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Public Audit Committee
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11 March 2025

Dear Richard,

I am writing to update you in relation to Water Industry Commission for Scotland (WICS).

I wrote to you on 14 October to inform that following the resignation of the Chair of WICS, Ronnie Hinds was appointed as interim Chair until July 2025, while a permanent Chair is recruited. As you are aware, Ronnie is one of two interim Members that were appointed to the organisation's Board in July.

I am writing again now to inform you that this interim Chair appointment is being extended until the end of December 2025. This is in order to allow the interim Chair to continue to provide stability to WICS whilst it undergoes the recruitment of a new CEO and two new Board members over the summer. This continued variation from the Code of Practice for Ministerial Appointments to Public Bodies in Scotland has been agreed by the Ethical Standards Commissioner.

As set out in my previous letter, Ronnie has extensive experience of governance in the public sector, which since becoming interim Chair has been invaluable to WICS. Extending his appointment by 5 months will enable him to lead on the recruitment of the new CEO and Board members, ensure their thorough induction and provide for a robust handover process to ensure WICS' improvements are maintained. The recruitment of a permanent Chair can commence once the other Board members are appointed, in the autumn.

Yours sincerely,



GILLIAN MARTIN

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