

Manon Antoniazzi

Prif Weithredwr a Chlerc y Senedd
Chief Executive and Clerk of the Senedd

29 January 2024

Mark Isherwood MS
Chair of Public Accounts and Public Administration Committee
Senedd Cymru

Dear Mark,

Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2022-23.

I am writing in response to the Public Accounts and Public Administration Committee report on the Scrutiny of Accounts 2022-23. I would like to thank the Committee for its scrutiny.

The Commission notes the views and comments of the Committee along with your recommendations concerning the Commission. We have addressed these in the attached Annex. If you would like any further information on any matter covered in the Annex, please do not hesitate to let me know.

I would like to take this opportunity to assure the Committee that we remain as committed as ever to providing greater clarity and assurance through external scrutiny and audit as well as through our internal governance framework. The Commission's approach is always to try to operate with openness, transparency and clarity.

Yours sincerely,



Manon Antoniazzi

Prif Weithredwr a Chlerc y Senedd / Chief Executive and Clerk of the Senedd

Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.



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Annex 1

Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2022-23

Recommendation 1. The Commission should keep the Committee updated on their progress in implementing projects as part of the Carbon Neutral Strategy ahead of the Committee's scrutiny of the next financial year's Accounts, including their spend by project, their progress to date and an indication of any overspends or underspends.

Accepted

We welcome the Committee's scrutiny and request for further information on the Commission's progress in implementing projects as part of the Carbon Neutral Strategy. We will ensure that the Committee receives a report covering spend by project, progress to date and any indications that we have of over or underspends by project before the scrutiny of the 2023-24 Financial Accounts.

Recommendation 2. The Commission should provide six-monthly updates to the Committee, starting in Spring 2024, on the progress of the Ways of Working Strategy and the resources that have been allocated to delivering the projects associated with the Strategy

Accepted

We agree to provide the Committee with biannual updates on the progress of the Ways of Working programme including details of resources allocated to the projects to be delivered. We will provide our first report in Spring 2024.

Recommendation 3. As part of the Annual Report and Accounts, the Commission should consider including an estimate of the likelihood of a risk occurring, to better inform future consideration of the Senedd's risk profile.

Accepted

We note the Committee's request and will ensure information on the estimates of the likelihood of a risk occurring are include in the Annual Report in future.

Recommendation 4. The Commission should update the Committee on the work of the groups looking into the role of Artificial Intelligence within the Senedd ahead of the Committee's scrutiny of the Accounts for 2023-24.

Accepted



We agree to provide an update on the work of the groups looking into the role of Artificial Intelligence within the Senedd ahead of the next Committee scrutiny of the Accounts for 2023-24. We would suggest that this update may benefit from a briefing session for Committee members to share the requested information. Should the Committee prefer a report we will ensure that is provided before the next scrutiny session as well.

Recommendation 5. The Commission should consider, in future, implementing recruitment schemes, as part of its Workforce Plan, to encourage applications from individuals from a variety of socio-economic and geographic backgrounds, to ensure the Senedd better reflects the nation it represents. The Committee would appreciate updates on how this could be implemented and any targets the organisation has for addressing the present imbalance.

Accepted

The Commission is committed to delivering on the Senedd's objective of ensuring that the Senedd better reflects the nation it represents.

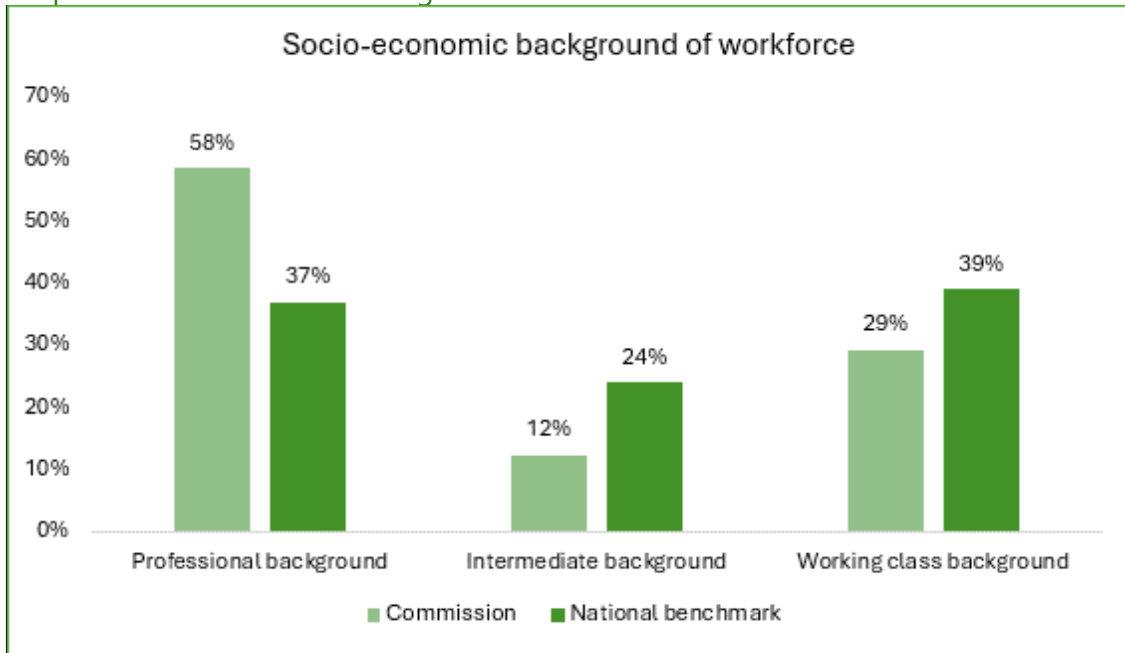
As presented in the Commission's [Annual Diversity and Inclusion Report 2022-23](#), this was the first year that we collected workforce data and two years since we started to collect recruitment data relating to socio economic background and so the data sets are emerging. It is of note that only just under half the Commission's workforce (47%) declared its socio-economic background; this compares to an average of 90% response rates for the protected characteristics. The data we do have provides us with baseline data and our focus will continue on building richer data sets to provide more sophisticated insights into both the geographical and socio-economic profile of our workforce. The analysis of comprehensive diversity data on our workforce will be available in the Annual Diversity and Inclusion Report 2023-24 due for consideration by the Commission in the Summer Term and subsequently shared with the Committee thereafter.

The Ways of Working Programme has recently established two steering groups for Workforce and Diversity & Inclusion respectively. Accessing richer, more complete data sets is a focus for both these groups, which will operate in alignment with one another. From these steering groups, we will then be able to develop further our attraction strategy to encourage candidates from a wide range of socio-economic and geographic backgrounds to apply for roles within the Commission. The Commission agrees to sharing any relevant data insights with the Committee as they emerge.

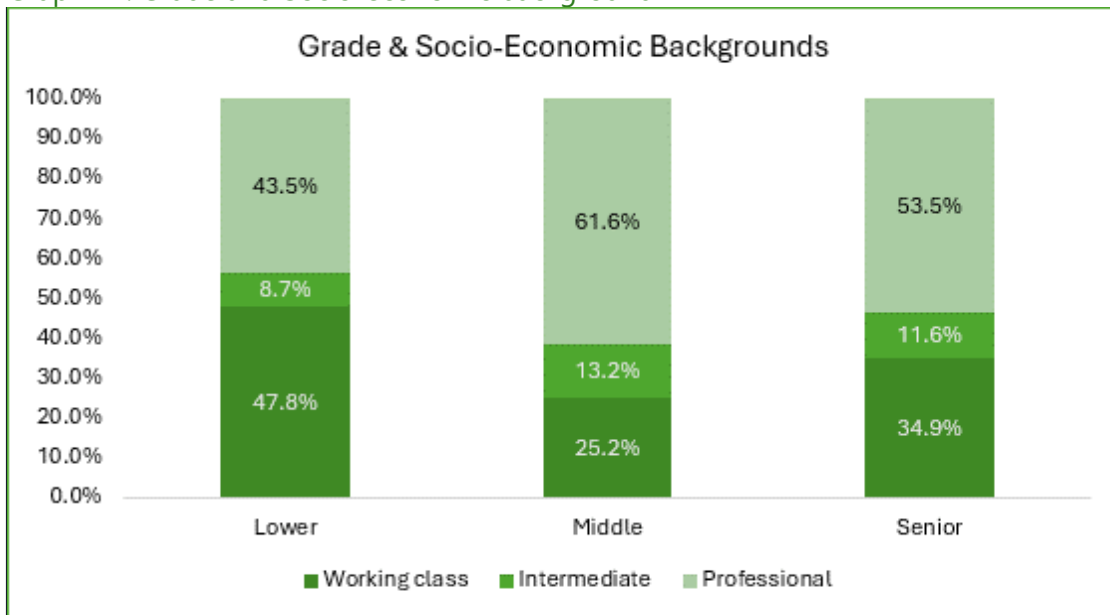
For ease, here are the socio-economic data from the [Annual Diversity and Inclusion Report 2022-23](#):



Graph 10: Socio-economic background of workforce



Graph 11: Grade and Socio-economic background



Recommendation 6. The Workforce Plan and any outputs from the Medium Term Resourcing Framework should be shared with the Committee as soon as they are available, to ensure that we are updated on the Commission’s future planning around Senedd Reform and under the Ways of Working Strategy.

Accepted



We agree to provide the Committee with updates on outputs, as and when they arise and in advance of the annual scrutiny session in Autumn 2024 to ensure the Committee are updated on the Commission's future planning around Senedd Reform and under the Ways of Working Strategy.

Recommendation 7. The Commission should set out how it intends to reflect on the views of Members and their staff as part of their future planning under the Ways of Working Strategy and any other stream of work that addresses the implications of Senedd Reform.

Accepted

The Commission is committed to ensuring that the views of Members and their staff are reflected in the Ways of Working strategy along with any other streams of work that address the implications of Senedd Reform. We will seek to gain an understanding of those views through the following engagement groups and activities.

- **Siambro 2026 project** -Engagement and views will be sought through a Member reference group (plus Commission) for this project. The Llywydd and one of the Commissioners acted as observers during a procurement process for architectural services providing assurance that the views inform the outcome of the project.
- **Ty Hywel 2026 project** – Engagement and views will be sought through a Member user group and a Chief of Staff user group. Commissioners will also engage with their parties to understand views and bring those views to the Project Board.
- **Cardiff Bay 2032 Project** – The Llywydd / Group Leader bilaterals will be the main engagement point with Members and their staff at this early stage of the project. Commissioners will also be engaging with their parties to understand views and will be providing the outcome of those conversations to the Project Board.

Engagement levels and method will change as each of the projects move through their delivery stages. This will be monitored and adapted to meet the needs of each project stage, as well as reviewed to ensure that successful engagement is taking place. As well as engagement to gather information and views, there will also be feedback and touch point engagement and communications at key points of the projects.

