



Members Support Staff

30 November 2021

Request for Information.

Thank you for your request received on 19 October in which you asked:

Please may I request the following information.

- 1. A list of job titles that Members of the Senedd are able to use when employing support staff.*
- 2. The number of Members' support staff currently employed with each job title.*
- 3. The number of support staff currently employed by each Member of the Senedd.*
- 4. If job titles are officially linked to pay bands please could you provide a document showing the job titles and linked pay bands.*
- 5. The recruitment policy for Members' support staff issued by the Members' Business Support Team. I'm referencing the policy cited in section 3.1.2 of the Review of Staffing Support 2019, so if it's changed or provided by another team please could you provide the most recent recruitment policy for Members' Support Staff?*

Please find our response to your request below.

- 1. A list of job titles that Members of the Senedd are able to use when employing support staff.*

On our [website](#) is a list of possible job titles, but as Members of the Senedd are employers in their own right, they are free to choose the job titles of their support staff.

- 2. The number of Members' support staff currently employed with each job title.*

Senedd Cymru
Bae Caerdydd
Caerdydd, CF99 1SN

Welsh Parliament
Cardiff Bay
Cardiff, CF99 1SN
Ffôn/Tel: 0300 200 6224

E-bost/Email: Ceisiadau-gwybodaeth@senedd.cymru
Information-request@senedd.wales

We can confirm that we hold the information requested, however, it constitutes personal data for the purposes of the United Kingdom General Data Protection Regulation (UK GDPR).

A disclosure of some of the actual numbers of staff employed by job title would, in our view, contravene the first data protection principle as set out in Article 5 of the UK GDPR. As such, some of the requested information is exempt from disclosure under section 40(2) and section 40(3A)(a) of the Freedom of Information Act 2000 ("FOIA 2000"). Further reasoning for this conclusion is set out in the annex to this letter.

However, in an effort to provide you with information, whilst complying with our duties under the UK GDPR, we have provided these details in an anonymised form in the table below:

Job Titles	Number of staff
Administration Officer	Fewer than 5
Administrative Assistant	Fewer than 5
Administrator	6
Administrator & Communications Officer	Fewer than 5
Case Management, Research & Policy Officer	Fewer than 5
Casework & Communications Officer	Fewer than 5
Caseworker	21
Caseworker & Campaigns Officer	Fewer than 5
Caseworker & Community Outreach Support	Fewer than 5
Caseworker & Digital Communications Officer	Fewer than 5
Caseworker & Community Liaison Officer	Fewer than 5
Caseworker Manager	Fewer than 5
Caseworker/Admin Support	Fewer than 5
Caseworker/Constituency Assistant	Fewer than 5
Chief of Staff	Fewer than 5
Cleaner	Fewer than 5
Communications & Research Officer	Fewer than 5

Communications & Constituency Liaison	Fewer than 5
Communications & Parliamentary Officer	Fewer than 5
Communications & Press Officer	Fewer than 5
Communications & Research Officer	Fewer than 5
Communications Officer	7
Community Assistant (Casework)	Fewer than 5
Community Caseworker	Fewer than 5
Community Caseworker & Research Assistant	Fewer than 5
Community Caseworker/Administrator	Fewer than 5
Community Caseworker/Office Manager	Fewer than 5
Community Engagement Officer	Fewer than 5
Community Liaison & Caseworker	Fewer than 5
Community Liaison & Public Engagement	Fewer than 5
Community Liaison & Diary Officer	Fewer than 5
Community Liaison Officer	12
Community Outreach & Personnel Officer	Fewer than 5
Constituency & Digital Content Officer	Fewer than 5
Constituency Assistant	Fewer than 5
Constituency Assistant & Caseworker	Fewer than 5
Constituency Caseworker	Fewer than 5
Constituency Caseworker & Parliamentary Researcher	Fewer than 5
Constituency Caseworker & Diary Co-Ordinator	Fewer than 5
Constituency Engagement & Communications Officer	Fewer than 5
Constituency Liaison Officer	Fewer than 5
Constituency Office Worker	Fewer than 5
Constituency Officer	Fewer than 5

Constituency Secretary & Caseworker	Fewer than 5
Diary Secretary	Fewer than 5
Diary Secretary & Administrator	Fewer than 5
Director of Strategy	Fewer than 5
Engagement & Communications Assistant	Fewer than 5
Executive Secretary	Fewer than 5
Group Researcher	Fewer than 5
Group Senior Policy Officer	Fewer than 5
Head of Communications	Fewer than 5
Head of Constituency Office	Fewer than 5
Head of Office	Fewer than 5
Head of Office/Office Manager	Fewer than 5
Head of Parliament Affairs & Operations	Fewer than 5
Head of Policy & Communications	Fewer than 5
Media Administrator	Fewer than 5
Media Communications & Casework Officer	Fewer than 5
Media Officer	Fewer than 5
Office & Press Manager	Fewer than 5
Office Coordinator/Caseworker	Fewer than 5
Office Manager	21
Office Manager & Personal Assistant	Fewer than 5
Office Manager & Researcher	Fewer than 5
Office Manager & Senior Caseworker	Fewer than 5
Office Manager (Constituency)	Fewer than 5
Office Manager (Senedd)	Fewer than 5
Office Manager / Personal Assistant	Fewer than 5

Office Manager / Senior Caseworker	Fewer than 5
Office Manager & Researcher	Fewer than 5
Office Co-Ordinator & Senior Caseworker	Fewer than 5
Parliamentary & Constituency Assistant	Fewer than 5
Parliamentary Assistant	Fewer than 5
Personal Assistant	Fewer than 5
Policy & Coordination Officer	Fewer than 5
Press & Communications Officer	Fewer than 5
Press & Research Officer	Fewer than 5
Press Officer	Fewer than 5
Press Officer & Researcher	Fewer than 5
Press, Communications Officer	Fewer than 5
Regional Case Worker & Community Liaison	Fewer than 5
Research & Community Liaison Officer	Fewer than 5
Research & Communications Officer	Fewer than 5
Research Assistant	Fewer than 5
Research Assistant / Admin	Fewer than 5
Research, Casework & Communications officer	Fewer than 5
Researcher	14
Researcher & Administrator	Fewer than 5
Researcher & Caseworker	Fewer than 5
Researcher & Communications Officer	Fewer than 5
Researcher & Caseworker	Fewer than 5
Researcher & Communications Assistant	Fewer than 5
Researcher & Communications Officer	Fewer than 5
Research Officer	Fewer than 5

Senior Administrator	Fewer than 5
Senior Advisor	24
Senior Caseworker	Fewer than 5
Senior Caseworker & Community Liaison Officer	Fewer than 5
Senior Caseworker & Communications Officer	Fewer than 5
Senior Communications	Fewer than 5
Senior Communications Advisor	Fewer than 5
Senior Communications & Policy Officer	Fewer than 5
Senior Communications Manager	Fewer than 5
Senior Communications Officer	9
Senior Communications Officer/Advisor	Fewer than 5
Senior Community Liaison & Research Officer	Fewer than 5
Senior Graphic Designer & Social	Fewer than 5
Senior Media & Support Officer	Fewer than 5
Senior Policy & Strategic Planning	Fewer than 5
Senior Press & Research Officer	Fewer than 5
Senior Research & Communications Officer	Fewer than 5
Senior Research Officer	Fewer than 5
Senior Researcher	5
Senior Secretary	Fewer than 5
Social Content & Communications Officer	Fewer than 5
Special Assistant to the Leader	Fewer than 5
Sustainable Futures Coordinator	Fewer than 5

3. The number of support staff currently employed by each Member of the Senedd.

Member of the Senedd	Number of staff employed in October 2021
Gareth Davies	3
Carolyn Thomas	3
Sam Rowlands	3
James Evans	6
Samuel Kurtz	3
Mabon ap Gwynfor	5
Jane Dodds	6
Cefin Campbell	3
Sarah Murphy	3
Sioned Williams	4
Altaf Hussain	5
Luke Fletcher	3
Tom Giffard	5
Elizabeth Williams	3
Joel James	3
Heledd Fychan	6
Rhys ab Owen	3
Peter Fox	3
Natasha Asghar	2
Peredur Owen Griffiths	5
Darren Millar	5
Lesley Griffiths	4
Mark Isherwood	6

Elin Jones	4
Paul Davies	4
Joyce Watson	6
Jane Hutt	3
Andrew RT Davies	3
John Griffiths	4
Lynne Neagle	3
Janet Finch-Saunders	3
Ken Skates	4
Rhun ap Iorwerth	4
Llyr Gruffydd	3
Russell George	4
David Rees	3
Mike Hedges	3
Julie James	3
Jenny Rathbone	4
Julie Morgan	4
Vaughan Gething	3
Mark Drakeford	4
Mick Antoniw	3
Alun Davies	3
Laura Jones	5
Sian Gwenllïan	6
Hannah Blythyn	2
Adam Price	4
Lee Waters	3

Eluned Morgan	4
Rebecca Evans	3
Jeremy Miles	4
Huw Irranca-Davies	6
Vikki Howells	4
Hefin David	3
Rhianon Passmore	3
Dawn Bowden	5
Jayne Bryant	3
Jack Sargeant	4
Delyth Jewell	4

4. If job titles are officially linked to pay bands please could you provide a document showing the job titles and linked pay bands.

Job titles and salary bands are not linked. Salary bands are published within the Determination under paragraph 7.1.5.

5. The recruitment policy for Members' support staff issued by the Members' Business Support Team. I'm referencing the policy cited in section 3.1.2 of the Review of Staffing Support 2019, so if it's changed or provided by another team please could you provide the most recent recruitment policy for Members' Support Staff?

Please find attached the most recent recruitment policy for Members' Support Staff. (Please email Information-request@senedd.wales to receive a copy)

Yours sincerely

Buddug Saer
Freedom of Information Manager
Welsh Parliament

Your request has been considered according to the principles set out in the **Code of Practice on Public Access to Information**. If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance below.

Cause for concern or complaint with your FOI response?

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

Information-request@senedd.wales or in writing to

Welsh Parliament
Governance and Assurance
Cardiff Bay
Cardiff
CF99 1SN

Annex

The information sought falls within the definition of personal data as set out in Article 4 of the UK GDPR, being:

“any information relating to an identified or identifiable natural person (‘data subject’); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, psychological, genetic, mental, economic, cultural or social identity of that natural person”.

Personal information is exempt from disclosure under section 40(2) and 40(3A)(a) of FOIA 2000 where disclosure would contravene one or more of the data protection principles within the UK GDPR. The principle relevant on this occasion is the first data protection principle.

The first data protection principle as set out in Article 5 of the UK GDPR states that:

“Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject (‘lawfulness, fairness and transparency’)”.

In addressing whether a disclosure would be fair we have considered the consequences of disclosure, the reasonable expectations of the persons concerned and the balance between their rights and any legitimate interest in disclosure. Our conclusion is that disclosure would be unfair. Members’ support staff are employed directly by the Member of the Senedd (MS) and are answerable to them. They would not have a reasonable expectation that personal data relating to their employment would be disclosed by the Senedd Commission.

By releasing the information requested, it may be possible to identify some support staff whose job title is not a common one. Support staff, although working for an elected representative, do not have a public facing role and have no expectation that information relating to their employment will be made public.

Notwithstanding our view as to fairness, we went on to consider Article 6 of the UK GDPR. None of the legal bases in Article 6 are relevant other than Article 6(1)(f), which allows the processing of personal data if:

“Processing is necessary for the purposes of legitimate interests pursued by the controller or by the third party, except where such interests are overridden by the interests or

fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child."

This condition involves a three-part test:

- There must be a legitimate public interest in disclosing the information;
- The disclosure must be necessary to meet that public interest; and
- The disclosure must not override the interests, fundamental rights or freedoms of the data subject.

We have given careful consideration to the relevant interests which include: the Senedd's obligations under the UK GDPR and the Data Protection Act 2018; your right to access this information; the nature of the individuals' roles and their right to privacy; and the public interest in this information being disclosed.

There is a public interest in transparency in general, and in particular in knowing the parameters within which, and the level at which, Members receive support to enable them to fulfil their functions, including the provision of staffing support. There is also a public interest in understanding to what degree that support is utilised by individual Members.

However, the individual staff members concerned do not have a public facing role (unlike that of an elected representative) and would not have a reasonable expectation that this information would be released. In our view, the public interest is met in this instance by the disclosure of the information in anonymised form, as well as responding in full to other aspects of your request.

Since April 2019, the Senedd Commission has also published the annual staffing expenditure of each MS, which goes some way to aiding public scrutiny. Details of overall staffing support provided to Members are published in the [Determination](#).