

Shan Morgan
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

N Ramsay AM
Chair of the Committee
Public Accounts Committee
National Assembly for Wales

09 December 2019

Dear Mr Ramsay,

The Internal Use of the Welsh Language in the Welsh Government

At the Committee's meeting on 11 November I offered an update to the Committee on our work to develop the use of the Welsh language internally within the Welsh Government.

Over recent months considerable work has gone in to developing our policy in this area. A strategy has now been created in draft form and this will be presented to the First Minister and the Minister for International Relations and the Welsh Language. We will, once we have their consent, consult with the trade unions and our staff networks, seek their response and further develop the strategy. My management team will then discuss the strategy in order to give it final approval. In the meantime, trade union representatives and representatives from our staff networks have been instrumental in developing the strategy from the outset, and have contributed significantly to the discussions that have shaped the policy.

In addition, work streams have been meeting over the last few months to develop different elements of the strategy. These have included a recruitment work stream, a training work stream, an information technology work stream, a behaviour change work stream and a statistical and external factors work stream. We have drawn on expertise



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from across the organisation to lead these strands, and this work has come together to form the draft strategy.

As a result of this work, we are developing a strategy that will be a central part of our corporate people strategy for the next five years, 2020-2025. This approach will embed the strategy into our vision for the wider organisation, and will ensure that the Welsh language will be a key consideration in our decisions to develop the workforce for the future.

The first strategy will cover the period up to 2025 which will give us an opportunity to evaluate the work during this first phase, before setting out a new strategy for the following five years. But, of course, our vision is for the longer-term. With the help of our statisticians and the relevant work-stream, we are also looking to 2050, to set the milestones needed to achieve our goal of transforming the organisation's working practices.

I look forward to presenting this work in more detail to the Committee following our internal processes of receiving consent and consulting with staff. The new strategy will be operational by the end of April 2020.

Yours,

Shan Morgan
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