

Julie James AM
Leader of the House and Chief Whip

14 November 2018

Dear Julie

Work it out: parenting and employment in Wales

We were pleased with the Government's response both in your written response and during the Plenary debate. However, myself and Members raised a number of matters during the debate that we seek clarification on.

I would be grateful for:

- further information on how the Welsh Government will encourage public sector organisations to follow its example of providing flexible working options;
- clarification on when the recruitment guidance for school governing bodies will be reviewed and updated, following the acceptance of recommendations 5 and 6;
- the Welsh Government to ensure that businesses accessing its financial support are offering flexible working, by making this a key requirement of the economic contract;
- a commitment to providing a further, more detailed response to recommendations 9, 12, 28 and 34, once the Fair Work Commission has reported;
- an immediate review of how Business Wales provides advice and support. We believe that our report made the case for the review to happen urgently.



- a further response to recommendation 28, which was calling on the Welsh Government to increase the provision of specialist advice to employees, including how Business Wales provides advice to employees;
- clarity on when the review of the public sector equality duties will be complete, and a commitment to providing an update on progress and decisions by the end of 2018;
- a further, more detailed explanation for the rationale behind the decision to make the childcare offer, and other childcare schemes, available to children aged between two and four alone;
- examples of job-sharing appointments for public appointments, as outlined in recommendation 2;
- further details on your commitment that the review of teachers' pay and conditions will take full account of flexibilities to support the working patterns required, outlined in the response to recommendation 6;

Following the debate, on 4 October the Chair held a [Facebook LIVE](#) discussion with two of the Committee's witnesses, Sarah Rees and blogger Anna Whitehouse (known as "Mother Pukka"), to discuss the outcomes of the report. During the discussion the following points were raised. I would therefore be grateful if you could provide:

- the timescales for implementing the requirement for organisations to publish maternity retention rates, alongside the review of the Public Sector Equality Duties;
- further information of the service provided by the PaCE project to parents who are trying to access it. Sarah Rees gave an account of her own attempts to contact the project without receiving a response, as well as several accounts of others who have experienced the same difficulty;
- any further update on if, and when, the Childcare Offer will be available to non-working parents;

I understand that some of these outstanding issues are outside of your portfolio, but I would be grateful if a co-ordinated response with the relevant Ministers could be provided.

Yours sincerely



John

John Griffiths AM

Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

