

**Gwybodaeth Ychwanegol at Gwestiynau Ysgrifenedig y Cynulliad
Information Further to Written Assembly Questions**

Cyhoeddir atebion yn yr iaith y'u darparwyd, gyda chyfieithiad Saesneg o atebion yn y Gymraeg.

Responses are published in the language in which they are provided, with a translation into English of responses provided in Welsh.

**Gwybodaeth ychwanegol at WAQ58546-58549 a gyhoeddwyd gan yr Ysgrifennydd
Parhaol, y Fonesig Gill Morgan, ar 13 Chwefror 2012
Information further to WAQ58546-58549 issued by the Permanent Secretary, Dame Gill
Morgan, on 13 February 2012**

At/To Paul Davies:

I am writing in response to your recent Written Assembly Questions for the First Minister (WAQ58546-WAQ58549.) The First Minister has asked me to respond to you as I have responsibility for staffing matters within the Welsh Government. I shall answer each of your questions in turn:

WAQ58546-Would the First Minister state how much the Welsh Government has spent on recruitment agencies in each month since May 2011?

The Welsh Government uses recruitment agencies to identify, locate, assess and provide suitable candidates for both specialist roles, for which no existing staff are suitably qualified, and for the most senior roles in the organisation. The use of such agencies is in line with general practice across both the public and private sectors and is strictly controlled. Each recruitment exercise for the most senior roles has to be approved by the Welsh Government's Senior Civil Service Remuneration Committee, the membership of which includes three independent Non-Executive Directors, to ensure that the value for money is being achieved in the use of public funds. The table below details the cost of engaging these agencies between 1 May 2011 and 31 December 2011.

Month	Expenditure
May	£12,684.56
June	£12,250.85
July	£28,193.40
August	£20,140.60
September	£12,323.09
October	£43,953.85
November	£34,251.85
December	£58,930.26
Total	£222,728.46

WAQ58547 –Would the First Minister state how much redundancy pay was paid to civil servants in the Welsh Government in each month since May 2011?

Individuals can use some or all of their severance pay to buy out an actuarial reduction in their pension and therefore we do not hold information on what individuals receive. However, we do know the total cost to the organisation of letting the individual leave.

Accounting procedures require that we accrue the cost of exits at the point the decision is made to exit staff, therefore it is our practice to report exit costs on this basis. Since April 2011 we have agreed that 296 staff can leave the organisation at an approximate cost of £15.8million. This reduction in staffing levels will save the Welsh Government around £13million each year in staff costs. Final audited costs will be published in the annual accounts.

WAQ58548 – Would the First Minister state how many people were working for the Welsh Government in (a) May 2010 and b) December 2011?

The table below details the number of staff in post at the end of each of the months in question, both headcount and Full-Time Equivalent.

	Headcount	FTE
31 May 2010	6,378	6,047.3
31 December 2011	5,386	5,114.6

WAQ58549 –Would the First Minister state how many temporary staff have been recruited by the Welsh Government since May 2011?

The Welsh Government employs a broad range of individuals on a temporary basis, from casual staff working on short-term projects, through to apprentices and student placements. The table below details the number of temporary staff recruited between 1 May 2011 and 31 December 2011, and also the number of temporary staff who left the organisation during the same period. The flexibility afforded by employing staff only when and where needed, and in some cases where there is a specialist knowledge requirement for a short-term period only, means that we will always have a requirement for temporary staff, regardless of how many permanent staff are employed.

Temporary Employee Type	Joiners	Leavers
Apprentice	67	4
Casual	95	61
Fixed Term	36	5
Loan In	3	4
Placement	22	9
Secondment In	25	33
Student Placement	23	28

Total	271	144

I hope that this response adequately answers the questions you have raised.