



Llywodraeth Cymru
Welsh Government

Date: 18 December 2017

Dear ,

Requests for Information
ATISN 11742, 11743, 11744, 11745

Thank you for your requests which were received by the Welsh Government on 21 November 2017. I have set out at Annex 1, each of the questions you submitted against our allocated reference number and my response to each.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit, Welsh Government, Cathays Park, Cardiff, CF10 3NQ

or

Email: FreedomOfInformationOfficer@wales.gsi.gov.uk

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex 1

ATISN 11742

1. Details of pay grades and typical roles within each pay grade.

The Welsh Government pay bands can be found within our Pay Policy Statement (published in link below)

<http://gov.wales/about/civilservice/how-we-work/facts-figures/ourfinance/PayPolicyStatement/?lang=en>

There are no typical roles within each pay band due to the wide range of areas for which the Welsh Government is responsible.

2. The numbers of male and female employees at each pay grade.

The following below provides a breakdown of staff numbers (in full time equivalent terms) as at 30 November 2017.

Grade	Female	Male	Total
Team Support	395.3	246.2	641.5
Management Band 3	511.6	390.1	901.7
Management Band 2	807.0	460.3	1,267.3
Management Band 1	651.1	455.8	1,107.0
Executive Band 2	348.4	342.0	690.4
Executive Band 1	80.3	123.7	204.0
Senior Civil Service	63.6	81.5	145.1
Other	8.2	11.0	19.2

3. The average salaries for male and female employees for each pay grade including any bonus or other payments provided separately.

We do not hold this information. The median salary, gender pay gap and a breakdown of female and male pay by salary bands can be found in the Welsh Government's Employers Equality Report (published in link below).

<http://gov.wales/about/civilservice/how-we-work/facts-figures/our-role-as-an-employer/welshgovernmentemployerequality/Welsh-Government-Employers-Equality-Report-2015-16/?lang=en>

4. Details of and outcomes of any pay reviews that have considered salaries according to gender and any measures introduced to remedy any discrepancies.

There have been no pay reviews that have considered salaries according to gender in 2016/17.

ATISN 11743

1. What was the Welsh Government's total spending on recruitment?

Please see attached table in respect of this question. Please note that these costs are taken from information held on our finance system .

- 2. How many vacancies for positions in the department were advertised in the same period?*
- 3. How many of these vacancies for positions were filled? How many were not filled?*
- 4. Which position took the longest time to fill, and how long did this position take to fill?*

5. Which position took the shortest time to fill, and how long did this position take to fill?
6. What was the average time to fill vacancies for positions in the department?

The timeframe for all of the following is the last 12 months on record, and the same 12 month periods for the four previous years.

Please see attached table in respect of answers to questions 2-6

ATISN 11744

1. *How many staff bonuses were paid out by the Welsh Government and any of its agencies for performance related results or special bonuses, and what was there total value for the past five years on record?*
2. *For the 2016/17 financial year please provide a grid showing how many individuals got bonuses of various differing values using £2,500 increments (e.g. £1 to £2,500, £2,501 to £5,000, £5,001 to £7,500 etc.).*

No Welsh Government employees have received a bonus during the last five financial years.

We do not hold details relating to Welsh Government Sponsored Bodies.

ATISN 11745

1. *What is your policy on zero hours contracts?*

The Welsh Government does not use zero hour contracts.

2. *How many staff have you employed over the last three years (sorted as such) on zero-hours contract?*

None.