

Welsh language recruitment policy

05/09/2012

Request for Information.

Thank you for your request received on 08 August in which you asked,

- 1) *Can you provide me with a copy of the N. A. for W. recruitment policy guidelines in relation to the ability of staff to speak and write in Welsh?*
- 2) *If different, can you also provide me with a copy of the N. A. for W. recruitment policy guidelines in relation to the ability of Political Researchers to speak and write in Welsh?*
- 3) *Do you hold records of the percentages of N. A. for W. employees who are non/intermediate/fluent speakers of the Welsh Language? If so can you provide me with this information?*
- 4) *Do you hold records of the percentages of N. A. for W. Political Researchers who are non/intermediate /fluent speakers of the Welsh Language? If so can you provide me with this information?*

I will answer each part of your request in turn below.

Q1. The National Assembly for Wales Commission recruitment policy states: 'The Commission will abide by the requirements outlined in its Welsh language scheme'. The scheme is due to be replaced at the beginning of next year once the Welsh Language Bill is implemented. However the existing scheme states that:

'If the Assembly is to realise its ambition to become a truly bilingual organisation, there is a need for an adequate intake of individuals to deal with business through the medium of Welsh in all parts of the Assembly's services.

Welsh language skills will be designated as essential or desirable in some service areas...'

The scheme states that: *'Where no suitable Welsh speaking candidates can be found for a post where Welsh is desirable, the person appointed will be encouraged to learn Welsh. A candidate unable to speak Welsh may be appointed to a post for which Welsh is considered essential, but where time can be allowed to learn the language. In these cases, learning the language*

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Croesewir gohebiaeth yn y Gymraeg a'r Saesneg/We welcome correspondence in both English and Welsh

to the required level of competence, within a reasonable agreed period, will be a specific performance criterion.

When no suitable Welsh speaking candidates can be found for a post where Welsh is essential (or whilst a candidate unable to speak Welsh has been appointed and is learning the language) we will make temporary arrangements under which the Welsh language service can be provided (by using, for example, Welsh speaking staff from elsewhere in our organisation to deliver parts of the service).'

Q2. The Assembly Commission does not employ political researchers.

Q3. As of 31 July 2012 there were 127 out of 361 Assembly Commission staff (35.2 %) recorded as being Welsh speakers. We do not record their level of ability.

Q4. As per the answer above, the Assembly Commission does not employ political researchers.

The above information relates only to staff employed by the National Assembly for Wales Commission. The Commission does not hold any records on the bilingual abilities of support staff or political researchers employed directly by Assembly Members.

Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. The code is published on our website at http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/abt-foi-cop-pub.htm

If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance at the end of this letter.

Yours sincerely

Alison Rutherford
Access to Information Coordinator
National Assembly for Wales

Cause for concern or complaint with your FOI response?

If you believe that I have not applied the Code correctly or have not followed the relevant laws, you may make a formal complaint to the Chief Executive and Clerk at the National Assembly for Wales, Cardiff Bay. Details of the Assembly's complaints principles are set out in the Code of Practice on Complaints available on the Internet at <http://www.assemblywales.org/conhome/con-complaint.htm>. Please advise me if you wish to receive a printed copy.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
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