

Dr Andrew Goodall
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Sarah Cooper-Lesadd MS

Sarah.Cooper-Lesadd-MS@senedd.wales

16 June 2026

Dear Sarah Cooper-Lesadd,

Thank you for your questions tabled on 3 June 2025.

You asked whether the Welsh Government would consider an externally led and publicly published audit of the Welsh civil service, including its recruitment, senior appointments, and whether it is fit to deliver for the people of Wales.

The Welsh Government is already subject to substantial audit, assurance and scrutiny arrangements in relation to its organisational effectiveness and fitness to deliver.

Our governance, risk and control environment is subject to regular internal and external audit and wider scrutiny through established public accountability mechanisms.

Recruitment and senior appointments are made in line with the Civil Service Commission's Recruitment Principles, which require appointment on merit following fair and open competition, and these arrangements provide independent assurance over the integrity of our processes. For our most senior appointments, a Civil Service Commissioner is part of that decision making panel composition.

In addition, the Senedd's Public Accounts and Public Administration Committee provides public scrutiny of the effectiveness and administration of the Welsh civil service, including matters relating to governance, public administration and appointments. Taken together, these mechanisms provide robust and transparent oversight. We will continue to consider how these mechanisms are presented, to provide that assurance to members.

The Cabinet Minister for Government Effectiveness and Constitution also holds oversight of ensuring the civil service and other public services are operating as efficiently and effectively as possible.

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Yours,

Andrew Goodall

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Ysgrifennydd Parhaol/ Permanent Secretary

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