

Rebecca Evans AC/AM
Y Gweinidog Tai ac Adfywio
Minister for Housing and Regeneration



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref MA - P/RE/3931/17

Nick Ramsay, AM
Chair – Public Accounts Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

21 November 2017

Dear Nick

**PUBLIC ACCOUNTS COMMITTEE REPORT - August 2017
INQUIRY INTO THE REGULATORY OVERSIGHT OF HOUSING ASSOCIATIONS
RESPONSE TO THE REPORT**

Thank you for your letter setting out the Committee's concerns about the partial acceptance of Recommendation 1 of the report which recommended that Welsh Government's regulation team should routinely be permitted to recruit externally.

Recruitment to the regulation team complies with the Welsh Government's recruitment policy and, at this stage, I do not consider that this should be changed. I have considered the points made in your letter and having reviewed our previous response, I confirm that the Welsh Government does not accept this recommendation.

Our recruitment policy aims to ensure that the right people are in the right posts to deliver the Welsh Government's business effectively and efficiently. Recruitment policy and practice is underpinned by a number of key principles, one of which is internal career development and progression. Providing opportunities for development and progression for existing staff makes sound business sense, it increases employee engagement and retention and supports succession and workforce planning.

Although the policy states that the majority of vacancies will be filled internally, external recruitment is possible for specialist posts where the skillset cannot be found internally or for entry level or training posts such as apprenticeships. As the former Cabinet Secretary for Communities and Children pointed out in his original response, two of the last three appointments to the regulation team were via external recruitment.

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Correspondence.Rebecca.Evans@gov.wales
Gohebiaeth.Rebecca.Evans@llyw.cymru

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

There are currently no vacancies within the regulation team. Whilst the Welsh Government has rejected Recommendation 1, we will nonetheless keep the matter of routine external recruitment under review as vacancies occur.

Yours sincerely,

A handwritten signature in black ink that reads "Rebecca Evans." The signature is written in a cursive, flowing style.

Rebecca Evans AC/AM
Y Gweinidog Tai ac Adfywio
Minister for Housing and Regeneration

cc Permanent Secretary