracts are not successful in bidding for other roles within the FCDO, we will help them in seeking opportunities in other government departments. Once the outcome of the Spending Review is finalised, we will be able to work through the future structures for the FCDO and the resourcing requirements for those structures.

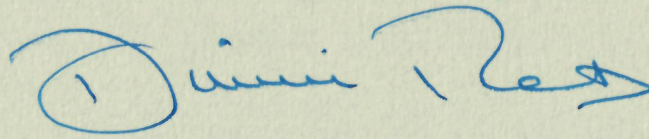
In relation to your second question, we have engaged with a range of stakeholders, including Non-Governmental Organisations (NGOs) and Civil Society Organisations (CSOs) on the creation of the new Foreign, Commonwealth and Development Office. As I said during the Committee, this included a roundtable meeting between FCDO Minister, Baroness Sugg, and 16 organisations, including BOND, which represents more than 400 organisations.

Other organisations at the roundtable included CARE International; International Rescue Committee; Christian Aid; ONE Campaign and Amnesty International, as well as other major CSOs. We have also engaged with other organisations and an overview is at Annex A.

In addition to this, we also engaged with key figures in several international organisations - including Dr Tedros Adhanom Ghebreyesus, Director-General of the WHO; David Malpass, President of the World Bank; the International Committee of the Red Cross and UNHCR. We have also spoken to a number of other countries, including Canada and Australia regarding their experiences on this issue.

I hope this provides you with the information you require.

Yours ever,

A handwritten signature in blue ink, appearing to read 'Dominic Raab', with a stylized flourish at the end.

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Annex A: overview of external engagement

- BOND (the UK's international development network)
- The HALO Trust
- STOPAIDS (a network of UK agencies working to secure an effective response to HIV and AIDS)
- BRAC UK
- Gender and Development Network (GAD Network)
- CARE International
- International Rescue Committee (IRC)
- Christian Aid
- BBC Media Action
- Transparency International UK
- Sightsavers
- GAPS UK (Gender Action for Peace and Security)
- Coalition for Global Prosperity
- Overseas Development Institute (ODI)
- ONE Campaign
- Amnesty International
- Bill & Melinda Gates Foundation
- Global Partnership for Education
- Save the Children
- Plan International
- Voluntary Service Overseas (VSO)
- Stonewall
- Human Rights Watch
- Article 19
- Sisters for Change
- Christian Solidarity Worldwide (CSW)
- International Committee of the Red Cross (ICRC)
- British Red Cross
- Global Alliance for Vaccines and Immunisation (GAVI)



Foreign Affairs Committee

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From the Chair
Tom Tugendhat MP

Rt Hon Dominic Raab MP
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Foreign, Commonwealth and Development Office
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19 October 2020

Dear Foreign Secretary,

Thank you again for appearing before the Committee on 6 October. The Committee is keen to understand fully the consultation process relating to the FCO-DFID merger, as well as that relating to the conduct of the Integrated Review. In this context, we are seeking the following further information:

1. You were asked about the process for providing clarity on staff transfers, and the timeline for when staff on fixed-term contracts would be able to apply for permanent posts in the FCDO [Qs 172-4]. In response, you undertook to provide us with a precise timeline. Can you please provide this timeline?
2. You referred to a number of organisations that were consulted before the merger, including Bond, CARE and the IRC [Q 175]. Can you provide a full list of organisations that were consulted about the merger before it was announced, and indicate which of those were supportive of the merger?

It would be helpful to have a response by 5 November. I am willing to keep parts of your response confidential if necessary.

Best wishes

TOM TUGENDHAT