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Ysgrifennydd Parhaol • Permanent Secretary



Llywodraeth Cymru  
Welsh Government

Mr Andrew RT Davies AM  
National Assembly for Wales  
Cardiff Bay  
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Dear Andrew,

**Written Assembly Questions – WAQ60120, WAQ60121, WAQ60122 and WAQ60125**

You recently submitted a number of Written Assembly Questions about a range of Welsh Government staffing matters. The First Minister and the Minister for Finance and Leader of the House have asked me to respond and I shall answer each of the questions in turn.

**WAQ60120 - Will the First Minister provide figures, broken down by grade, for a) the total number of Welsh Government staff; b) the number of Welsh Government staff who are classed as managers; and c) the number of Welsh Government staff who are not classed as managers, giving figures for each of the last four financial years.**

The table below (Fig. 1) details the headcount number of staff employed by the Welsh Government, by grade, in each of the last four years. The numbers represent the grades of the posts occupied by those staff at 31 March in each of the years in question, except in the case of the Senior Civil Service (SCS) where only permanent substantive members of the SCS are included. All staff at Management Band 3 and above are categorised as managers, although it would be impossible to identify how many of these staff were managing other staff without reviewing every individual staff record. This would be prohibitively time consuming.

Fig.1

Date	Post Grade (Headcount)								Total
	Team Support	Management Band 3	Management Band 2	Management Band 1	Executive Band 2	Executive Band 1	Senior Civil Service	Other	
31/03/2009	1,461	1,382	1,419	930	728	197	146	216	6,479
31/03/2010	1,355	1,358	1,452	994	761	216	146	159	6,441
31/03/2011	1,147	1,250	1,325	948	687	200	124	128	5,809
31/03/2012	1,156	1,090	1,269	888	647	175	120	79	5,424

**WAQ60121 - Will the First Minister provide a breakdown of the number of staff employed by the Welsh Government between the managerial levels of Grade 7 and Grade 3.**

The table below (Fig. 2) details the headcount number of staff in post at 31 March 2012. The grades to which you have referred are no longer applicable, but for the purposes of this response I have provided details of staff between the Executive Band 2 grade and the SCS 2 grade; these correlate to what were previously referred to as Grade 7s and Grade 3s. As with the answer above, the grades are representative of the post held at that point in time, except in the case of the SCS where the grade is the permanent substantive grade of the individual.

Fig 2.

Date	Post Grade (Headcount)				Total
	Executive Band 2	Executive Band 1	Senior Civil Service 1	Senior Civil Service 2	
31/03/2012	647	175	89	25	936

**WAQ60122 - Will the Minister confirm the annual cost of employing Welsh Government staff between the managerial levels of Grade 7 and Grade 3.**

For accounting purposes, the Welsh Government does not record separately the cost of each pay band; a distinction is only drawn between the cost of the SCS and non-SCS staff. However, the table below (Fig. 3) details the headcount numbers at each grade, the grade being representative of the post occupied except in the case of the SCS (as above), and the salary ranges for each pay band.

Fig.3

Pay Band	31 March 2012	
	Number	Salary Range (£)
Executive Band 2	647	44,000-54,400
Executive Band 1	175	54,500-66,800
Senior Civil Service 1	89	58,200-117,800
Senior Civil Service 2	25	82,900-162,500

**WAQ60125 - Will the Minister provide the annual cost of employing Welsh Government staff classed as Grade 3 and above, giving figures for each of the last four financial years.**

For the reasons detailed above, it is not possible to provide costs broken down by pay band. In the table below (Fig. 4), I have detailed the numbers of permanent, substantive SCS staff at SCS Band 2, SCS Band 3 and Permanent Secretary levels, at 31 March in each of the last four financial years, together with the salary scales for each pay band. I have also included details of staffing levels at the SCS Band 1 level (Deputy Director); this gives a more complete picture of the changes across the whole of the SCS.

Fig 4.

Date	SCS Band 1	Salary Scale (£)	SCS Band 2	Salary Scale (£)	SCS Band 3	Salary Scale (£)	Permanent Secretary	Salary Scale (£)
31/03/2009	114	57,300-116,000	24	81,600-160,000	7	99,960-205,000	1	137,000-273,250
31/03/2010	117	58,200-117,800	22	82,900-162,500	6	101,500-208,100	1	141,800-277,300
31/03/2011	95	58,200-117,800	23	82,900-162,500	5	101,500-208,100	1	141,800-277,300
31/03/2012	89	58,200-117,800	25	82,900-162,500	5	101,500-208,100	1	141,800-277,300

You may be interested to note also that we now publish detailed information relating to the salaries of staff at the SCS2 level and above on the Welsh Government internet pages. This information can be found on the 'About' pages at:  
<http://wales.gov.uk/about/civilservice/facts/staff/?lang=en>

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

Yours sincerely



**GILL MORGAN**